

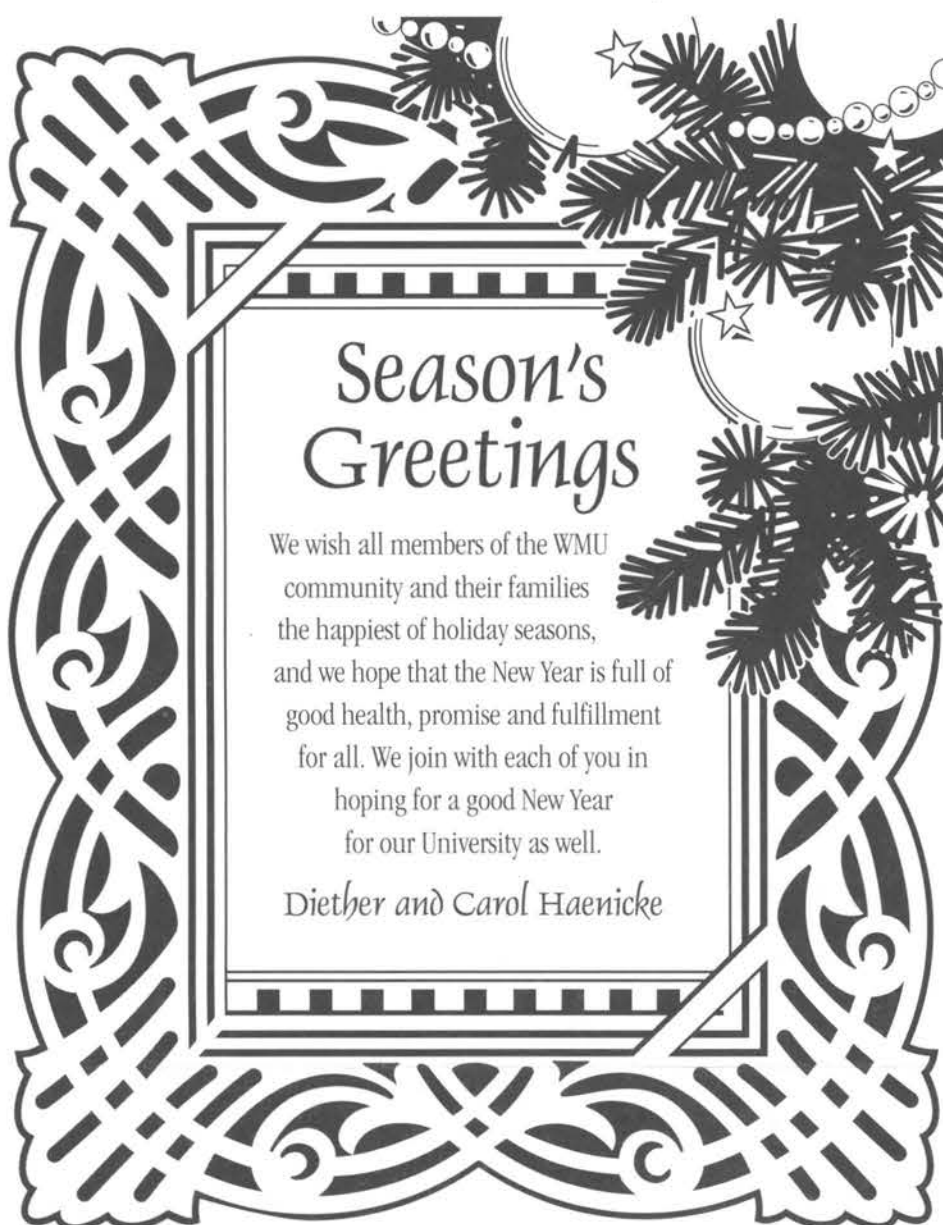


WESTERN NEWS

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December 4, 1997



Season's Greetings

We wish all members of the WMU community and their families the happiest of holiday seasons, and we hope that the New Year is full of good health, promise and fulfillment for all. We join with each of you in hoping for a good New Year for our University as well.

Diether and Carol Haenicke

WMU researchers help Portage company put scientific data behind their product

Researchers at the University and a Portage medical manufacturing company are trying to get to the bottom of an expensive, yet preventable problem — pressure ulcers or bedsores.

For more than one year, faculty and students from the WMU Department of Industrial and Manufacturing Engineering have been working with MicroPulse to determine if a product the company has developed and patented is more effective at maintaining blood flow, reducing pressure and preventing tissue damage than those already on the market.

"MicroPulse was looking for independent scientific studies and we were interested in the opportunity to have students conduct meaningful scholarly research," says Tycho K. Fredericks, industrial and manufacturing engineering, who co-directs the department's Human Performance Institute, which conducted the testing.

Called the MicroPulse System, the product resembles high-tech bubble wrap packaging material, only in this case, it's attached to a hose and an electrical air pump. The pump inflates and deflates the air pocket cells in an alternating pattern every two minutes, allowing blood flow into areas beneath a person who is lying or sitting for a long period of time.

"Our body's natural response to pressure is to move or shift our weight," says Jim Tappel, vice president of MicroPulse. "But if a person can't feel or if they're unconscious on an operating room table for 12 hours in heart surgery, the surface has to move for them. Pressure doesn't kill

tissue, lack of blood flow does."

Researchers tested the product using infrared technology to assess blood flow in the buttocks after a two-hour period of lying down. Working with men and women over the age of 50, the group had the subjects lie on a variety of surfaces, then rolled them over to take the infrared photos of their backsides. A rush of blood to an area indicated the body's attempt to replenish nutrients and heat, a sign that tissue damage would occur if left for longer periods of time.

Fredericks and his students fine-tuned the research procedures, then tested the MicroPulse system against a gel pad and the standard foam pad, which are both typically found in hospital operating rooms. Early results indicate good news for the company.

"The gel pad and the foam pad are more static in nature," Fredericks explains. "A person lies on it and that's it. During surgery, the patient often maintains one position for hours, resulting in areas of blood-starved tissue. With the MicroPulse product's alternating inflating and deflating zones, the blood has an opportunity to move around and that's what we proved in our study. It does make a significant difference."

Armed with these results and a relatively inexpensive product that can be made to fit a variety of settings, MicroPulse hopes to make a major impact in the health care industry, unrolling its system on hospital room operating tables, nursing home beds and even wheelchairs.

Tappel and Fredericks expect the product could save hospitals thousands of dollars in unplanned medical expenses as they often shoulder the \$5,000 to \$27,000 involved in treating bedsores.

"There are 60,000 deaths a year attributed to pressure ulcers or bedsores," Tappel says. "This isn't just a nuisance — people die from these."

Researchers are also certain that with a few adjustments, the MicroPulse concept can also be utilized in other places where folks sit for long periods of time, whether in a cab of a semi-truck or at the computer in an office.

"This really is the pneumatic equivalent of the wooden beads often seen on the seats of New York City taxi cabs," Tappel jokingly says of the product, which took more than two years and \$1 million to produce.

With the WMU studies complete, MicroPulse is now conducting clinical trials of its product within health care settings, while Fredericks and his students are

(Continued on page four)

UCS staffers working to wipe out 'millennium bug'

University Computing Services is in the midst of a massive effort to assure WMU's central computer systems continue operating properly with the arrival of the year 2000. Its staff is also offering assistance to those departments with local systems not supported by UCS who have year 2000 questions.

Known as the Year 2000 Problem or the Millennium Bug, the widely publicized computer threat is the result of computer systems which store calendar years data as two digits instead of four. In most cases, such systems recognize 00 as 1900. At one time, the method saved costly memory and disk space, but now as the new millennium approaches, 2000 will be read as 1900, throwing off calculations of credit cards, mortgages, student loans, project schedules and anything else that involves taking dates into consideration.

Some University computer systems, including payroll, general ledger and accounts payable, are new and utilize four digits so they won't be affected. However, there are some University systems that UCS must modify to ensure proper operation in the next millennium. They include older portions of human resources and budget and financial systems as well as the entire Integrated Student Information System (ISIS), which manages data from the registrar's office, admissions and accounts receivable.

"We suspect that the various things we're going to have to do will take about 10,000 work hours," says Douglas F. Carneal, University Computing Services, who notes that UCS began preparing for the problem last year. "We're about 50 percent through with ISIS and we're at the beginning stages of the peripheral subsystems for finance and human resources. We expect to be

working on this problem into 1999."

One project that will be completed by year end is an upgrade of the student financial aid software. Vendor upgrades occur on an annual basis but this year an extra upgrade is necessary to address the year 2000 issue.

Carneal says in some routine situations, such as sorting, easy solutions may be adequate. But for complex information systems, like those found at WMU, the task is far more daunting. WMU has a variety of software developed both inside and outside the University and, in some cases, has maintenance agreements with outside vendors. In addition to the University's central systems, supported by UCS, there are a number of offices that run off the central computer's databases. Therefore, any change UCS makes will also have to be made by those areas.

Short of replacing all "infected" systems, Carneal says there are essentially two ways of dealing with the year 2000 problem.

The first involves making a physical change to the computer system and expanding the year from two digits to four. This approach is time consuming and can impact the screen layout and reports, leading to extensive rearranging efforts, yet it offers a permanent solution.

The second option involves fooling the computer to gain additional time for eventual replacement of the system. Called the "logical solution," it leaves the data stored as two digits, but adds programming logic that will make the calculations based upon breakpoint dates that the programmers choose.

For example, if a breakpoint date is 30, then the computer will assume that any date below 30 is to be read as the 21st

century, or 2016 rather than 1916. In this scenario, all dates larger than 30 are treated as the 20th century.

UCS has decided to pursue the logical solution as the most efficient fix for ISIS. Carneal says this will extend its usability well beyond 2000, enough time to methodically evaluate and replace this critical but old system.

"It may sound on the surface like purchasing a solution is the better way to go, but if an organization doesn't have the time to get the solution implemented, it's going to run up against a brick wall," Carneal explains. "Many companies and universities are falling all over themselves trying to find a purchasable solution, but I think many are painting themselves into too small a corner."

Even though UCS is retrofitting the central computing systems of the University, its staff doesn't have the resources to evaluate every personal computer and spreadsheet on campus. Therefore, departments with local systems not supported by UCS and faculty and staff with personal computers will have to assess the year 2000 problem on their own, although UCS will try to respond to questions. Those with questions can call the UCS Help Desk at 7-5161 or e-mail kelly.keglovitz@wmich.edu.

The UCS staff also has collected information on commonly used PC level systems from vendors and the Internet and has placed it into a notebook that's available on reserve at Waldo Library.

Carneal also advises checking the Web site of your software vendors for year 2000 information and employing basic techniques like converting years to four digits for all spreadsheets, databases, project planning systems and other items to avoid this problem.

Did you know?

■ WMU's College of Fine Arts, which celebrates its silver anniversary this year, was the first university division of its kind in the state when it was established on July 1, 1972.

■ WMU is ranked second among the state's 15 public universities in arts enrollments and credit hour productivity, generating nearly 40,000 credit hours annually.

■ Students and faculty members in the fine arts present some 1,200 performances and exhibitions each year to audiences totaling more than 300,000.

Graduate internship established in honor of Beauregard

A graduate internship in athletic administration has been established at the University that carries the name of WMU's new athletic director, Kathy B. Beauregard.

An anonymous donor, who was a long-time friend and classmate of Beauregard, has established the internship with a gift of \$30,000 to the WMU Foundation.

Beauregard came to WMU in 1979 as head women's gymnastics coach and, in nine seasons, produced two Mid-American Conference championship teams and was twice selected as MAC "coach of the year." She was named associate athletic director in 1988, senior associate director in 1993 and athletic director in September 1997.

"We are delighted to have such an internship established here at WMU," said Keith A. Pretty, vice president for external affairs and president of the WMU Foundation. "It recognizes an outstanding person

who has contributed a great deal to the University in her 18 years here.

"The internship is intended to provide leadership opportunities for students through hands-on experience, thus enhancing their chances to become a top level athletic administrator," Pretty said. "It will be for two years, under the direct supervision of the athletic director or her or his designee."

Preference will be given to graduate students who have their bachelor's degree from WMU. Focus of the internship will be on all women's sports, with an emphasis on the three arena sports of basketball, gymnastics and volleyball.

"I am deeply touched and honored by this wonderful gesture," said Beauregard. "But, even more, I am thrilled that individuals will have the chance to develop their skills in an exciting, rewarding career

path. I couldn't be happier."

"The internship will be comprehensive, and include all aspects of athletic administration," Pretty said. "A national advisory committee will be established to oversee the internship and raise additional funds for the endowment."

"I am pleased to have this opportunity to recognize a friend of long standing who has contributed so much to WMU and to her profession," the donor said. "I look forward to seeing WMU's outstanding reputation extended through the successful careers of these interns."

WMU has a program in athletic administration that offers a master's degree through the Department of Health, Physical Education and Recreation.

Anyone interested in donating to the internship fund may contact the WMU Foundation at 7-8700.

Health center earns national accreditation on first attempt

WMU's Sindecuse Health Center has been successful in its first attempt to earn accreditation from the American Association for Ambulatory Health Care.

The association, a nonprofit organization comprised of physicians and health care executives from a variety of specialty areas, sets national standards it considers essential to high-quality patient care.

"When statistics were last reported in 1996, only 60 health centers at U.S. institutions of higher education had achieved the association's accreditation," said Terry L. Baxter, who directs the health center. "This puts us in an elite group."

"This achievement was a long time in coming and the entire health center staff worked diligently toward the goal," she continued. "Accreditation provides recognition for quality work. With it, WMU students and staff can be assured that we are in compliance with the highest national standards."

The association offers accreditation through a voluntary process that ambulatory health care facilities can use to measure their performance against nationally recognized standards. Accreditation is awarded for either one or three years, depending on an organization's level of compliance with these standards. Sindecuse was awarded a three-year accreditation.

Baxter noted that the association's accreditation is a benchmark of quality for consumers. Because of the association's high standards, she explained, many HMOs, health insurance carriers and government agencies accept accreditation as meeting their requirements for reimbursement.

Two named to new positions in Center for Academic Support Programs

Two employees have been named to new positions in the Center for Academic Support Programs.

Marilyn V. Duke has been named director of the Academic Skills Center, home of the University's tutorial initiatives for undergraduates and graduate students in certain areas.

Betty D. Dennis has been selected as director of University Curriculum, which serves students who have not yet decided on a major and houses many special student support programs.

Duke previously served as assistant director of the Center for Academic Support Programs for University Curriculum, where she began as an academic advisor with the inception of the program in 1985. In the



Dennis



Duke

Academic Skills Center, she will oversee workshops, seminars and tutorials in many disciplines, the Writing Center and one of the state's largest Supplemental Instruction programs. She replaces Cynthia Overly, who resigned.

Dennis replaces Duke in a position that has been redefined. In addition to working with students who have not declared a major, she will oversee several special admissions programs, the High School Dual Enrollment Program, the Academic Transitions Program and the Office of Services for Students with Learning Disabilities.

Dennis most recently served as coordinator of the Alpha Program, which is designed for freshmen who need extra academic support, and as an academic advisor in the University Curriculum area. A WMU employee since 1987, Dennis also has worked as an academic advisor in the Haworth College of Business.

Around the campus

Bach to give ethics lecture

The question of "Should Health Care Professionals Admit Mistakes?" will be addressed in a lecture Friday, Dec. 5.

Shirley Bach, philosophy, will speak at 3 p.m. in 204 Bernhard Center. The presentation is free and is sponsored by the Center for the Study of Ethics in Society.

She is expected to discuss the ethical obligations of the health care professional to disclose mistakes, apologize for them, offer restitution to those who are harmed and examine the system in which the mistakes occurred.

Bach serves on the hospital ethics committees of Borgess Medical Center and Bronson Methodist Hospital and on the research ethics committees at Borgess and at the West Michigan Cancer Center.

Erickson to be honored

A retirement reception honoring Robert L. Erickson, speech pathology and audiology, is scheduled for 2 to 4 p.m. Friday, Dec. 12, in the Walwood Hall lobby. The University community is invited to attend.

'Hansel and Gretel' to mark college's 25th anniversary

More than 150 students, faculty and staff members will join talents for the Dec. 13-14 production of "Hansel and Gretel" in celebration of the 25th anniversary of the College of Fine Arts.

The Englebert Humperdinck adaptation of the classic Grimm Brothers fairy tale will be presented at 2 p.m. both days in Miller Auditorium. The performance will feature singing, dancing and elaborate sets and costumes.

This particular production has a special place in the history of the College of Fine Arts, which was the first university division of its kind in the state when it was established on July 1, 1972. The college presented "Hansel and Gretel" in December 1973 as its first collaborative performing arts production.

The students, faculty and staff involved in the cast and crew of this year's show will be joined by 25 children from local singing groups who will play the Gingerbread Children. There will be a special lobby appearance before the performance and during the intermission by Santa Claus and caroling Gold Company singers.

For ticket information, persons may contact the Miller Auditorium ticket office at 7-2300.

Senate to meet tonight

The Faculty Senate will meet at 5 p.m. Thursday, Dec. 4, in the Fetzer Center. Agenda items include remarks by President Haenicke, a slide presentation on the Sculpture Tour Program and the second reading of an amendment to the senate constitution regarding officers and their election.

Board of Trustees meeting scheduled for Friday, Dec. 19

The Board of Trustees is scheduled to meet Friday, Dec. 19, in the Bernhard Center. Times and places of committee meetings and the full board meeting were not available at Western News press time. All meetings are open to the public.

Input on athletics sought

A public meeting regarding the academic integrity of WMU's athletics programs is set for 1:30 p.m. Thursday, Dec. 4, in 5302 Friedmann Hall.

The meeting is part of a year-long study WMU has just begun of its athletics programs under the National Collegiate Athletic Association's 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 the programs.

The process includes a self study phase during which the University evaluates its programs against NCAA measures. This will be followed a year later with an external review by a team of officials from other Division I institutions.

Four subcommittees currently are each examining one area of inquiry. The academic integrity subcommittee, which has scheduled the Dec. 4 meeting, is chaired by Werner Sichel, chairperson of economics.

"We are at a very early stage in our deliberations, but we are, of course, pleased to get input from persons both within and outside the University," he said. "We welcome persons to attend this session and say what is on their minds regarding academic integrity questions surrounding University athletics. We hope those attending will express their views on items the subcommittee should consider during this initial information gathering."

Senior projects presented

An automatic home car wash, a new inline skating brake for beginners and an electronic talking compass are among the projects that will be presented at the 21st Conference on Senior Engineering Design Projects Tuesday, Dec. 9.

The event will run from 9 a.m. to 5 p.m. at the Bernhard Center. Sponsored by the College of Engineering and Applied Sciences, it is free and open to the public.

Seniors in the college will present the results of 61 projects they have completed to solve problems facing business and industry.

Alumna returns to campus as K/C/P Visiting Professor

WMU alumna Yvette D. Hyter, assistant professor of communicative disorders and sciences at Wichita State University, will speak on campus Thursday and Friday, Dec. 4-5.

Hyter, who earned her bachelor's and master's degrees from WMU, will be on campus as a King/Chavez/Parks Visiting Professor. An expert in speech-language pathology, she conducts research on language forms produced by culturally and linguistically diverse children during such discourse as story telling. She is an advocate for developing unbiased approaches to assessment and intervention for such children.

Her presentations will include: "Our Stories: Narrative Discourse as Told by African-American Children" at 1:15 p.m. Thursday in 210 West Hall; "Communicating Across Communities: Language and Its Impact on the Classroom Performance of Students from Culturally/Linguistically Diverse Backgrounds" at 4:30 p.m. Thursday in the Campus Cinema at the Oakland Recital Hall; and "Crossing Cultural Boundaries: Employing Appropriate Assessment and Intervention Procedures" at 12:30 p.m. Friday in the Unified Clinics at the University Medical and Health Sciences Center.

For more information, persons may contact the Department of Speech Pathology and Audiology, at 7-8045.

Next issue of Western News to be published Jan. 8

This is the last issue of the Western News for the fall semester. The first issue of the winter semester will be published Thursday, Jan. 8. The deadline is 5 p.m. Friday, Jan. 2.

Barnhart reception set

The University community is invited to a reception honoring the retirement of Marcia A. Barnhart, career services, on Tuesday, Dec. 9. The event will run from 3 to 6 p.m. at the Oaklands.

WESTERN NEWS

Editor: Ruth A. Stevens; Contributors: Jeanne M. Baron, Michael J. Matthews, Julie D. Paavola, Cheryl P. Roland.

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Offices that receive too many copies — or too few copies — are 7-8400. WMU is an equal opportunity/employer/affirmative action institution.

WESTERN MICHIGAN UNIVERSITY
A WORLD OF DIFFERENCE

24 eligible for induction into 25 Year Club

Twenty-four faculty and staff members who have completed 25 years of continuous service at the University were eligible for induction into the 25 Year Club at the annual banquet Dec. 2 in the Bernhard Center.

The club, which now has 309 active and 302 retired members, was founded in 1982 with 98 charter members.

Those eligible for induction at this year's banquet were: James E. Amos II, physical plant-maintenance services; Nicholas C. Batch, finance and commercial law; Joyce L. DeRight, College of Education; Norman D. Grant, University computing services; Francis L. Gross Jr., comparative religion;

Patrick M. Halpin, campus facility development; Arthur W. Helweg, anthropology; Barbara A. Johnston, Office of the President; Maria Jonaitis, Martin Luther King Jr. Program; Stephen G. Jones, music; Timothy E. Kahler, physical plant-landscape services; Shirley A. Lukens, occupational therapy; Michele M. Moe, Haworth College of Business;

Richard L. Piper, logistical services; Dean Joseph G. Reish, Lee Honors College; Lowell P. Rinker, assistant vice president for business; Jack H. Roach, physical plant-maintenance services; Lynn M. Ross, intercollegiate athletics and auxiliary en-

terprises; Jerry L. Schuman, Brink Printing Services;

Richard A. Soule, physical plant-maintenance services; Nancy H. Steinhaus, family and consumer sciences; Michael D. Swords, science studies; Herman U. Teichert, foreign languages and literatures; and Charles C. Warfield, educational leadership.

The 25 Year Club was established by the Board of Trustees as a way to recognize the valuable contributions made to the University by its employees who have committed their careers to WMU. New members receive a 25-year service pin and framed certificate, and they may choose from a selection of commemorative gifts. New, active and retired members were guests of the University for the evening.

Holiday reception planned

Faculty and staff members are invited to the annual holiday reception sponsored by President Haenicke and the Board of Trustees from 2:30 to 4:30 p.m. Friday, Dec. 19, in the South Ballroom of the Bernhard Center. Supervisors are encouraged to arrange work schedules so that staff members who wish to attend the reception sometime during the afternoon may do so.

Libraries

Waldo Library has recently acquired the CD-ROM version of the Social Sciences Citation Index.

The library has copies of the printed version of this index from the first volume in 1970. The electronic edition substantially facilitates searching this resource. It indexes 1,700 social science journals in 50 disciplines, including economics, political science, geography, history, sociology, social work and library science, as well as social science-related journals in the humanities and sciences.

Coverage on the current discs is from January 1981 to August 1997, with monthly updates. There are numerous ways of

searching this tool. After specifying a date range, one may search by title of the journal, author, abstract, keyword in title or cited author.

The Social Sciences Citation Index is useful for students and faculty in any of the social sciences as well as those doing cross-disciplinary research. Help screens explain search strategies and reference staff are also available to assist users.

Exchange

FORSALE—Matching sofa and loveseat, \$125. Good condition. Contact Carie at 7-8784.

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) **Athletic Equipment Coordinator II** (Repost), P-02, Intercollegiate Athletics, 97/98-041, 12/2-12/8/97.

(N) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Public Affairs and Administration, 97/98-208, 12/2-12/8/97.

(N) **Associate Professor/Professor** (Term Ends 6/30/98; Renewable), I-20/10, Biological Sciences, 97/98-209, 12/2-12/8/97.

(N) **Associate Professor** (One-Year Term; Academic Year), I-20, Blind Rehabilitation, 97/98-210, 12/2-12/8/97.

(N) **Assistant/Associate Professor** (Two-Year Term; Academic Year), I-30/20, Mathematics and Statistics, 97/98-211, 12/2-12/8/97.

(R) **Assistant Professor** (Tenure Track; Academic Year), I-30, Occupational Therapy, 97/98-216, 12/2-12/8/97.

(R) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Occupational Therapy, 97/98-217, 12/2-12/8/97.

(N) **Clinical Supervisor** (.69 FTE; Term Ends 4/28/98; Academic Year), D-01, Nursing, 97/98-218, 12/2-12/8/97.

(N) **Professional Specialist** (Term Ends 6/30/98), D-01, Aviation Sciences, 97/98-220, 12/2-12/8/97.

(N) **Professional Specialist** (Term Ends 6/30/98), D-01, Aviation Sciences, 97/98-221, 12/2-12/8/97.

(N) **Professional Specialist** (Term Ends 6/30/98), D-01, Aviation Sciences, 97/98-222, 12/2-12/8/97.

(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, Comparative Religion, 97/98-223, 12/2-12/8/97.

(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, Economics, 97/98-224, 12/2-12/8/97.

(R) **Chairperson**, Executive Official, Occupational Therapy, 97/98-225, 12/2-12/8/97.

(R) **Assistant Professor** (Tenure Track; Academic Year), I-30, Social Work, 97/98-226, 12/2-12/8/97.

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

Obituaries

A memorial service for Robert S. Gove, retired from the Sindecuse Health Center, is set for 10:30 a.m. Saturday, Dec. 6, at Kanley Chapel. He died Nov. 18 in Cocoa Beach, Fla., at age 68.

Gove worked in private medical practice in Kalamazoo for 15 years before joining the health center as chief of staff in 1975. He served in that position until 1984, when he became a staff physician in the health center. He retired in 1992.

Memorial contributions may be made to the Gove Scholarship Fund in care of Paul Maier, Lutheran Student Center, 1721 W. Michigan Ave., Kalamazoo, MI 49008.

Ronald D. Newhouse retired from Miller Auditorium, died Nov. 20 at age 71.

Newhouse, worked for several area radio stations before joining the auditorium's promotion staff in 1969. He left the University in 1971, but rejoined the auditorium in 1976 as promotion and public relations coordinator. He was named assistant director in 1984 and later promoted to associate director.

On campus

HELPING WITH HIRING

— LaTonja M. Wilson is a relatively new employee at WMU. Each day, she does her part to help others through the process that led to her hiring two years ago. Wilson, a secretary in the employment services area of the Department of Human Resources, is responsible for posting vacant positions throughout the University. She prepares the posting list for dissemination and puts the jobs on the applicant telephone line. She also handles a variety of paperwork associated with this process, provides clerical support for the office and handles such other tasks as scheduling typing tests. "I like the communication part of the job, both inside and outside the University," she says. "I like dealing with customers, meeting different people and answering questions." Wilson joined the human resources staff in 1995 after moving here from Little Rock, Ark. She and her husband, Alonzo, a systems administrator in the Office of Student Financial Aid and Scholarships, have two children, a six-year-old son and a six-month-old daughter. When not in the office, Wilson enjoys working out at the Student Recreation Center and spending time with her family. (Photo by Neil Rankin)



Human resources

Informational meetings set

Employees enrolled in the University's hospital-medical plan who have not yet attended an informational meeting are encouraged to go to one of the remaining sessions.

The meetings have been scheduled so that employees can learn about the change in plan administrators from Unicare to Blue Cross Blue Shield of Michigan. They are set for: 7:30 a.m., 8:30 a.m. and 1 p.m. Thursday, Dec. 4, and Wednesday, Dec. 10; and 1:30 p.m. and 11 p.m. Thursday, Dec. 11.

All will take place in the Brown and Gold Room of the Bernhard Center, except for the Dec. 11 sessions. The afternoon meeting on that day will be in 211 Bernhard Center, and evening meeting will be in 2502 Sangren Hall.

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

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.

Address changes needed for W-2s

If you have changed your address in the past year and have not notified the human resources information systems office, we need your help!

The payroll office will be mailing your wage and tax statement (W-2) before the end of January and must have your current address.

To change your address, you may either send an updated Employee Personal Data form or a memo to the Department of

Human Resources, Information Systems, or call 7-3622.

Employee Personal Data forms have been sent to departments for all active employees who do not have a home address on the database. It is important to return these forms with current information.

Changes must be received by Dec. 22 to ensure that your W-2 will be sent to the correct address.

Change forms due early

Payroll and human resources will have reduced access to their computer systems in December and payroll runs will be early, as they are every December. The payroll run for pay period 24 (Dec. 2-14) will begin on Dec. 12. The payroll run for pay period 26 (Dec. 15-28) will begin on Dec. 22.

All appointment and transaction forms for pay changes must be completed and received in human resources information systems *two days* prior to the payroll run for which the change is effective. Please plan to initiate your forms as soon as possible, and give yourself at least two weeks to obtain all the necessary signatures.

Service

These faculty and staff members are recognized for five, 10, 15, 20 and 25 years of service to the University in December:

25 years — Gail L. MacNellis, College of Fine Arts.

20 years — Dale M. Brethower, psychology; Pearl L. DeVries, mathematics and statistics; Carolyn Kitchen, physical plant-building custodial and support services; Karen A. Page, physical plant-building custodial and support services; David K. Peterson, paper and printing science and engineering; Nancy J. Salvaggio, Sindecuse Health Center; and Robert M. Wygant, industrial and manufacturing engineering.

15 years — Mark Domlovil, technical services; Jay Easwaran, mechanical and aeronautical engineering; and Sandra O. Glista, speech pathology and audiology.

10 years — Loisjean A. Evans, Henry/Hoekje/Bigelow dining service; Thomas A. Myers, marketing, public relations and communications; Julie A. Scrivener, Graduate College; and C. Richard Spates, psychology.

Five years — Cynthia B. Bergeon, communication; Dorothy M. Davis, physical plant-building custodial and support services; Tony O. Dennis, admissions and orientation; Joseph H. Dunlap, aviation sciences; James W. Kamman, mechanical and aeronautical engineering; Kerry L. Mulrenin, physical plant-building custodial and support services; Donna B. Smith, physical plant-building custodial and support services; and Rebecca K. Walker, mathematics and statistics.

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, December 4

(thru Dec. 12) Exhibition, sabbatical works on paper by Donald King, art, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.
(and 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.
Open meeting, academic integrity subcommittee of the National Collegiate Athletic Association Certification Committee, 5302 Friedmann Hall, 1:30 p.m.
King/Chavez/Parks Visiting Professor lectures by Yvette D. Hyter, WMU alumna and assistant professor of communicative disorders and sciences, Wichita State University: "Our Stories: Narrative Discourse as Told by African-American Children," 210 West Hall, 1:15 p.m.; and "Communicating Across Communities: Language and Its Impact on the Classroom Performance of Students from Culturally/Linguistically Diverse Backgrounds," Campus Cinema, Oakland Recital Hall, 4:30 p.m.
Meeting, Faculty Senate, Fetzer Center, 5 p.m.
Concert, Collegium Musicum, Dalton Center Recital Hall, 8 p.m.

Friday, December 5

Faculty development presentation, "Valuing Diversity in the Dance History Curriculum," Wendy L. Cornish, the Helen Frays Professor of Dance, Stewart Tower Conference Room, third floor, University Computing Center, 11 a.m.-noon.
King/Chavez/Parks Visiting Professor lecture, "Crossing Cultural Boundaries: Employing Appropriate Assessment and Intervention Procedures," Yvette D. Hyter, WMU alumna and assistant professor of communicative disorders and sciences, Wichita State University, Unified Clinics, University Medical and Health Sciences Center, 12:30 p.m.
History colloquium, "Technology and Environment in Victorian London," Dale Porter, history, 3301 Friedmann Hall, 3 p.m.
Center for the Study of Ethics in Society lecture, "Should Health Care Professionals Admit Mistakes?," Shirley Bach, philosophy, 204 Bernhard Center, 3 p.m.
Student recital, Sydney N. Skinner, violin, Dalton Center Lecture Hall, 5 p.m.
*(thru Dec. 7) Kalamazoo Film Society showing, "Shall We Dance?," directed by Masayuki Suo, Campus Cinema, Oakland Recital Hall, Dec. 5-6, 7 and 9:30 p.m.; and Dec. 7, 2:30 p.m.
*Hockey, WMU vs. the University of Notre Dame, Lawson Arena, 7 p.m.
*Concert, Kalamazoo Symphony Orchestra, Miller Auditorium, 8 p.m.
*Concert, "Annual Tribute to the Great Swing Bands," University Jazz Orchestra and Jazz Lab Band with Gold Company, Dalton Center Recital Hall, 8 p.m.

Saturday, December 6

Memorial service for Robert S. Gove, retired from the Sindecuse Health Center, Kanley Chapel, 10:30 a.m.
*Faculty/guest recital, Western Jazz Quartet with Seamus Blake, saxophone, Dalton Center Recital Hall, 8 p.m.

Sunday, December 7

Student recital, Sandy Kessler, trombone, Dalton Center Lecture Hall, 2 p.m.
Student recital, Graduate Brass Quintet, Dalton Center Recital Hall, 5 p.m.

Monday, December 8

(thru 12) Exhibition, painting by Terri Ramirez, MFA degree candidate, Rotunda and South Galleries, East Hall, 10 a.m.-5 p.m.; reception, Friday, Dec. 12, 5-7 p.m.
Geology lecture, "Relationships Among Lithology, Hydrologic Head and Shoreline Recession — Allegan County, Mich.," William W. Montgomery, doctoral student, 1118 Rood Hall, 4 p.m.
Concert, percussion ensembles, Dalton Center Recital Hall, 8 p.m.

Tuesday, December 9

Conference on Senior Engineering Design Projects, Bernhard Center, 9 a.m.-5 p.m.
Retirement reception honoring Marcia A. Barnhart, career services, the Oaklands, 3-6 p.m.
Student recital, Beth Oeseburg, violin, Dalton Center Lecture Hall, 8 p.m.
Concert, Western Winds with pianist Stephen Zegree, Dalton Center Recital Hall, 8 p.m.

Wednesday, December 10

School of Music Convocation Series concert, "Hansel and Gretel, Act II," Miller Auditorium, 2 p.m.
*Men's basketball, WMU vs. Ball State University, University Arena, 7 p.m.

Thursday, December 11

Student recital, Bryan B. Chadima, piano/tenor, Dalton Center Recital Hall, 5 p.m.
*(thru Dec. 14) University Theatre production, "East Texas Hot Links," Dalton Center Multi-Media Room: Dec. 11-13, 8 p.m.; and Dec. 14, 2 p.m.

Friday, December 12

Retirement reception honoring Robert L. Erickson, speech pathology and audiology, Walwood Hall lobby, 2-4 p.m.

Saturday, December 13

*Women's basketball, WMU vs. Loyola University of Chicago, University Arena, 7 p.m.
*(and Dec. 14) College of Fine Arts 25th anniversary production, "Hansel and Gretel," Miller Auditorium, 2 p.m.
*Performance, "12 Days 'til Christmas...A Seasonal Broadway Benefit," Todd Zamarripa, 1987 graduate and Broadway performer, Multiform Theatre, Gilmore Theatre Complex, 8 p.m.

Monday, December 15

(thru Dec. 19) Exhibition, MFA graduation show in printmaking, Lisa Sisley Blinn, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.; reception Monday, Dec. 15, 3-6 p.m.
(thru Dec. 19) Exhibition, painting by Brett Dal Ponte, MFE degree candidate, and Christie Slawinski, BFA degree candidate, Rotunda and South Galleries, East Hall, 10 a.m.-5 p.m.; reception, Friday, Dec. 19, 5-8 p.m.

Friday, December 19

Meeting, Board of Trustees.
Annual holiday reception sponsored by President Haenicke and the Board of Trustees, South Ballroom, Bernhard Center, 2:30-4:30 p.m.

Saturday, December 20

Commencement, Miller Auditorium, 9 a.m., 11:30 a.m. and 2 p.m.

Sunday, December 21

Concert, "A Brass Celebration of Christmas," Western Brass Quintet and friends, Dalton Center Recital Hall, 3 p.m.

Monday, December 22

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

LOGGING IN THE LOAVES

— Employees from across the University gathered more than 1,400 pounds of food to donate to Kalamazoo's Loaves and Fishes food bank in a pre-holiday food drive. Food gathered by five WMU employee groups at 18 drop-off points around the campus was delivered to the food bank on Nov. 14, just in time to help area families with holiday meals. Receiving one of two campus food shipments for delivery were some of the drive's organizers, shown here clockwise from lower left: Suzette A. Kohlert, Sindecuse Health Center, a Professional Support Staff Organization member; Debra R. White, Haworth College of Business and PSSO member; Ronald E. Ware, Department of Public Safety and a member of the Police Officers Association; and Patricia Annen, College of Education and an Administrative Professional Association member. Other participating groups were the American Federation of State, County and Municipal Employees and the American Association of University Professors. (Photo by Neil Rankin)



Saturday, January 3

*Men's basketball, WMU vs. Bowling Green State University, University Arena, 2 p.m.

Monday, January 5

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

Tuesday, January 6

Winter semester classes begin.

Wednesday, January 7

(thru Jan. 30) Exhibition, clay and photography by Sally Brogden, Knoxville, Tenn., and Maggie Taylor, Gainesville, Fla., Space Gallery, Knauss Hall, Mondays through Thursdays, 10 a.m.-4 p.m.

Thursday, January 8

(thru Jan. 27) Exhibition, paintings from the Byron Roche Gallery, Chicago, by Carolyn Giles, Blanca Lopez and Ann Wiens, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

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

*Women's basketball, WMU vs. Kent State University, University Arena, 7 p.m.

*Admission charged

University to award nearly 1,900 degrees

The University will award nearly 1,900 degrees in commencement exercises Saturday, Dec. 20, in Miller Auditorium.

There will be three ceremonies: one at 9 a.m. for graduates of the College of Arts and Sciences and the Division of Continuing Education's General University Studies Program; one at 11:30 a.m. for graduates of the College of Education, the College of Fine Arts and the College of Health and Human Services; and one at 2 p.m. for graduates of the Haworth College of Business and the College of Engineering and Applied Sciences.

A total of 1,442 bachelor's, 440 master's and 17 doctoral degrees will be awarded. At the 9 a.m. ceremony, Lü Bisong, president of Beijing New Asia University and a leader in the field of Chinese language teaching, will receive an honorary doctor of humane letters degree.

Music for the ceremonies will be performed by the Western Brass Ensemble directed by Robert L. Whaley, music. The

national anthem and the alma mater will be sung by WMU's chapter of Phi Mu Alpha Sinfonia professional music fraternity. The graduates will be welcomed as new alumni of the University by Robert G. Miller, president of the Alumni Association. President Haenicke will preside over the ceremonies.

Tickets are required for the ceremonies. Each participating graduate is eligible to receive up to four guest tickets. Guests without tickets may view the exercises on a large-screen television in 3512 Knauss Hall. Each ceremony will air live on Channel 36 of EduCABLE, the University's cable television system, and on Channel 30 of Kalamazoo Community Access Television.

The Office of Video Services is providing an opportunity for persons to purchase videotapes of each of the three ceremonies. Orders may be placed by calling 7-5004. The tapes are \$20 each.

PSSO awards scholarships

The Professional Support Staff Organization has awarded scholarships to four of its members for fall 1997.

The scholarships, which range from \$100 to \$200, are available to PSSO members who are taking classes to help offset the cost of books and fees. They are supported by contributions and funds raised by the organization.

This fall's winners are: Sandy S. Lemley, WESTOPS; Deborah Maser, Sindecuse Health Center; Kathy L. Stankewicz, science studies; and Louis A. Villaire, WMU Bookstore.

Academic Convocation date set for March 31

The date for this year's Academic Convocation has been set for Tuesday, March 31. The event will begin at 3 p.m. in the Dalton Center Recital Hall.