

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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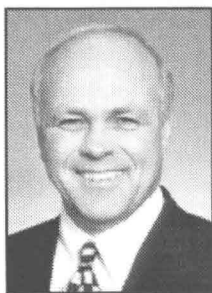
www.wmich.edu/wmu/news

June 29, 2000

Board OKs naming Bud Bender vice president for development

Carl M. "Bud" Bender has been promoted to vice president for development at WMU, effective June 1. Bender, who is also secretary of the WMU Foundation, has served as associate vice president for development since 1997.

"Bud has provided excellent leadership for our development efforts," says WMU President Elson S. Floyd. "This promotion is well deserved and is a logical step as we continue to upgrade our



Bender

development efforts in anticipation of a major capital campaign."

In his new post, Bender is the senior fund-raising officer for the University and has increased responsibility for management of staff, budgets and strategic planning in fund raising and associated support services. He has overall responsibility for developing and executing fund-raising efforts for the University's seven academic colleges, intercollegiate athletics and other programs.

Bender also continues as the principal liaison between the University and the WMU Foundation. The foundation manages assets of nearly \$100 million for the exclusive benefit of WMU.

Bender was promoted following a national search in which he was a finalist for the vice presidency. His appointment was officially approved by the Board of Trustees on June 23 and was endorsed earlier by the WMU Foundation Board of Directors.

Prior to joining WMU in 1997, Bender served for nearly six years as vice president and executive director of the Borgess Foundation of Kalamazoo, which is the private fund-raising arm of Borgess Medical Center.

Board approves 3.8% tuition and fee increase

The Board of Trustees has approved a 3.8 percent increase in tuition and required fees over last fall's rates. The action, taken at the board's June 23 meeting, is effective with the start of the fall 2000 semester.

"We're committed to increasing our tuition at the lowest rate possible so that we can continue to be one of America's best college buys and still provide the quality of education our students deserve," WMU President Elson S. Floyd told the board. "We're confident that the Legislature will provide us with sufficient funding to accomplish that goal."

The trustees' approval of the rate increase means that for the 2000-01 academic year, an in-state freshman student will pay \$4,094 in tuition and fees for 30 credit hours, the recently revised state standard. This represents a 3.8 percent or \$150 increase over last year's total of \$3,944 for 30 credit hours.

The following are the new tuition rates per credit hour with 1999-2000 rates in parenthesis: in-state freshmen and sophomores, \$116.40 (\$111.40); in-state juniors

and seniors, \$130.42 (\$124.91); in-state graduate students, \$166.64 (\$159.62); out-of-state freshmen and sophomores, \$290.99 (\$279.60); out-of-state juniors and seniors, \$326.73 (\$314.03); out-of-state graduate students, \$399.77 (\$384.22).

Two required fees of \$578 and \$24 for full-time students remain unchanged.

"We have gained a great deal of popularity in recent years because of our reputation as one of the most affordable of the nation's top 100 public universities. The tuition increase approved today will continue to make access to WMU possible for a wide range of students," remarked Floyd. The University, he noted, closed its freshman admissions in early May, for the second consecutive year.

Late on June 23, after trustees had acted, the Legislature's conference committee on Higher Education met to announce an agreement on the state's higher education spending package. The package, which still must be approved by both the House and Senate, increases WMU's base funding by 6.3 percent for the coming year.

New Web site unveiled

A new Web site for WMU that will replace the current official site on July 10 is currently available for the University community to preview.

The new site, which includes a dramatically different new home page as well as all-new, level-two subpages, can be accessed through a link on the old home page or visited at wwwtest.wmich.edu/.

"This is the beginning phase of a very big and involved project aimed at redesigning the University's Web presence," says Matt Kurz, associate vice president for university relations. His staff has been working on the project for several months.

Key goals of the project, Kurz says, were to make the communication clearer, more useful and more user-oriented; simplify the navigation; and improve the visual impression and WMU branding of the site.

"We greatly appreciate the input and assistance we've had over the past several months," Kurz says, "from the Web Users Group, key people in Vice President (Viji) Murali's Office of Information Technology group and last year's Web taskforce."

BOT approves appointments of Miller director, top administrators

The Board of Trustees approved the appointment June 23 of a new director for Miller Auditorium and OK'd a series of appointments to top-level academic posts at the University.

William R. Biddle was named director of Miller Auditorium, effective July 5, 2000. He comes to the University from the Detroit area, where he has served as executive director of the Macomb Center for the Performing Arts at Macomb Community College since 1992.

Trustees also approved the appointments of: Ronald Davis as assistant provost and director of the Diether H. Haenicke Institute for International and Area Studies, effective July 1; Eileen B. Evans as associate dean of the Graduate College, effective July 1; Joseph G. Reish as interim dean of University libraries, effective July 1; Steven C. Rhodes as chairperson of the Department of Communication, effective July 1; William R. Wiener as senior associate dean of the Graduate College, effective July 1; and Jay A. Wood as tenured professor and chairperson of the Department of Mathematics and Statistics, effective July 1.

Biddle will bring a 15-year track record in arts management to his new position at Miller. Prior to taking his current job at the Macomb Center for the Performing Arts, he served as executive director of the Givens Performing Arts Center at the University of North Carolina at Pembroke for three years. He also served earlier stints as

production manager at the Givens Center; technical director and professor of theatre production and theatre management at North Dakota State University; technical director for the Lake Placid Center for the Arts, Lake Placid, N.Y.; and technical assistant at the University of Michigan.

Biddle, who has served in leadership roles for a number of professional arts management societies, also is a consultant to theatres and schools around the nation. He earned a bachelor's degree from Glassboro State College in 1982 and completed course work for a master's degree in fine arts from the University of Michigan. He also is a 1995 graduate of the International Association of Assembly Managers' Public Assembly Facility Management School.

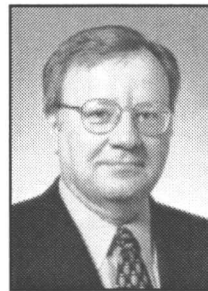
Davis, who has been a WMU faculty member since 1966, served as chairperson of the Department of History from 1992 to 1999. He has been directing the Haenicke Institute since last year and now is adding the role of assistant provost to his duties.

Evans has been assistant dean of the Graduate College for the past year, devoting 75 percent of her time to academic program review and 25 percent of her time to research administration. She joined the University as a faculty member in 1981 and has held a series of administrative posts since 1984.

Reish, who also is dean of the Lee Honors College, replaces Lance Query, whose resignation also was accepted by trustees at their June 23 meeting. A faculty member since 1972, Reish took over the reins of the Lee Honors College in 1993. He holds a concurrent appointment as a professor of French in the Department of Foreign Languages and Literatures.

Rhodes has been serving as interim chairperson of his department since last August. A faculty member since 1975, he is an expert in the field of organizational communication.

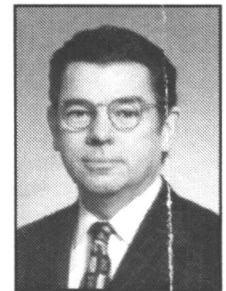
Wiener has served as chairperson of the Department of Blind Rehabilitation since he first came to WMU in 1986. Prior to that he was a faculty member at Cleveland State University for 12 years, serving as coordinator of that school's Blind Rehabilitation Program for his final eight years



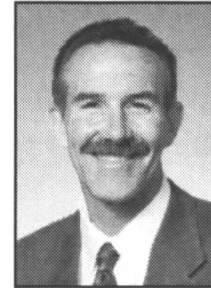
Davis



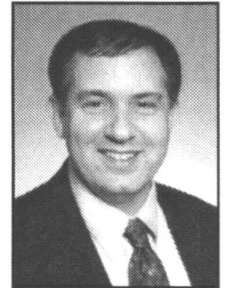
Evans



Reish



Rhodes



Wiener

there.

Wood comes to WMU from Purdue University's Calumet campus and has just completed a semester on leave as a visitor to the University of Notre Dame's Department of Mathematics. He has been a faculty member at Purdue since 1992 and before that was a visiting assistant professor at Lehigh University, an assistant professor at Bowdoin College and a visiting assistant professor at Notre Dame. He also served for two summers as a faculty fellow at the National Aeronautics and Space Administration's Jet Propulsion Laboratory at the California Institute of Technology.

In related action, the board approved the resignation of Frank Rapley as dean of the College of Education.

The board also approved the return to the faculty of Rapley, teaching learning and leadership, effective July 1; Timothy Light, comparative religion, Asian and Middle Eastern languages, and special assistant to the president for internationalization, effective Aug. 6, 2001; Michael Pritchard, philosophy, effective July 1; and Eldor Quandt, geography, effective July 1.

Exchange

FOR SALE—1983 Ford conversion van, 6 cylinder, 4-speed. Runs great, and has no rust. \$2,200. Call 375-1405 or 7-8597.

WESTERN NEWS

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Deadline: Items to be considered for publication should be submitted to the Office of University Relations by 5 p.m. Friday the week preceding the publication date. 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

New performance management system focuses on objectives and competencies

The new performance management system focuses on two main areas: results-based objectives and competencies. These two areas are then considered to determine the employee's overall annual performance rating. The form that will be used to record and rate objectives is very thorough in terms of walking users through the process. It also contains definitions for all the types of objectives, competencies and rating options.

The first section focuses on **results-based objectives**. Employees and supervisors establish four to six objectives annually. Each objective will be identified as being one of these five possible types of objectives: job-based responsibilities and accomplishments; unit/department goals and plans; project goals; customer satisfaction; and growth in skills and competencies. The year-

end objective rating options are:

- Significantly above target
- Over target
- On target
- Below target.

The next section deals with **competen-**



cies. Two to four of the following competencies are selected for focus each year: communication; customer service; organizational awareness; problem solving; process improvement/innovation; teamwork; and technical skills. Supervisors have four additional possible competencies: decision making; effective feedback and development; leadership; and fairness/affirmative

action—a required focus competency for supervisors. The competency rating options are:

- Role model
- Recognized strength
- Competent
- Focus required.

The last section provides options and definitions for the employee's **overall performance** rating. The possible annual overall ratings are:

- Consistently exceeds expectations
- Exceeds expectations
- Meets expectations
- Needs improvement.

Yes, the new form is longer than the one used in the old system, but it is easy to understand and contains definitions for all the possible objectives, competencies and ratings. Watch for the flyer and sign up for training to be held between mid-July and mid-August.

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.

Obituaries

Joe B. Freeman, former associate director of news services, died June 21 in Kalamazoo. He was 81.

Freeman spent two decades at WMU before retiring in 1983. He served as the student newspaper and yearbook adviser for many years. Prior to joining WMU he was public relations director for the Kalamazoo County Chamber of Commerce and worked at radio station WKMI. After retiring, Freeman taught classes at Nazareth College, did public relations for the American Red Cross and reviewed plays for the Kalamazoo Gazette.

Lois L. Hamlin, associate professor emerita of occupational therapy, died April 23 in Allegan. She was 87.

Hamlin, who retired in 1981, joined the WMU faculty in 1951, a year after earning a bachelor's degree from the University. An artist, she taught courses in how to apply arts activities in occupational therapy. She earned a master of fine arts degree from Columbia University in 1954 and continued post-master's degree



Hamlin

work in arts and culture in Columbia's overseas program, studying in Greece, Italy, Algeria and Morocco.

During her career, she published two books and produced several educational films. Many of her paintings and other art works were featured in exhibitions in Michigan and New York. After her retirement, she was active in the historical restoration of the Regent Theatre in Allegan.

Mildred M. Winslow, assistant professor emerita of education and professional development, died April 29 in Kalamazoo. She was 88.

Winslow, who retired in 1978, joined the WMU faculty in 1963 as an assistant professor and Campus School librarian. She served as library coordinator at the Educational Resources Center from 1969 until her retirement. She was a member of the Altrusa Club, Delta Kappa Gamma, the International Library Association and the American Library Association and was past president of the Michigan Library Association.



Winslow

She earned a bachelor's degree from Cornell College in Iowa and a master's degree in librarianship from the University of Illinois. Prior to joining the University, she taught elementary and secondary school in Iowa and was a librarian in Illinois.

WMU offices open, classes in session on Monday, 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 2000-01 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.

Miller Parking Ramp to be closed for seven weeks

The Miller Parking Ramp will be closed from July 5 to August 23.

The ramp will be cleaned, various caulking joints replaced and a penetrating sealer applied.

Gifts to WMU soar past previous records as year's end nears

The University will post record numbers for private support when the books are closed on the 1999-2000 fiscal year tomorrow. With receipts from June still to be included, WMU has already surpassed the previous records for cash gifts and for total gifts.

According to a report presented to the Board of Trustees at its June 23 meeting, cash gifts received by the WMU Foundation during the 1999-2000 fiscal year stood at \$12,980,833 as of May 31. That constitutes an increase of more than \$3.6 million compared to the same 11-month period of the preceding fiscal year. The previous WMU Foundation record for cash gifts was \$10,228,786 set in 1995-96.

The Paper Technology Foundation reported fiscal year-to-date cash gifts of \$1,449,142. That figure is more than four times the \$319,501 received during the first 11 months of the 1998-99 fiscal year.

Fiscal year-to-date cash gifts to WMU, received through the two foundations, increased by 53 percent compared to the same period one year ago, to a total of \$14,429,142 as of May 31. The cash-gift total for all of 1998-99 was \$10.2 million.

Total gifts to the University, including non-cash gifts such as equipment and prop-

erty, totaled \$17,150,222 through May 31. That represents an increase of more than \$6.5 million compared to the previous year. It is also \$4.6 million more than the previous one-year record total of \$12.5 million, set in 1995-96.

Among gifts received during April and May were several given for scholarships.

Two gifts totaling more than \$95,000 were given for the Edward Ravitz Memorial Scholarship in Construction Engineering by Mrs. Edward Ravitz of Florida and by Eleanor R. Belknap of Massachusetts, the daughter of the late Edward Ravitz.

A \$100,000 distribution from the estate of Harold E. Knight will be applied to the Kenneth W. Knight Memorial Scholarship in the College of Engineering and Applied Sciences. The University has received a total of \$500,000 for the scholarship from the estate of Knight, a 1935 WMU graduate.

A former WMU faculty member made anonymous contributions totaling \$370,000 in deferred cash gifts through gift annuities and a bequest. The funds will eventually be used for a graduate fellowship in educational leadership.

Anonymous gifts from alumni will boost student scholarships at WMU. A

Georgia alumni couple from the Classes of 1959 and 1960 has provided a bequest valued at \$80,000 for an endowed scholarship. Scholarships also will be funded by an anonymous bequest valued at \$70,000 from a 1980 graduate who resides in West Michigan.

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.

(N) **Athletics Academic Advisor I**, P-03, Intercollegiate Athletics, 99/00-1360, 6/27-7/3/00

(N) **Assistant Director, Health Promotion and Education**, P-04, Sindecuse Health Center, 99/00-1399, 6/27-7/3/00

(R) **Secretary I**, S-04, Admissions and Orientation, 99/00-1401, 6/27-7/3/00

(R) **Student Advisor I** (.50 FTE, 20 hours per week), P-03, Art, 99/00-1402, 6/27-7/3/00

(R) **Plumber, Licensed**, ST2, Plant-Building Maintenance Services, 99/00-1409, 6/27-7/3/00

(R) **Senior Technician**, X-04, Office of Information Technology, 99/00-1410, 6/27-7/3/00

(R) **Clerk IV**, S-05, Customer Account Services, 99/00-1412, 6/27-7/3/00

(R) **Administrative Assistant II**, P-02, Chemistry, 99/00-1413, 6/27-7/3/00

(N) **Coordinator, Graduate Student Financial Assistance** (Hourly; term ends, 12/31/00), P-01, the Graduate College, 99/00-1415, 6/27-7/3/00

N = New

R = Replacement

WMU is an EO/AA employer.

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 29

Retirement reception for Michael Weber, manager of payroll, The Oaklands, 3 to 6 p.m.

Friday, June 30

End of the 1999-2000 University fiscal year.

Tuesday, July 4 - Independence Day

WMU offices closed. No classes.

Sunday, July 9

Summer Dance Institute (through July 14), Department of Dance workshop for high school students and studio teachers, Dalton Center.

SEMINAR 2000 (through July 22), summer music camp for high school students, Dalton Center and Miller Auditorium.

Summer Institute for the Arts and Sciences, talented high school students, various locations around campus.

Tuesday, July 11

Safe on Campus two-hour orientation session, 159 Bernhard Center, 1 to 3 p.m. For information or to register, call Wanda Viento at 7-2123 or email her at <wanda.viento@wmich.edu>.

Wednesday, July 12

*Professional development workshop (and July 19 and 26), "Interaction Management: Tactics for Effective Leadership," Fetzer Center, 8 a.m. to 4:30 p.m. Call 7-3232 to register.

*Admission charged