



WESTERN NEWS

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Funds targeted for engineering, student services facilities

University officials have identified the renovation and expansion of engineering facilities and a new student services building as top priorities in this year's request for capital outlay funds.

State funds totaling \$37.5 million already have been authorized by the Legislature and approved by the governor. The two projects themselves, however, still must be approved. Their total cost is \$50 million, with the University providing \$12.5 million of the cost.

The request also includes several other projects that will go to the state Department of Management and Budget for consideration.

"Except for funds already authorized, this request represents an annual 'wish list' of projects that the University would like to begin," said Robert M. Beam, vice president for business and finance. "It allows us to set priorities and plan for the continued development and maintenance of the campus."

Plans call for the construction of a new research and teaching laboratory wing to Kohrman Hall for the College of Engineering and Applied Sciences. "Studies indicate that building new laboratories and specialized classrooms is more efficient and economical than renovating the exist-

ing building for these technology-intensive programs," Beam said.

A second phase would renovate vacated space in Kohrman Hall to house the Department of Art and programs in industrial arts, interior design and applied sciences. "These programs are currently fragmented in many buildings across the campus," he explained. "The plan calls for sharing generic classrooms, lecture halls and a new computer laboratory."

A new student services building would consolidate several existing functions that serve students directly. They include such units as admissions and orientation; student financial aid and scholarships; residence hall services; customer account services; and the registrar's office, including registration and records. The building's location is being planned for the southeast corner of Stadium Drive and Oliver Street.

"We see a new student services building as essential to provide our customers, the students, with the convenience of doing all their business transactions in a single, one-stop location," Beam said. "Currently, students often must make visits to three separate buildings."

The first step in the process is to secure

state approval for planning money, set at \$250,000 for 1998. Construction could begin in October 1998 and be completed in December 2000.

Other requests seek state funds to renovate Sangren and McCracken halls in four phases, including the construction of an addition for chemistry and paper science and engineering (\$45 million); the renovation of East Campus buildings for administrative offices (\$36 million); and maintenance projects (\$23 million).

Still other requests are for projects to renovate South Campus buildings for the College of Health and Human Services (\$60 million); to remodel Rood Hall for the departments of computer science and mathematics and statistics (\$30 million); to renovate Sprau Tower (\$15 million); and to make master plan and infrastructure improvements to the South Campus (\$22.5 million).

The South Campus includes property housing the Kalamazoo Psychiatric Hospital, which WMU has been authorized to receive from the state Department of Community Mental Health. Projects on the list that already are under way include the renovation of the University's power plant and the construction of science facilities.

Position specification calls for progressive, inclusive leader

The University seeks as its next president "a leader with a progressive, inclusive leadership style who can build a shared sense of unity and purpose among all University constituencies," according to a position specification for the job approved Oct. 31 by the Board of Trustees.

This leader, the specification states, "will have a proven commitment to the value of undergraduate education and to the special value of combining studies in the liberal arts and sciences with professional, career-oriented education."

Leading candidates must show "a lucid understanding of the challenges currently faced by the University, to formulate a clear academic and organizational vision for the future of the University, and to explain how that vision can be realized."

The position specification was recommended by the Presidential Search Advisory Committee as well as the WMU trustees who are not members of the committee. The specification was developed by the University's search consultant, Korn/Ferry International. It will be used in selecting candidates for the position, which currently is being advertised.

In addition to conducting two sessions with representatives of constituency groups and a public session, the consultant also gathered input from a wide range of other individuals and groups. Constituency groups included faculty members, students, staff members, administrators, alumni and the general public. The Presidential Search Advisory Committee includes representatives of those groups as well as three members of the Board of Trustees.

"This broad approach is in keeping with the intent of the Board of Trustees to have as much participation and input as possible in the search process," said Trustee Richard F. Chormann of Kalamazoo, vice chairperson of the Presidential Search Advisory Committee.

The person named to the position will succeed President Haenicke, who announced in June that he would retire from the presidency next July to return to the faculty.

By spring, the committee expects to identify five finalists, who will make public presentations on campus and be interviewed in public sessions of the Board of Trustees.

Individuals are encouraged to contact the Presidential Search Advisory Committee through its secretary, Betty A. Kocher, secretary to the Board of Trustees. Her telephone number is 7-2360 and her e-mail address is <betty.kocher@wmich.edu>.

• The latest information on the search, including the full position specification, is available on the World Wide Web at <www.wmich.edu/wmu/search>.

Haenicke announces \$1 million for professorships

President Haenicke has announced that the University will invest another \$1 million to establish more named professorships and \$500,000 in computer resources for faculty and staff members.

At the Nov. 6 Faculty Senate meeting, he noted that funds for the named professorships, all of which come from unrestricted private donations, will add four to the six that already have been identified. This brings the total endowment for named professorships to \$2.5 million.

The designations are intended to recognize faculty members for excellence in teaching and research.

"A great many names immediately spring to mind," he said. "But we will have these 10 that will be available on a rotating basis throughout the University."

"I hope that in our next capital campaign, we can add a significant number so that we can have roughly 25 of these named professorships for our faculty on a permanent basis," he said.

In announcing funds for computer resources, Haenicke emphasized equitable distribution. "We will have to find a wise method for distributing these resources so that they go where the need is greatest," he said.

The president also commented on the University's affirmative action policies and spelled out concerns he said he intends to address before leaving office next year.

"The University stands in no danger of legal action regarding its affirmative action policies," he said. "There is nothing on the undergraduate level that makes us vulnerable to lawsuits. Our admissions policies are color blind."

The president pointed to WMU's Martin Luther King Jr. Program and its Alpha Program. Both of them constitute admissions categories that are open to all students and regularly admit students of different races.

At the graduate level, there are two areas where race is a factor, but not the determining factor. "We believe that this stands up to court tests," he said.

Haenicke spoke in the context of recent legal challenges to affirmative action policies at colleges and universities as well as recent U.S. Supreme Court action upholding Proposition 209, California's voter-approved ban on affirmative action.

"Our policies have been wise, inclusive and consistent with the law, as it is currently being interpreted," he said.

Among concerns he said he intends to address before leaving office July 31 to return to the faculty, he cited three:

□ Conflicting registration: "I am still

very unhappy with the number of students who have what we call conflicting registration, meaning classes that overlap significantly, by as much as 20 minutes. In the winter of 1995, we had 5,295 such registrations.

"In the fall of 1997, we have reduced that number significantly, but we still have 1,032 such overlapping registrations. From an education standpoint, it is very unwholesome, and I want to see that addressed before I leave."

□ Consensual relations: "I am absolutely determined that, through deliberation, preferably, we will develop a policy on consensual sexual relations. But I am fully prepared to submit to the Board of Trustees such a policy on my own."

"I find myself, too frequently, in situations where I have to defend in court what I consider to be totally inappropriate behavior. So I urge all those involved in developing such a policy to do so with all deliberate speed."

□ Part-time faculty: "Though we have fewer students and more faculty members than we had three years ago, and considerably more teaching assistants and doctoral associates, still the number of part-time sections taught here does not decrease. We are currently looking at what the reasons might be, and we would like either to find a rational explanation or make some change."

Did you know?

■ WMU's master of arts program in philosophy was ranked as one of the top 10 in the country in a recent study. "The Philosophical Gourmet Report," an extensive ranking of the nation's graduate programs in analytic philosophy compiled by a University of Texas faculty member and published on the World Wide Web, made the assessment based on the quality of WMU's tenured professors.

■ WMU is one of four public universities in Michigan and 91 public universities in the country to be granted a charter for Phi Beta Kappa, the nation's oldest and most widely recognized academic honor society.



KEY TO THE SOCIETY — Organizers of WMU's recent successful efforts to earn a charter for Phi Beta Kappa, the oldest and most widely recognized academic honor society in the country, were recognized during the Oct. 31 Board of Trustees meeting. John W. Petro, right, chairperson of mathematics and statistics and of the University's application committee, presented a facsimile of the society's famous key to President Haenicke and Lori B. Waddles, vice chairperson of the board.

Plans are under way for the installation ceremonies of the University's new chapter of Phi Beta Kappa in February. Organizers would like to include all Phi Beta Kappa members from the University community in this special celebration. If you are a member of Phi Beta Kappa, please contact Petro by phone at 7-4551 or e-mail at <john.petro@wmich.edu>. (Photo by Neil Rankin)



TURNING THE DIRT—Volunteer leaders and University officials ceremonially broke ground for the Bronco Alumni Football Center at Waldo Stadium before the Broncos' 38-24 victory over Central Michigan University Nov. 8. The new center, which will include locker rooms, coaches' offices, meeting rooms and training facilities, is being funded entirely through private sources. Construction is expected to be completed by the end of the summer. Turning the dirt were, from left: Kathy B. Beauregard, director of intercollegiate athletics; President Haenicke; Willard A. (Bill) Brown of Chicago, a former Bronco football player and co-chairperson of the campaign to help fund the project; Gary Darnell, head football coach; George A. Franklin, a member of the Board of Trustees; and Keith A. Pretty, vice president for external affairs and president of the WMU Foundation. (Photo by Neil Rankin)

University's agreement with Greeks is a first in the state

The University has entered into a new relationship with its social fraternities and sororities with the signing Nov. 3 of a statement of relationship that sets out expectations between WMU and its Greek-letter organizations.

The statement was signed by representatives of the WMU administration, including Theresa A. Powell, vice president for student affairs, and Diane K. Swartz, dean of students. WMU representatives of the InterFraternity Council, the National Panhellenic Conference and the National Pan-Hellenic Council also signed the agreement along with representatives of each chapter.

WMU is the first public university in Michigan to define its relationship to Greek-letter organizations in this manner. Other schools nationally that have done so include Pennsylvania State University, the University of Maryland at College Park and the University of Pittsburgh.

"The statement was developed by a task force on Greek life that was established during the winter 1997 semester to ensure that the Greek system at WMU continues to prosper," said Paul F. Iagnocco, student life. "It outlines WMU's belief in the positive potential that exists in its Greek-letter organizations."

The statement is divided into seven areas: academic achievement; membership recruitment and development; chapter development and operations; campus relations; community relations; University support services; and social event responsibilities.

For example, the statement sets minimum grade point averages for students to be recruited or retained in the system, requires chapters to enforce "zero tolerance"

for hazing and requires all events where alcohol is present to be registered with appropriate authorities.

The statement calls on WMU to implement an alumni endowment to supplement financial support for annual educational programming, to maintain current levels of professional staff support and to offer funds to create a campus-wide publication for Greek-letter organizations. It also requires WMU and the InterFraternity Council, the National Panhellenic Conference and the National Pan-Hellenic Council to fund a graduate assistantship to help implement task force recommendations.

"The task force was charged with reviewing Greek history and developing a vision and a plan for its future," Iagnocco says. "With the statement, WMU joins a small but growing number of institutions across the nation on the cutting edge of defining positive relationships between them and their Greek-letter organizations."

Each chapter was given the opportunity to ratify the statement, and well over the necessary two-thirds endorsed it for it to be

Geography Awareness Week events planned

Lectures on topics ranging from land use changes in Brazil to boundary disputes in Michigan will be presented as part of the University's observance of Geography Awareness Week Nov. 17-21.

Three lectures centered around this year's theme, "Explore the World! Geography Takes You Places," are scheduled.

Mario Hiraoka, professor of geography at Millersville University in Pennsylvania, will explore the "Upper Amazon Floodplain" in a lecture at noon Tuesday, Nov. 18. He also will discuss "Transhumance in the Middle Amazon" at 4 p.m. Tuesday. Both talks will take place in the Brown and Gold Room on the second floor of the Bernhard Center.

Hiraoka, who is from Brazil, will discuss the impact of changing agricultural practices on the ecology of the Amazon Basin. Farmers in that area have given up crop production in favor of cattle ranching in recent years.

At noon Wednesday, Nov. 19, Jon Kilpinen, assistant professor of geography and meteorology at Valparaiso University in Indiana, will speak in 208 Bernhard Center. His topic will be "Lines on the Map: American Boundary Disputes."

Kilpinen, who specializes in historical geography, will present accounts of border disputes that have occurred in the United States, including one between Michigan and its neighbors to the south, Ohio and Indiana, and another between the state of Texas and the federal government along the Red River.

WMU embarking upon year-long self study as part of athletics certification program

University officials have met with a representative from the National Collegiate Athletic Association and are beginning a year-long study of athletics programs as part of the NCAA's athletics certification program.

WMU, along with all 307 Division I schools, is taking part in this on-going certification program that examines the academic and financial integrity, rules compliance and commitment to equity of university athletic programs.

"Our university was part of the NCAA's certification pilot program in the early '90s," said President Haenicke, a peer reviewer on teams that certified athletics programs at Tulane University and the University of Idaho. "This is a process that is important and from which we will benefit."

While academic accreditation has long been common for colleges and universities, this NCAA program is the first to focus solely on certification of athletics programs. Following a two-year pilot project that began in 1990, Division I members overwhelmingly supported the program's implementation and its standards at the NCAA's 1993 annual convention. Each year, approximately 60 Division I schools take part in the certification

process. Recertification takes place every 10 years.

The certification program's purpose is to ensure integrity in the institution's athletics operations. The process includes a self study phase where the university evaluates its program against NCAA measures. This is followed, approximately 12 months later, by an external review conducted by a team of officials from other Division I institutions.

The WMU committee responsible for the self study phase represents a cross section of the University community. It includes Haenicke; Jan W. Lyddon, planning and institutional research, who will serve as chairperson; Kathy B. Beauregard, intercollegiate athletics; and members drawn from faculty, staff, students, the athletic department and the community.

"I am very confident that our athletic programs will be certified and that we will benefit from the input that we receive as part of this process," Beauregard said.

In addition to the 13-member steering committee, there are four subcommittees with nine to 12 members each. The subcommittees will each examine one area of inquiry, such as rules compliance. There also will be public sessions to gather input from the University and broader community.

Once WMU has completed its own study, an external team of reviewers will conduct a three- to four-day evaluation visit on campus. This will take place in December 1998. Those reviewers will be peers from other colleges, conference offices and universities. This peer review committee will then determine WMU's certification status and make a public report of its recommendations in early 1999.

Noted band director here

James Croft, professor of music and director of bands at Florida State University, will be on campus Thursday through Sunday, Nov. 20-23, as part of the Visiting Scholars and Artists Program.

Croft, who is president of the College Band Directors National Association, will present a lecture and lead open rehearsals of WMU's symphonic and concert bands during his residency, which will culminate with his appearance as guest conductor of the two groups during a concert at 3 p.m. Sunday in Miller Auditorium.

An experienced educator with 21 years in public schools and 23 years at universities, Croft will speak on "Challenges for the 21st Century Educator in the Arts" at 11 a.m. Friday in the Dalton Center Lecture Hall. The open rehearsals are scheduled for 1 and 3 p.m. Thursday and Friday in 1119 Dalton Center.

Croft's visit is being coordinated by the School of Music.

Nuclear physicist to address end of Cold War

A nuclear physicist who helps coordinate security interactions with China and the former Soviet Union will discuss the threats and potentials brought on by the end of the Cold War in a lecture Monday, Nov. 17.

"Waging Peace with Russia: The Long Journey from Swords to Plowshares" is the title of a talk by Roger Hagengruber, senior vice president for national security programs at Sandia National Laboratories in Albuquerque, N.M. His free public address is set for 7:30 p.m. in 1104 Rood Hall.

Hagengruber, who began his professional career at WMU as an assistant professor of physics, has been involved in technical and policy work at Sandia for more than 25 years. He is responsible for research and development on nuclear weapons, intelligence and arms control at the Department of Energy facility. He also has participated in several multilateral negotiation teams and government panels on nuclear weapons.

Earlier that day, Hagengruber will describe "Institutional Transition in the Post-Cold War Period — New Roles and Challenges for National Labs" at 4 p.m. in 1110

Rood Hall.

Hagengruber's visit is sponsored by the Department of Physics and the Department of Science Studies.

Nov. 17 lecture postponed

The Canadian studies lecture by Jack Wilkinson, president of the Canadian Federation of Agriculture, planned for Monday, Nov. 17, has been canceled. The event is expected to be rescheduled during the winter semester.

PSSO invites faculty, staff on bus trip to Chicago

The Professional Support Staff Organization has scheduled its annual bus trip to Chicago for Saturday, Nov. 22.

All faculty and staff members are invited to ride along and shop or sightsee. The bus will leave from the Bernhard Center at 8 a.m. and return at 11:30 p.m. The cost is \$20 per person.

For more information or to reserve a spot, call Ruth E. Mader, Bernhard Center, at 7-4861 or e-mail her at <ruth.mader@wmich.edu>.

WESTERN NEWS

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WESTERN MICHIGAN UNIVERSITY
A WORLD OF DIFFERENCE

President of Chinese university to be honored

A leader in the field of Chinese language teaching will receive an honorary degree from WMU in December.

Lü Bisong, president of Beijing New Asia University, will be awarded an honorary doctor of humane letters degree during commencement ceremonies on Dec. 20. That action was approved Oct. 31 by the Board of Trustees.

Earlier this year, the board approved the establishment of a new Department of Asian and Middle Eastern Languages at WMU. Its focus is offering instruction in the principal non-European languages, including Chinese.

Lü is one of the most prolific authors in the field of Chinese language teaching and has been instrumental in upgrading and strengthening the field throughout the world. He devoted most of his career to the Beijing University of Language and Culture (formerly the Beijing Language Institute), where he was a faculty member from

1964 to 1996 and president from 1982 to 1989.

That university is the largest institution in China for teaching non-native speakers of Chinese, the principal producer of Chinese language teachers for other universities and the premier place for research as well as the production of textbooks and other materials in the teaching and learning of Chinese.

After retiring from the Beijing University of Language and Culture, Lü was asked to be the president of the Beijing New Asia University, a new private institution in China.

He has been a visiting professor at Ohio State University and Stanford University, and has lectured in several countries throughout Asia and Europe. His professional activities include serving as president of the International Association for the Teaching of Chinese.

Sky Broncos win regionals, earn national berth

WMU's precision flying team, the Sky Broncos, captured first place in the National Intercollegiate Flying Association's regional competition Oct. 14-18 at Bowling Green State University.

Competing against six other college teams, the Sky Broncos took the NIFA Region III title for the fifth consecutive year, placing first in both flight and ground events and taking top pilot honors. Ohio State University came in second and Ohio University finished in third place.

All three teams will advance to the 1998

NIFA national competition, which will take place May 5-9 at Kansas State University at Salina.

"This is the best overall team I've ever coached," says coach Mark A. Serbenski of this year's 15-member Sky Broncos team. "Crosswind conditions were at the maximum allowed for competition and our pilots absolutely controlled their planes during the flight events."

The Sky Broncos won two of the four flying events and four of the five ground events that make up the competition. Jennifer M. Richard, a WMU senior from Caledonia, earned top pilot honors, capturing first place in three ground events and placing second, fourth and sixth in flight events.

Seven recognized for service

Seven outstanding employees have been selected to receive semiannual Staff Service Excellence Awards, including a \$100 prize and a commemorative certificate.

The winners are: Christine Z. Garrett, continuing education; Carol Ann Hogmire, public safety; Lauren D. Hughes, geology; Tammy Kiel, dining services; Elizabeth R. Steele, physics; Marcia A. Van Gemert, public safety; and Jacqueline J. Van't Zelfde, public affairs and administration.

Three winners are from the professional/technical/administrative employee group, three are from the clerical/technical group and one is from the American Federation of State, County and Municipal Employees. The recipients were among 18 employees nominated by their peers to honor excellence and performance above and beyond job requirements.

Harring reception scheduled

A retirement reception honoring L. Richard Harring, education and professional development, is scheduled for 3 to 5 p.m. Tuesday, Dec. 2, at the Oaklands. The University community is invited to attend.

Next News published Dec. 4

There will be no Western News published Thursday, Nov. 27, because of the Thanksgiving holiday. The last issue of the News for the fall semester will be published Thursday, Dec. 4. The deadline is 5 p.m. Wednesday, Nov. 26.

Classes to be canceled on MLK Day Jan. 19

All classes at the University will be canceled on Monday, Jan. 19, so that faculty, staff and students can participate in events planned to honor the late Martin Luther King Jr., President Haenicke announced at the Oct. 31 Board of Trustees meeting.

The University will remain open that day. The cancellation of classes includes evening and off-campus classes.

WMU's observance of King's birthday, a national holiday, is being coordinated by a committee of the Faculty Senate chaired by Beverly Moore, Institute for the Study of Race and Ethnic Relations. The theme for this year is "Reclaiming the Dream: A Vision for Today."

On campus



TONS OF BUNS — During one particularly busy time a few years ago, Nancy P. Pyne baked 12,000 cookies in one week. While that was in response to an extraordinarily high demand, it's not unusual to find the head baker in the Bernhard Center dining service turning around several thousand cookies or 180 dozen dinner rolls in a week. Pyne bakes for the Henry/Hoekje/Bigelow student cafeteria, the public cafeteria in the Bernhard Center, satellite operations such as the Fetzer Center, Oliver Street Cafe, Plaza Cafe and Schneider Hall student lounge, and the catering operation. "There's food going in a lot of directions from this place," she says. In addition to cookies and dinner rolls, her creations include pies, cakes, muffins and breads. While she has no formal

training in her craft, she's been baking for 18 years and in her current position for 10. She has a bachelor's degree in geography as well as a teaching certificate from WMU. But she's mapped out a successful career for herself in baking. "It's different every day," she says. "Most of the time, I work by myself and there are benefits to being independent. It gives me a chance to be creative." Pyne does have a student assistant for two hours a day and, for the last couple years, she has supervised autistic student helpers from public high schools in the area. Right now, she's gearing up for the busiest time of the year with all the holiday activities. When not at work, Pyne and her husband enjoy camping, canoeing, fly fishing and playing tennis. (Photo by Neil Rankin)

Human resources

Hospital-medical plan meetings set

Employees enrolled in the University's hospital-medical plan are encouraged to attend an informational meeting regarding the change in plan administrators from Unicare to Blue Cross Blue Shield of Michigan.

Each of the hour-long sessions will begin promptly with an important 15-minute presentation, followed by a question-and-answer period.

Meeting are scheduled for: 7:30 a.m., 8:30 a.m. and 1 p.m. Tuesday, Dec. 2, Thursday, Dec. 4 and Wednesday, Dec. 10; 9 a.m. and 3:30 p.m. Wednesday, Dec.

3; and 1:30 p.m. and 11 p.m. Thursday, Dec. 11. All meetings will take place in the Brown and Gold Room of the Bernhard Center, except on Thursday, Dec. 11, when the afternoon session will be in 211 Bernhard Center and the evening session will be in 2502 Sangren Hall.

A new benefits guide and University plan ID card will be sent to the home of plan participants at the end of December. Employees enrolled in an HMO (Blue Care Network or Physicians Health Plan) are not affected by the change in University plan administrators.

Exchange

FOR SALE — 1980 "Rustler" two-position horse trailer. Good condition. Wiring and floor boards recently replaced. \$1,000 or best offer. Call Jim at 7-4181.

FOR SALE — Queen size bed frame, box spring and mattress, excellent condition, \$150; antique limed oak double bed with box spring and mattress, large dresser, mirror and chest, good condition, \$100. Call 7-4336.

FOR SALE — Tri-level home, three bed-

rooms, den, three-season porch, updated kitchen and two baths, close to campus. Call 349-4587.

HELP WANTED — Administrative assistant or person with strong secretarial skills needed for national coalition project. Part time, flexible hours. Macintosh experience helpful. Call 7-2581 or 327-8995.

Service

These University employees are recognized for five, 10, 15, 20 and 25 years of service to the University in November:

25 years — David B. Schneider, physical plant-maintenance services.

20 years — Bonneita K. Kibby, physical plant-building custodial and support services.

15 years — David Bonselaar, physical plant-administrative services; James R. Hiatt, physical plant-maintenance services; and Loren F. Purk, physical plant-maintenance services.

10 years — Patty J. DeLoach, black Americana studies; Kathy Gould, physician assistant; Michael R. Hofeldt, marketing, public relations and communications; Mildred M. Houghton, Burnham dining service; Victoria Kennedy, physical plant-maintenance services; Thomas A. Korinek, public safety; Richelle F. Kuss, telecommunications; Johnny L. Paige, Bernhard Center; Phyllis A. Paul, public safety; Cheryl P. Roland, marketing, public relations and communications; Nicholas Stoken, physical plant-landscape services; and Laurie A. White, telecommunications.

Five years — Mark Schreiner, WMU Bookstore; Melinda Thompson, admissions and orientation; and Jacqueline J. Van't Zelfde, public affairs and administration.

United Way contributions top goal by more than \$6,000



The University has surpassed its goal for the 1997 campus United Way drive.

As of Nov. 10, a total of \$168,328 had been collected — more than \$6,000 over this year's target of \$162,000.

Participants included faculty, staff, retirees and students from Garneau/Harvey residence halls.

WMU's contribution went toward the Greater Kalamazoo United Way's community-wide goal of \$7.25 million. The organization supports nearly 60 agencies that provide human services to thousands of individuals and families in Kalamazoo County each year.

Although the campus drive officially ended Oct. 31, donations will continue to be accepted in the Office of Quality Management until Dec. 19.

Jobs

The following list of vacancies is currently being posted through the Job Opportunity Program by employment services in the Department of Human Resources. Interested benefits-eligible employees should submit a job opportunity transfer application during the posting period, and may contact an employment services staff member for assistance in securing these positions.

S-01 and S-02 clerical positions are not required to be posted. For persons interested in faculty positions, there are openings in selected fields. A letter of application should be submitted to the appropriate dean or chairperson.

(R) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Speech Pathology and Audiology, 97/98-197, 11/11-11/17/97.

(N) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Political Science, 97/98-198, 11/11-11/17/97.

(N) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, History, 97/98-199, 11/11-11/17/97.

(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, Anthropology, 97/

98-200, 11/11-11/17/97.

(R) **Secretary Administrative II**, S-08, Industrial and Manufacturing Engineering, 97/98-201, 11/11-11/17/97.

(R) **Clerk II**, S-03, Admissions and Orientation, 97/98-202, 11/11-11/17/97.

(R) **Administrative Assistant II**, P-02, Construction Engineering, Materials Engineering and Industrial Design, 97/98-203, 11/11-11/17/97.

(R) **Assistant Professor** (Tenure Track; Academic Year), I-30, Philosophy, 97/98-204, 11/11-11/17/97.

(R) **Secretary III**, S-06, Marketing, Public Relations and Communications, 97/98-205, 11/11-11/17/97.

(R) **Custodian** (Third Shift, 10:30 p.m.-7 a.m.; 6 Positions), M-2, Building Custodial and Support Services, 97/98-206, 11/11-11/17/97.

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.

(N) New

(R) Replacement

WMU is an EO/AA employer

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.

Thursday, November 13

(and Nov. 14) Exhibition by BFA candidates, ceramics by Jeannine LaPorte and watercolor by Andrea Luke, Rotunda and South Galleries, East Hall, 10 a.m.-5 p.m.; reception, Friday, Nov. 14, 5-8 p.m.
(thru Nov. 22) Sabbatical painting exhibition, Donald King, art, Dalton Center Multi-Media Room, Mondays through Saturdays, 10 a.m.-4 p.m., and Sundays, 1-4 p.m.; reception, Friday, Nov. 14, 4-7 p.m.
(thru Nov. 24) Exhibition, mixed media work by Rebecca Silberman, Gordonsville, Va., artist, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.
Enhancing Teaching with Technology workshop, "Creating a Web-based Tutorial," Stewart Tower conference room, third floor, University Computing Center, noon-1 p.m.; to register call 7-5430.
Faculty development roundtable discussion, "Teaching and Research: How Can They Support and Enhance One Another?," Judith Stone, the Mary U. Meader Professor of Modern European History, Stewart Tower conference room, third floor, University Computing Center, 4-5 p.m.
Mircea Eliade Lecture in Religion, "From Shaven Heads to Dredlocks: Hair and Society in Indian Culture," Patrick Olivelle, director, Center for Asian Studies, the University of Texas, 3502 Knauss Hall, 7 p.m.
*(thru Nov. 15) University Theatre production, "Mother Hicks," Multi-Form Theatre, 8 p.m.
*(thru Nov. 16 and Nov. 20-22) University Theatre production, "Cabaret," Shaw Theatre: Nov. 13-15 and 20-22, 8 p.m.; and Nov. 16, 2 p.m.

Friday, November 14

*(thru Nov. 16) Kalamazoo Film Society showing, "In the Company of Men," directed by Neil LaBute, Campus Cinema, Oakland Recital Hall, Nov. 14-15, 7 and 9:30 p.m.; and Nov. 16, 2:30 p.m.
Mircea Eliade Lecture in Religion, "Eating, Sharing, Fasting: Food and Society in Indian Culture," Patrick Olivelle, director, Center for Asian Studies, the University of Texas, 3502 Knauss Hall, 7 p.m.
*(and Nov. 15) Hockey, WMU vs. Lake Superior State University, Lawson Arena, 7 p.m.

Saturday, November 15

Student recital, Julie Rummel, flute, Dalton Center Lecture Hall, 2 p.m.
*Women's volleyball, WMU vs. the University of Akron, University Arena, 7 p.m.

Sunday, November 16

Concert, Shanghai String Quartet, Dalton Center Recital Hall, 3 p.m.
*Concert, Bronco Marching Band, Miller Auditorium, 3 p.m.
Student recital, Jessica Gardner, bassoon, Dalton Center Recital Hall, 7 p.m.

Monday, November 17

(thru Nov. 21) Exhibition by BFA candidates, ceramics by Sarah Lindh and watercolor by Julie Keith, Rotunda and South Galleries, East Hall, 10 a.m.-5 p.m.; reception, Friday, Nov. 21, 5-8 p.m.
Lectures by Roger Hagengruber, senior vice president for national security programs, Sandia National Laboratories: "Institutional Transition in the Post-Cold War Period — New Roles and Challenges for National Labs," 1110 Rood Hall, 4 p.m.; and "Waging Peace with Russia: The Long Journey from Swords to Plowshares," 1104 Rood Hall, 7:30 p.m.

Tuesday, November 18

Grantseeking workshop, "Internal Funding: Faculty Research Travel Fund and Preparation and Publication of Papers and Exhibition of Creative Works," 157 Bernhard Center, noon-1:30 p.m.; to register call 7-8298.
Geography Awareness Week lectures by Mario Hiroaka, professor of geography, Millersville University, Brown and Gold Room, Bernhard Center: "Upper Amazon Floodplain," noon; and "Transhumance in the Middle Amazon," 4 p.m.

Wednesday, November 19

Enhancing Teaching with Technology workshop, "Women on the Web," Stewart Tower conference room, third floor, University Computing Center, noon-1 p.m.; to register call 7-5430.
Geography Awareness Week lecture, "Lines on the Map: American Boundary Disputes," Jon Kilpinen, assistant professor of geography and meteorology, Valparaiso University, 208 Bernhard Center, noon.
School of Music Convocation Series lecture, "A Bicentennial Schubertiade," Daniel Jacobson, music, Dalton Center Recital Hall, 2 p.m.
Economics lecture, "Getting Rent-Seeking Under Control: The Final Stage of Transition," Anders Aslund, senior associate, the Carnegie Endowment for International Peace, 3508 Knauss Hall, 3 p.m.
Student recital, Russell Brown Brass Quintet, Dalton Center Recital Hall, 8 p.m.

Thursday, November 20

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

Friday, November 21

Visiting Scholars and Artists Program lecture, "Challenges for the 21st Century Educator in the Arts," James Croft, professor of music and director of bands, Florida State University, Dalton Center Lecture Hall, 11 a.m.
Department of Dance showing, Dance Studio B, third floor, Dalton Center, noon.
History colloquium, "Defense Housing: By and For Labor — The Case of Detroit's Proposed Defense City," Kristin Szylvian, history, 3301 Friedmann Hall, 3 p.m.
*(and Nov. 22) Women's basketball, Bronco Roundup, WMU, Chicago State University, Cleveland State University and the University of Montana, University Arena: Nov. 21, 6 and 8 p.m.; Nov. 22, 2 and 4 p.m..
*Concert, Kalamazoo Symphony Orchestra, Miller Auditorium, 8 p.m.

Saturday, November 22

Student recital, Carrie Bursch, soprano, and Robert Vance III, baritone, Dalton Center Lecture Hall, 4 p.m.
Student recital, Hilary Clark, cello, Dalton Center Lecture Hall, 8 p.m.

Sunday, November 23

Concert, University Symphonic Band and University Concert Band, Miller Auditorium, 3 p.m.
Student recital, Rick Carlson and Scott Couper, baritones, Dalton Center Lecture Hall, 5 p.m.

Monday, November 24

Concert, Western String Chamber Orchestra, Dalton Center Recital Hall, 8 p.m.

Tuesday, November 25

Student recital, Flute Choir, Dalton Center Lecture Hall, 7 p.m.

*Men's basketball, WMU vs. Indiana State University, University Arena, 7 p.m.
Graduate recital, Cynthia Borik, choral conductor, Dalton Center Recital Hall, 8 p.m.
*Concert, "House of Blues," Miller Auditorium, 8 p.m.

Thursday, November 27

(and Nov. 28) Thanksgiving Day holiday, offices closed.

Monday, December 1

(thru Dec. 12) Exhibition, sabbatical works on paper by Donald King, art, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.
(thru Dec. 5) Exhibition, graphic design by Ian Groulx, Fermin Zelada and Greg Mys, BFA candidates, Rotunda and South Galleries, East Hall, 10 a.m.-5 p.m.; reception, Friday, Dec. 5, 6-9 p.m.

*Women's basketball, WMU vs. Northern Illinois University, University Arena, 7 p.m.

Tuesday, December 2

Retirement reception for L. Richard Haring, education and professional development, the Oaklands, 3-5 p.m.

Wednesday, December 3

*Men's basketball, WMU vs. Chicago State University, University Arena, 7 p.m.

Thursday, December 4

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

*Admission charged

Trustees approve appointments and retirements



Appel



Atkins



Hodges



Meyer



Robbert



Ruhl



Van Rhee



Welke

The appointments of an associate dean and three department chairpersons were approved Oct. 31 by the Board of Trustees.

Richard L. Hodges was named associate dean of the Haworth College of Business, effective July 1, 1997. Those approved to head departments were: Michael B. Atkins as chairperson of the Department of Industrial and Manufacturing Engineering, effective Jan. 5, 1998; Jack M. Ruhl as chairperson of the Department of Accountancy, effective July 1, 1997; and James Van Rhee as interim chairperson of the Department of Physician Assistant, effective Nov. 1, 1997, to June 30, 1998.

Hodges has been serving as interim associate dean of the Haworth College of Business since July 1996. A WMU faculty member since 1985, he became interim chairperson of the Department of Accountancy in 1990 and chairperson in 1994.

Atkins has been a WMU faculty member since 1971. He replaces Richard E. Munsterman, who is retiring.

Ruhl, a faculty member since 1993, has been serving as interim chairperson of the Department of Accountancy since September 1996.

Van Rhee joined the faculty this fall after serving as an academic coordinator

for physician assistant students at Grand Valley State University. His experience also includes working as a physician assistant at Butterworth Hospital in Grand Rapids and Henry Ford Hospital in Detroit. He replaces William H. Fenn, who returned to the faculty.

The board also approved the previously announced appointment of Kathy B. Beauregard as director of the Division of Intercollegiate Athletics, effective Sept. 29, 1997. She replaces James C. Weaver, whose resignation, effective Sept. 26, 1997, also was accepted by the trustees.

In addition, the board accepted the resignations of: Kathleen Blum, theatre, effective Dec. 23, 1997; and Susan K. Meyers, chairperson of the Department of Occupational Therapy, effective June 30, 1998.

In other action, the trustees approved the retirements with emeritus status of these faculty members, along with their years of service and effective dates: William C. Appel, music, 35-1/2 years, effective Jan. 2, 2001; Ruth Ann Meyer, health, physical education and recreation, 32-1/2 years, effective Dec. 31, 1997; Paul A. Robbert, art, 41 years, effective April 30, 1998; and William R. Welke, accountancy, 31 years, effective June 30, 1998.

Changes in academic calendar OK'd by board

Changes in the University's academic calendar were approved Oct. 31 by the Board of Trustees.

The revisions address certain problems with the present calendar, including that the University is sometimes closed when community events are scheduled.

In addition, the changes provide for more academic preparation time and for residence hall maintenance. The changes were worked out during informal negotiations between the University and the WMU chapter of the American Association of University Professors over the past several months.

Members of the union approved the changes in a vote Oct. 27 by a margin of 90 percent. They become effective with the spring session of 1998 and represent consistency and compliance with University needs through the year 2009.

The new calendar has five characteristics. It maintains the structure of two 15-week semesters and two 7-1/2-week sessions and a fall semester that opens before Labor Day whenever possible. It provides for a holiday break of three weeks between fall and winter semesters.

Spring and summer sessions are no longer separated by a period of University closure, which usually has been one week. The calendar does not alter presently scheduled holidays and remains consistent and predictable for the next century.

"These changes benefit the students, the faculty, the physical plant and the University's community relations program," said David A. Lyon, collective bargaining and contract administration.

Copies of the new calendars are expected to be distributed soon by the Office of the Registrar.