



## WESTERN NEWS

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**Aviation dedication, board meeting set for Battle Creek**

The University will dedicate its new aviation facilities at the W.K. Kellogg Airport in Battle Creek Friday, Sept. 19.

The public ceremonies will begin at 12:45 p.m. following a private luncheon in the hangar/laboratory/maintenance building at 237 N. Helmer Road. Preceding the dedication, the Board of Trustees will conduct its regular meeting at the facilities. The meeting will begin at 10:45 a.m. in the library of the classroom building.

Speakers at the dedication will include: President Haenicke; U.S. Sen. Carl Levin; U.S. Rep. Fred Upton; Battle Creek Mayor Ted Dearing; Joseph H. Dunlap, director of the School of Aviation Sciences; Capt. Fergus Woods, head of standards for Civil Aviation Authority Flight Crew Licensing; and Richard G. Haworth, chairperson of the WMU Board of Trustees. Serving as master of ceremonies will be George A. Franklin, a member of the WMU board and vice president for worldwide government affairs at the Kellogg Co. in Battle Creek.

The event marks the culmination of a

four-year process to relocate the School of Aviation Sciences from aging and cramped facilities that could not be expanded at the Kalamazoo/Battle Creek International Airport. The school has moved from a 27,000-square-foot facility in Kalamazoo into 76,500 square feet in Battle Creek.

The new facilities include three buildings: a renovated flight operations building that is the former airport terminal and tower; the new classroom building; and the renovated hangar/laboratory/maintenance building.

The entire value of the project is estimated at \$38 million. Construction costs were financed by a \$6 million grant from the U.S. Department of Commerce and \$6.5 million in matching funds from the Battle Creek Tax Increment Finance Authority. The project also was supported by Battle Creek Unlimited, the city of Battle Creek, the W.K. Kellogg Foundation and the Kellogg Co.

The School of Aviation Sciences offers the state's only public four-year bachelor of science degree program in aviation and

currently enrolls some 550 students. The school recently earned stamps of approval from both the Council on Aviation Accreditation and the United Kingdom Civil Aviation Authority, paving the way for its new International Pilot Training Centre.

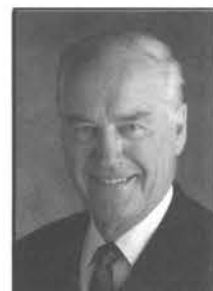
Public tours will follow the ceremonies.

Agenda items for the Board of Trustees meeting include a recommendation on the appointment of a presidential search consulting firm. The firm would assist the board, the Presidential Search Advisory Committee and associated staff in finding a successor to Haenicke, who this summer announced that he would step down as president to return to the faculty, effective July 31, 1998. The board also is expected to consider a recommendation on Haenicke's annual evaluation and compensation.

Committee meetings will precede the full board meeting in the same room. Times are: Academic and Student Affairs Committee, 9:45 a.m.; and Budget and Finance Committee, 10 a.m. All meetings are open to the public.

**Kellogg CEO begins lecture series Oct. 2**

Arnold G. Langbo, chairman of the board and chief executive officer of the Kellogg Co. in Battle Creek, will kick off this year's Haworth College of Business Distinguished Speaker Series.



Langbo

He will speak at 7:30 p.m. Thursday, Oct. 2, in Schneider Hall. His topic will be "Changing Global Markets: Opportunities and Responsibilities in the 21st Century."

The lecture is by invitation only, but faculty and staff members interested in attending may call Christopher M. Korth, chairperson of finance and commercial law and coordinator of the series, at 7-5722.

Langbo joined the Kellogg Co. in 1956 and has served in numerous positions both at corporate headquarters in Battle Creek and in his native Canada. He was named president of Kellogg International in 1986. He became president, chief operating officer and director of the Kellogg Co. in 1990. He has been in his present position since 1992.

The Distinguished Speaker Series is intended to bring business, education and government leaders to campus to discuss a variety of topics of interest to the University and Southwest Michigan. Also scheduled to speak this academic year is Ann McLaughlin, chairman of the Aspen Institute. Her lecture is slated for Thursday, Feb. 19.

**Did you know?**

■ The person selected to succeed President Haenicke in the current search process will be the University's sixth president in its 94-year history.

■ The State Board of Education elected Dwight B. Waldo as Western State Normal School's first "principal" on April 1, 1904. His title was changed to president in 1908.

■ The five presidents and their years of tenure are: Waldo, 1904-1936; Paul V. Sangren, 1936-1960; James W. Miller, 1961-1974; John T. Bernhard, 1974-1985; and Haenicke, 1985-present.

**Haenicke to remain 'vigorously' involved in next year**

President Haenicke has no intention of being a lame duck during his final year as president of the University, he told the Faculty Senate Sept. 4.

"Neither the Board of Trustees nor I want to have any momentum lost or a lame duck as president," Haenicke said. "You will not see me hiding in my office during my last year in this position."

While he will remain "very vigorously and energetically involved in the affairs of this University," he said, he expects to consult "more carefully and in greater detail with the Board of Trustees and others who set direction for the campus than has sometimes been the case."

"I will more carefully coordinate major actions that have an impact on the development of the University for the next several years," he said.

These include preparations for the University's next large capital campaign, in which he will not take part, he said, and also larger construction projects that he hopes to complete or initiate before leaving office next year.

The president noted that he had received a great deal of mail since he announced in June that he would retire from the presidency on July 31, 1998, and return to the faculty.

"Many of you were very gracious to write rather significant pieces," he told

senators. "And many, many alumni wrote that they now look with renewed pride upon their alma mater."

"Proud they have always been of this University," he said. "But many of them comment that so much has changed. These alumni remember with great fondness the wonderful teachers they encountered here on campus, and they can't imagine that the campus ever changes."

"But when they come back, they see not only that the buildings and the roads and the walkways have changed, but also that in recent years we have experienced a significant renewal of our faculty," he said. He explained that 150 new faculty members have come to the University in the last two years alone, most of them replacements of faculty members who have retired.

"We have added very few to the faculty roster," he said. "We are replacing our faculty in large numbers, and the institution is changing dramatically right now, and it will continue to do so in the next several years."

Turning to the search for his replacement, Haenicke noted that the Board of Trustees is "very excited" about its task and is "keenly aware that this is one of its major functions, probably its major function, namely to hire and fire the president."

"But," he quipped, "since they didn't

see a need to fire the president, they will put all their energy into hiring the president."

"The board is determined," he said, "that the University community and the faculty, in particular, as probably one of its most critical constituencies, will be very much involved in the selection of our next president."

Haenicke said he used the word "our" because he expects to return to what he called his "second love," teaching and writing, after a sabbatical leave the board "has graciously granted me."

"As is appropriate, I will stay completely out of the search process," he said. "But I hope that all of you, as is appropriate, will take great interest in the selection, as you did last time. I know that the board is extremely willing and eager to hear from all appropriate sources on campus. I hope that you will make your voices heard."

Haenicke concluded his remarks by welcoming his colleagues to the start of a new academic year.

"It is the beginning, for me, of what I hope is going to be a few more years in the classroom and in the library," he said. "In other words, this is not yet the time for farewells. I hope, very much, that we will have a successful and exciting year ahead of us."

**On a new beat**

Students living in the Goldsworth Valley residence hall complexes this fall have more than resident advisors and hall directors to help them adjust to campus life. They also have COPS — Community Oriented Policing Services — to help reduce the causes and fear of crime. A \$75,000 award from the U.S. Department of Justice's COPS program to WMU is being used to put Officer Ronald E. Ware in Goldsworth Valley full time to form partnerships with students, offer programs and use problem-solving tactics to promote safety awareness and to cut back on property crimes. From left, Ware, a seven-year veteran of WMU's Department of Public Safety, discussed his new role with Lari Lawrence, Oscar Neal and Cindy Sedwick. He has an office in Garneau/Harvey Halls and is working hours designed to maximize contact with students in the dining halls, in the public living areas and at the recreational facilities. The justice department's funding, which is available to any municipality, will underwrite the community policing program at WMU for three years. "We need to get out where the students are and make an impact," says Robert J. Brown, public safety. "A lot of universities are taking advantage of this program and it's perceived to be very effective. We're going to try it on a small scale and may expand it to other campus areas in the future." (Photo by Neil Rankin)





# Application of student fee gives technology a new boost across campus

A modest increase in a student fee this year has resulted in a large infusion of computing technology on campus, providing the University with resources to meet critical educational needs.

In July, the Board of Trustees approved an increase in the former computer fee, now called the technology fee. The fee, which had been \$50 a semester for full-time students since it was instituted in 1987, was increased by \$25.

Richard A. Wright, associate vice president for academic affairs, notes that much had changed since the first fee was assessed 10 years ago. The number of microcomputers in student labs had increased by 380 percent, from 250 to 1,200. Use of the academic mainframe computers had increased by a factor of 46, with support going primarily to communication (e-mail and CONFER) and instruction.

"In just one year, from 1996 to 1997, there was an increase of 4,364 student personal accounts," he says. "E-mail volume had gone from 436 messages on Sept. 1, 1990, to 40,110 messages on Feb. 26, 1997."

Computers were becoming outdated and, with the advent of the World Wide Web, demand for service via modem had

increased dramatically.

"We had increased our modems from 56 to 264, but we still had busy signal rates of 4,500 to 9,000 calls per hour during peak times," Wright says. "Phone service to the modems cost \$11,424 in 1995 compared to \$50,796 in 1996."

Officials decided that the only way to get the University back on track as a leader in the field of computing technology was to increase the fee. The effects of the infusion of new money are already being felt across campus.

Working from plans submitted by each college, numerous technology improvements were implemented this summer. Here are some examples:

- The computer science, geology and English labs were upgraded.
- The 25 six-year-old Macintoshes in the Math Education Lab in Rood Hall were replaced with new Power Macs.
- The colleges of education and fine arts received new servers with large storage capacity to meet their existing needs as well as provide for future growth.
- The School of Music received 19 new Power Macs to replace 10-year-old computers.
- Applications in the College of Engineering and Applied Sciences were migrated to the Windows NT environment.

These applications, once limited to expensive UNIX workstations, can now run on lower cost Pentium Pro systems. In addition, a new NT server and 21 new workstations were installed.

• Computer lab wiring in the Haworth College of Business' Schneider Hall was upgraded for more stable and faster network connectivity, a new design lab was added and all modems were upgraded.

But the changes weren't limited to the colleges. Improvements also are evident in the student labs in the Computing Center and the Bernhard Center. Nearly all PC and Macintosh computers have been replaced, Windows 95 and Macintosh operating system 7.6 are now available and much of the software has been upgraded and standardized across labs.

So far, a total of 207 new machines were put into service, 114 units were upgraded, 275 workstations were switched to improved wiring and another 250 workstations were passed on into other uses at the University.

And the work didn't stop there, Wright says. A total of 72 modems have been added to the pool. The campus e-mail sys-

tem was upgraded to higher speed and more than double the prior capacity. Enhancements to WMU's information superhighway, have resulted in faster access to information for faculty, staff and students.

Plans for the future include upgrading the WMU's information superhighway from 10 megabit to 100 megabit service in order to access Internet 2, a cooperative effort by universities dedicated to creating a faster and better computer network among institutions. Officials also hope to upgrade network speeds to WMU regional centers in other cities.

In addition, there is an urgent need to install computer-based multi-media instruction capabilities to 75 to 100 classrooms across campus. Faculty members will be able to use computer generated data and the World Wide Web, as well as the latest audio and video technology in their teaching.

"We've really made a lot of progress over the summer and we're proud of that," Wright says. "These efforts clearly would not have been possible without the technology fee and the work of many dedicated people in University Computing Services. The students are definitely already getting a good return on their investment."

## Around the campus

### Ethics lecture to focus on advocacy journalism

A specialist in media ethics will make a case for advocacy journalism in a lecture Thursday, Oct. 2.

David E. Boeyink, associate professor in the School of Journalism and director of media studies in the Poynter Center for the Study of Ethics and American Institutions at Indiana University, will speak at 7:30 p.m. in 204 Bernhard Center.

The title of his lecture is "A Defense of Advocacy in the Media or Why Newspapers Should Not (Always) Be Neutral Observers." Boeyink is expected to discuss his views on how objectivity in reporting, as a kind of ethical neutrality, is not only impossible but perhaps crippling in dealing with community problems. He will address the issue of when an advocacy press — newspapers using the news to pursue a cause — may be appropriate.

Boeyink is the author of a number of articles for journals on the topic of ethics and the media. Their titles include "How Effective Are Codes of Ethics? A Look at Three Newsrooms" for *Journalism Quarterly* and "Anonymous Sources in News Stories: Justifying Exceptions and Limiting Abuses" for the *Journal of Mass Media Ethics*. He currently is researching the role of religious values in the creation of news.

The free talk is being sponsored by the Center for the Study of Ethics in Society.

### Federal official to speak

An address by a U.S. Department of Education official will highlight WMU's celebration of Hispanic Heritage Month, which runs through Oct. 15.

The national observance is intended to recognize Hispanic culture and contributions to American society. All events are free and open to the public.

Norma V. Cantu, assistant secretary for civil rights at the Department of Education, will speak at 10:30 a.m. Thursday, Oct. 9, in the Kirsch Auditorium of the Fetzer Center. She is expected to discuss the importance of a college education, family tradition, the cultural contributions by Latinos to American society and Latino growth in higher education.

Cantu is a graduate of Pan American University and holds her law degree from Harvard University. Before being nominated by President Clinton to her current position in 1993, she was the regional counsel for the Mexican American Legal Defense and Education Fund based in San Antonio, Texas. She also served as national director of that fund's Education Litigation and Advocacy Project, acting as lead counsel in a number of education-related lawsuits.

Currently, Cantu is responsible for enforcing the federal civil rights statutes that protect the rights of students to equal educational opportunities.

Other activities include a cultural night at 7 p.m. Friday, Sept. 26, in the South Ballroom of the Bernhard Center and a Hispanic Heritage Month book exhibit from Oct. 6 through 16 in the showcases on the third floor of Waldo Library.

Hispanic Heritage Month activities are being sponsored by WMU's Hispanic Student Organization, Division of Minority Affairs, Office of Latino Advocate, Office of the Provost and Vice President for Academic Affairs, Office of Admissions and Orientation and Student Assessment Fee.

### Library friends to gather

Paul L. Maier, history, will be the guest speaker at a special meeting of the Friends of the University Libraries at 4:30 p.m. Wednesday, Sept. 24, in the Meader Rare Book Room in Waldo Library.

His presentation, "Fact and Fiction: Pain and Pleasure," will be an autobiographical excursion into his own experiences as a widely published author.

Those interested in attending should call Mary Shane at 7-5202 by Friday, Sept. 19.

### Education and ecology are topics of Oct. 2 presentation

An expert on education, culture and ecological studies will speak Thursday, Oct. 2, as part of the Visiting Scholars and Artists Program.

C.A. Bowers, professor of education at Portland State University, will speak at 7:30 p.m. in the West Ballroom of the Bernhard Center. The title of his talk is "The Culture of Denial: How Universities Contribute to the Ecological Crisis." A reception will follow the free talk in the center's Brown and Gold Room.

Bowers is the author of numerous articles for professional education journals as well as several books, including "Education, Cultural Myths and the Ecological Crisis: Toward Deep Changes," "Educating for an Ecologically Sustainable Culture: Rethinking Moral Education, Creativity, Intelligence and Other Modern Orthodoxies" and, most recently, "The Culture of Denial: Why the Environmental Movement Needs a Strategy for Reforming Universities and Public Schools."

In his lecture, he is expected to discuss how the high-status values and knowledge promoted in universities subtly contribute to the consumer, technological and individually-centered form of culture that is degrading society's natural systems. He will suggest changes that support new, ecologically sustainable paths for society.

Bowers' lecture is being coordinated by the Environmental Studies Program in the Department of Science Studies.

### Noted monk and teacher from India to lead session

A widely known monk and teacher from India, Swami Bodhananda, will present a demonstration and lecture at 4 p.m. Monday, Sept. 22, in 3508 Knauss Hall.

The free public event is sponsored by the Committee on South Asian Studies and the Department of Comparative Religion. Its title is "Making Old Words Live."

Swami Bodhananda is a modern representative of a 2,500-year-old tradition. In it, a man or woman breaks all ties with family and home to take up a life of religious study, discipline and teaching.

Besides his appearance at WMU, Swami Bodhananda will speak in Grand Rapids and elsewhere in Kalamazoo as well as in Fennville, where he will conduct a retreat series of 14 talks between Sept. 21 and Oct. 2. More information is available from Nancy E. Falk, comparative religion, at 7-4393 or by e-mail at nancy.falk@wmich.edu.

### Human subjects board outlined

The workings of the University's Human Subjects Institutional Review Board will be the topic of a free workshop from 1:30 to 3:30 p.m. Thursday, Sept. 25, in 242 Bernhard Center.

Richard A. Wright, associate vice president for academic affairs, and Loreene L. Broker, research, will conduct the session. Topics will include the purpose and role of the board, the identity of the board's current members and the levels of review. Those attending also will hear tips for writing protocols for human subjects research.

Faculty members and graduate students who will be engaging in human subjects research in coming months are urged to attend. To register, persons should call the Office of the Vice President for Research at 7-8298.

### 'Who's Who' names due

The Office of Student Life is seeking nominations from faculty and staff members for the annual "Who's Who Among Students in American Universities and Colleges" program.

The program honors outstanding campus leaders for their scholastic and community achievements. Criteria for selection include academic achievement, service to the community, leadership in extracurricular activities and potential for continued success.

The University has participated in this program for the past 20 years. Unlike the high school "Who's Who" program, the collegiate level program requires that students be endorsed by a faculty or staff member to be considered. There is no cost to the student for such recognition.

Faculty and staff members wishing to nominate a student are asked to consider only those with a 2.5 grade point average or above who will be graduating from any undergraduate or graduate degree program by August 1998.

Forms are available in the Office of Student Life, 2420 Nominations are due Friday, Sept. 26. Forms can be mailed, faxed (7-2554) or e-mailed (erin.kennedy@dosa.fauce.wmich.edu). For more information, persons may contact Erin Kennedy at 7-2115.

For more details on these events, check out the News page on the WMU Web at [www.wmich.edu/wmu/news](http://www.wmich.edu/wmu/news).

## WESTERN NEWS

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WESTERN MICHIGAN UNIVERSITY  
A WORLD OF DIFFERENCE



## Officials hope efforts add up to more success for minorities in science and math classes

Two leading national scholars in mathematics and science are visiting the University this month as part of a larger effort to improve the success rate of underrepresented minority students in those disciplines.

A.A. Shabazz, chairperson of the Department of Mathematics and Computer Science at Lincoln University in Pennsylvania, conducted a series of workshops with faculty, tutors, academic coaches and minority mathematics students last week.

Shabazz, whose career spans 40 years at institutions such as Clark Atlanta University and Tuskegee Institute, is widely known for his success in training mathematics and science students who go on to attain doctorates. He emphasizes building student self-esteem and reducing the mystique surrounding mathematics and science. He also shows minority students their cultural connection to these fields, while at the same time dispelling myths that only a few students can reach high levels of excellence in these disciplines.

The second speaker will be James A. Epperson, postdoctoral fellow at the Charles A. Dana Center at the University of Texas at Austin, who will visit campus Monday and Tuesday, Sept. 22 and 23.

Epperson will lead workshops and lectures with mathematics faculty, teaching assistants and academic support coaches that will feature the Uri Treisman mathematics model. Named after its creator and Epperson's colleague, Philip Uri Treisman, the national mathematics model boasts an 80 percent success rate.

The Treisman model challenges minority students to excel, rather than just pass, mathematics. It emphasizes small group teaching methods, faculty sponsorship and collaborative learning efforts, such as teaming up proficient mathematics students with those who are struggling.

The speakers represent the second phase of an initiative called the Select Student Support Services Scholar Program that began one year ago within the Division of Minority Affairs.

## Lecture series to focus on Canadian issues

Topics ranging from Canadian politics to the North American Free Trade Agreement will be explored in a lecture series this fall.

The series is free and open to the public. All lectures will begin at 7 p.m. in the Lee Honors College. Speakers will be:

- Howard Pawley, the Paul Martin Professor of Political Science and chairperson of the Department of Philosophy, History and Political Science at the University of Windsor in Windsor, Ontario, on Wednesday, Sept. 24.

As a leader of the New Democratic Party, Pawley was the elected premier of the province of Manitoba from 1981 to 1988. He will focus on the political process in Canada and on change with the development of the fourth and fifth major parties.

- Graham P. Hawks, emeritus in history, on Wednesday, Oct. 29.

Hawks was a member of the WMU faculty from 1960 to 1994, and was chairperson of Canadian studies for many years. Still an active scholar in political history, he will discuss the historical and political development in Canada and the issue of Quebec separation.

- Jack Wilkinson, president of the Canadian Federation of Agriculture, on Monday, Nov. 17.

## KAAAP needs volunteers

The Kalamazoo Area Academic Achievement Program is seeking volunteers to serve as mentors.

The program identifies at-risk children and matches them with mentors starting in the fourth grade. The students stay in the program until they graduate from high school. The time commitment for volunteers is about one hour each week.

The program, which began in 1992, is operated under the auspices of the Kalamazoo County Chamber of Commerce. To volunteer or for more information, persons should call the chamber at 381-4000.

Funded by the Office of Equity in the Michigan Department of Education, the effort is aimed at increasing the success rate of minorities in science and mathematics classes at the University, with the hope that they will pursue professions in engineering and other mathematics/science disciplines.

Working cooperatively with the Center for Academic Support Services, the division established academic coaches to aid underrepresented minority students within remedial mathematics programs at the University. The coaches helped students develop successful learning strategies, accompanied them to tutoring sessions and provided general support to the students. This year, organizers hope to take the program to the next level by bringing in high-caliber national mathematics/science educators to conduct training workshops on cutting-edge teaching techniques, while still providing coaches and instructional support.

"I figure if we can come from the ethnic relationship of Shabazz's theory and we use the instructional relationships that Treisman put together, there's not too much that we can do wrong in terms of increasing the number of students we would like to see in mathematics and science curriculums," says Martha B. Warfield, minority affairs.

"WMU is moving toward becoming a research university and research is frequently conducted in the mathematics, science and engineering areas," Warfield explains. "We want WMU to be recognized as an institution where underrepresented minority students can also feel that there are opportunities for them in those same areas."

The Shabazz visit was sponsored by the King/Chavez/Parks Visiting Scholars Program, the Division of Minority Affairs and the Department of Mathematics and Statistics. Epperson's visit is made possible through funds from the Select Student Support Services Scholar Program.

Wilkinson has lobbied on behalf of Canadian farmers on such issues as cost recovery, safety nets, the environment and farm safety. He also is an advocate of fair trading practices and has played a vital role in promoting agricultural development through diversification. He will speak on free trade, NAFTA and the realities of the business of agriculture in North America.

The series is being coordinated by David A. Burnie, finance and commercial law. He is chairperson of the Canadian studies section of the Office of International Affairs, which is sponsoring the series along with the Lee Honors College.

## Reception set for Rhodes

A retirement reception honoring Frances T. Rhodes, freight/delivery, is scheduled for 2 to 4 p.m. Friday, Sept. 26, in the Brown and Gold Room of the Bernhard Center. The University community is invited to attend.

## Service

These faculty and staff members are recognized for 10, 15, 20, 25, 30, 35 and 40 years of service to the University in September:

**40 years** — Paul Robbert, art.  
**35 years** — Joseph S. Ellin, philosophy; Robert G. Kotecki, education and professional development; and John M. Murphy, English.

**30 years** — Frank R. Jamison, video production and services.

**25 years** — Jack H. Roach, physical plant-maintenance services.

**20 years** — Patricia K. Campbell, physical plant-maintenance services; Gail Heflin-Puffer, physical plant-building custodial and support services; Richard M. Oxhandler, University Counseling and Testing Center; Beverly J. Reist, Davis dining service; and Patricia F. VanderMeer, University libraries.

**15 years** — Jean E. Bowsky-Verschoof, Bernhard Center; and Lillian Y. Love, ad-

## On campus

**HAPPY TO BE HERE** — Barb Peacock has worked in a variety of offices during her 12-1/2 years at the University. But her reasons for staying here cross all disciplines. "I really enjoy working on campus and getting to know people beyond the telephone," she says. "I also like working with the students — they keep me young!" Now an administrative assistant in the Department of Geography, she previously worked in the education library, on a grant project in the former industrial education area and in a couple offices in the Haworth College of Business. Her current responsibilities include working with the budget, class schedules and the Integrated Student Information System as well as supervising the office staff. She's also a member of the University Recreation System Advisory Board and of the Professional Support Staff Organization. When not at work, she enjoys spending time with her children, a daughter who's a high school senior and a son who's a freshman at WMU. She also likes to attend Bronco athletic events and Miller Auditorium performances as well as to do crafts, travel and cross country ski. (Photo by Neil Rankin)



## Human resources

### Open enrollment begins Oct. 6

Open enrollment for health-medical insurance begins Monday, Oct. 6, and runs through Friday, Oct. 17.

During open enrollment, which occurs once a year, benefits-eligible employees have the opportunity to change their health-medical insurance to meet their current needs and circumstances.

During open enrollment, employees can:

- Change health-medical plans. The University offers a choice of three health-medical plans to its eligible faculty and staff: the University Plan (administered by Unicare); and two health maintenance organizations, Blue Care Network and Physicians Health Plan.

- Add eligible dependents to their coverage.

A table containing all the necessary change forms will be located outside the human resources benefits office, 1310 Seibert Administration Building. Employees may stop by at their convenience to complete the forms if they wish to take advantage of open enrollment.

All open enrollment changes will be effective Nov. 3, and any change in payroll deduction will begin on the Nov. 25 paycheck.

### Benefits Fair set for Sept. 30

All benefits-eligible employees are invited to attend the Benefits Fair from 10 a.m. to 3 p.m. Tuesday, Sept. 30, in the North Ballroom of the Bernhard Center.

The fair, sponsored by human resources-benefits office, gives employees an opportunity to learn more about the wide variety of their benefits. Representatives from many on- and off-campus organizations and benefit providers will be at the fair,

ready to share information and answer questions.

Employees attending the fair will be able to enter the drawing for door prizes, including WMU apparel, restaurant and mall gift certificates, athletic tickets and a five-inch portable television. Refreshments will be served.

### Invest in your future today

The annual WMU savings bonds drive is under way through Sept. 30. All regular employees have been sent a letter and brochure describing the payroll savings plan, which allows employees to purchase U.S. Savings Bonds through payroll deduction.

Savings bonds are a flexible product that is as safe and convenient as they come, yet offers competitive market-based interest yields and significant tax advantages. With the payroll savings plan, employees can determine how much they would like automatically deducted from each paycheck and used to buy U.S. Savings Bonds. Participating employees save money before they see it and savings grow steadily.

By purchasing U.S. Savings Bonds, we help ourselves and our country. A limited number of question and answer booklets providing more detailed information are available in human resources by calling 7-3654.

## 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) **Systems Specialist/Budget Officer** (Repost), R-05, University Budgets, 97/98-103, 9/16-9/22/97.

(R) **Research Associate** (20 Hours/Week; Term Ends 9/30/98; Renewable), P-04, Science Studies-SAMPI, 97/98-115, 9/16-9/22/97.

(R) **Residence Hall Director** (1-5 Positions), R-05, Residence Hall Life/Facilities, 97/98-120, 9/16-9/22/97.

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) Replacement

WMU is an EO/AA employer

## Exchange

**FOR SALE** — Old but comfortable recliner chair. Has swivel base. Foot support extends way out for almost-flat napping. Located on campus. Only \$20 or best offer. Call 7-5546.



# WMU teams up to increase Special Olympics participation

WMU, Michigan Special Olympics and the city of Kalamazoo have joined forces in a project that could become a national model for increasing Special Olympics participation.

Funded by a \$48,499 grant from Special Olympics International, the initiative is designed to create four new Special Olympics Unified Sports Leagues in the Kalamazoo area, while expanding research opportunities to gauge the success of these programs.

Unified Sports is an innovative Special Olympics effort that matches athletes with and without mental retardation into sports teams for training and competition. The goal is to provide mentally retarded athletes the opportunity to interact with non-mentally retarded athletes in hopes of building friendships as well as muscles.

In the past, Michigan Special Olympics and the city of Kalamazoo have offered Unified Sports programs in basketball and bowling to athletes 16 and older. The new initiative will add soccer, poly hockey (floor hockey), volleyball and golf leagues to the existing sports. The program also will be expanded to include younger athletes in the 8 to 15 year old category. Organizers hope to attract up to 116 new athletes in the Kalamazoo area.

"The whole emphasis on education for people with disabilities has changed to focus more on inclusion," says Edie Wirtshafter, southwest regional manager for Michigan Special Olympics. "This is Special Olympics' way of understanding that this is important. We're trying to move our program in that direction, while holding our traditional programs in place."



**UNIFIED SPORTS** — Jody A. Brylinsky, health, physical education and recreation, center, and Monica I. Martin, an exercise science major from Monroe, observe the soccer skills of Greg Holcum during a session last weekend in Goldsworth Valley. Brylinsky is working with the Michigan Special Olympics and the city of Kalamazoo under a grant from Special Olympics International to create new Unified Sports leagues that match athletes with and without mental retardation. (Photo by Neil Rankin)

WMU's Jody A. Brylinsky, health, physical education and recreation, directs the project. She's especially excited that the new initiative will include younger athletes, a factor that could be crucial to building athletic skills early in life and positive attitudes about mentally retarded citizens.

"If those who are not mentally retarded grow up playing with those who are, we have a greater chance of building real inclusion into communities as those kids continue to go to school together and develop into adults. That to me is really exciting, both for the athletes and coaches."

A network of volunteers from WMU and Kalamazoo public/private school communities will provide support for the project activities. The majority of the sporting events will take place on the WMU campus

and will be staggered throughout the fall and winter semesters.

WMU graduate and undergraduate students studying coaching, recreation, special education and teaching will provide coaching, officiating and services as part of their own field experience. Students also will be involved in the research component of the initiative.

"Special Olympics International has always had a strong research initiative," Brylinsky explains. "It is very concerned that programs have the type of impact it wants. There are a lot of myths about people with mental retardation. To break down those myths you need not only publicity and promotion, but research showing that attitudes change and skills and healthy lifestyles develop and that this is a good way to do it."

The initial grant will fund the first year of the four-year project. Continuation funding will be requested on an annual basis and will be based on project needs. By the end of the fourth year, the project will be self-supported and Brylinsky hopes to have enough information in place to develop similar cooperative ventures around the United States.

"Special Olympics International is looking at us to be a model program for other universities," Brylinsky says. "It is very interested in building a network within the university communities. Universities have, in most cases, the facilities for athletic events. They have endless numbers of people who may be interested in doing these types of things. And so I'm real hopeful after four years of developing the project that we'll be able to share this and develop similar programs at other universities in Michigan and nationwide."

## Kurzmann selected for study visit to Germany

Brian K. Kurzmann, legal and compliance affairs, is one of a small group of young lawyers from the United States and abroad who have received a fellowship to participate in a 10-month study visit to Germany.



**Kurzmann**

The study visit, called the Young Lawyers Program, is sponsored by the German Academic Exchange Service. The fellowship includes a monetary award and living allowance that will fund Kurzmann's entire studies.

The program allows participants to learn about the structure and function of German law. Its aim is to support and encourage closer international links in the area of law and improve mutual knowledge of the legal systems in other countries.

The exchange service is a publicly funded, self-governing organization of German higher education institutions that promotes international academic relations, particularly through student and faculty exchanges. It annually selects up to 20 attorneys from eight countries for its Young Lawyers Program.

Those selected must have a good command of the German language and be no older than 32 years of age. The program runs from the end of October to the end of August.

A WMU employee since 1994, Kurzmann earned two undergraduate degrees from WMU as well as a law degree from the Ohio State University College of Law.

Kurzmann, who is fluent in German, was a 1987 recipient of WMU's prestigious Medallion Scholarship. He served as student body president in 1990, was named a Presidential Scholar in Philosophy in 1991 and was selected as a presidential intern in 1994.

## Calendar

The master calendar maintained by the Office of Marketing, Public Relations and Communications for use in Western News is available through WMU's home page on the World Wide Web. Select University Information and then look for the Calendar of Events under the News and Events heading. You can also link directly to the calendar at this URL: [www.wmich.edu/wmu/news/calendar1.html](http://www.wmich.edu/wmu/news/calendar1.html).

### Thursday, September 18

(and Sept. 19) Exhibition, Peter Middleton and Jian Luo, MFA degree candidates, Rotunda and South Galleries, East Hall, 10 a.m.-5 p.m.; reception, Friday, Sept. 19, 5-8 p.m.

(thru Sept. 26) Michigan Friends of Photography 15th Anniversary Members Exhibition, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

(thru Oct. 2) Exhibition, "Eggshell Mantra," multi-media installation by Dana Freeman, Grand Rapids artist, Space Gallery, Knauss Hall, Mondays through Thursdays, 10 a.m.-4 p.m.; reception, Thursday, Sept. 25, 3:30-5:30 p.m.

Chemistry symposium, "Health Issues and Chemical Hazards in the Chemistry Workplace," Janet Osteryoung, head of the chemistry division, National Science Foundation, 1109 Dalton Center, 5 p.m.

### Friday, September 19

(thru Oct. 8) Exhibition, WMU Department of Art Faculty Show, Dalton Center Multi-Media Room, Mondays through Saturdays, 10 a.m.-4 p.m.; reception, Friday, Sept. 19, 5-7 p.m.

Chemistry symposium, "Impact of the Changes in the Funding of Science," Janet Osteryoung, head of the chemistry division, National Science Foundation, 1109 Dalton Center, 5:30 p.m.

### Saturday, September 20

\*Women's volleyball, WMU vs. Marshall University, University Arena, 3 p.m.

\*Football, WMU vs. the University of Toledo (Southwest Fest), Waldo Stadium, 7 p.m.

### Sunday, September 21

Men's soccer, WMU vs. Valparaiso University, WMU Soccer Complex, 1 p.m.

### Monday, September 22

(thru Sept. 26) Exhibition, advanced photography group show, Rotunda Gallery, East Hall, 10 a.m.-5 p.m.; reception, Friday, Sept. 26, 5-8 p.m.

Lecture, "Making Old Words Live," Swami Bodhananda, monk and teacher from India, 3508 Knauss Hall, 4 p.m.

### Tuesday, September 23

Enhancing Teaching with Technology workshop, "Search Engines: Which One is Best?," Helen Healy, University Libraries, Stewart Tower conference room, third floor, University Computing Center, noon-1 p.m.

### Wednesday, September 24

School of Music Convocation Series concert, Karl Schrock, University organist, Dalton Center Recital Hall, 2 p.m.

Meeting, Friends of the University Libraries, featuring talk, "Fact and Fiction; Pain and Pleasure," by Paul L. Maier, history, Meader Rare Book Room, Waldo Library, 4:30 p.m.; to register call 7-5202.

Lecture, "The Political Process in Canada and Change with the Development of Fourth and Fifth Major Parties," Howard Pawley, the Paul Martin Professor of Political Science, the University of Windsor, Lee Honors College, 7 p.m.

### Thursday, September 25

Institute for the Study of Race and Ethnic Relations "Beyond the Dream" roundtable luncheon, "After Affirmative Action," Wesley Foundation, noon.

\*Teleconference, "The Nonprofit Leader of the Future," Campus Cinema, Oakland Recital Hall, 1-4:30 p.m.; call 7-4174 to register.

Workshop on the workings of the Human Subjects Institutional Review Board, 242 Bernhard Center, 1:30-3:30 p.m.; to register call 7-8298.

(and Sept. 26) Slide lectures by Dana Freeman, Grand Rapids artist, 2452 Knauss Hall, 2 p.m.

\*(thru Sept. 27) University Film Series showing, "Twelve Monkeys," directed by Terry Gilliam, Campus Cinema, Oakland Recital Hall, 7 and 9:30 p.m.

### Friday, September 26

Department of Dance showing, Dance Studio B, third floor, Dalton Center, noon.

Retirement reception honoring Frances T. Rhodes, freight/delivery, Brown and Gold Room, Bernhard Center, 2-4 p.m.

\*Women's volleyball, WMU vs. Eastern Michigan University, University Arena, 7 p.m.

Hispanic Heritage Month cultural night, South Ballroom, Bernhard Center, 7 p.m.

\*Concert, Kalamazoo Symphony Orchestra, Miller Auditorium, 8 p.m.

### Saturday, September 27

\*Women's volleyball, WMU vs. Central Michigan University, University Arena, 7 p.m.

### Sunday, September 28

Women's soccer, WMU vs. Valparaiso University, WMU Soccer Complex, 1 p.m.

\*School of Music Dalton Series concert, Eric Shumsky, faculty showcase, Dalton Center Recital Hall, 3 p.m.

### Monday, September 29

(thru Oct. 3) Exhibition, painting by Chris McCormick, BFA degree candidates, Rotunda and South Galleries, East Hall, 10 a.m.-5 p.m.; reception, Friday, Oct. 3, 5-8 p.m.

### Tuesday, September 30

Human resources Benefits Fair, North Ballroom, Bernhard Center, 10 a.m.-3 p.m.

\*Plaza Arts Circle Young Concert Artists Series concert, Wendy Chen, piano, Dalton Center Recital Hall, 8 p.m.

### Wednesday, October 1

\*Dance opera production, "Les Enfants Terribles, Children of the Game," Miller Auditorium, 8 p.m.

### Thursday, October 2

Meeting, Faculty Senate, Fetzer Center, 5 p.m.

\*(thru Oct. 4) University Film Series showing, "Chasing Amy," directed by Kevin Smith, Campus Cinema, Oakland Recital Hall: Oct. 2-3, 7 and 9:30 p.m.; and Oct. 4, 1, 3 and 10 p.m.

Center for the Study of Ethics in Society lecture, "A Defense of Advocacy in the Media or Why Newspapers Should Not (Always) Be Neutral Observers," David E. Boeyink, associate professor, School of Journalism, and director of media studies, Poynter Center for the Study of Ethics and American Institutions, Indiana University, 204 Bernhard Center, 7:30 p.m.

Visiting Scholars and Artists Program lecture, "The Culture of Denial: How Universities Contribute to the Ecological Crisis," C.A. Bowers, professor of education, Portland State University, West Ballroom, Bernhard Center, 7:30 p.m.

\*Admission charged