



WESTERN MICHIGAN UNIVERSITY

WESTERN NEWS

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Tentative faculty contract agreement set for September vote

The University and its chapter of the American Association of University Professors have reached a tentative agreement in principle on a new three-year contract.

The tentative accord calls for a 4 percent across-the-board increase in each of the contract's three years. Also, to bring WMU faculty salaries more in line with those of other research-oriented universities, there will be increases of 2.5 percent in the first year and one-half percent in each of the remaining two years. Other salary adjustments include a merit increase of one-half percent in each of the first two years of the agreement and a one-half percent salary compression increase in the second year to help equalize the salary rates between newly-hired and long-term faculty members.

"I have said since coming to WMU that we need to improve our faculty compensation if we are to compete with other research institutions. However, we must do this in a way that maintains our position as one of America's best college buys," said President Floyd. "This new contract will accomplish those objectives and, in addition, it will recognize our faculty's contribution to meeting our research goals."

The union membership will vote on the

tentative agreement Sept. 7 after faculty members return to campus for the fall semester. Pending union ratification, the Board of Trustees will vote on the new contract at its next regular meeting, which is scheduled for Sept. 17. Full details of the agreement will be released in September, pending positive action by the AAUP membership and trustees.

"President Floyd has lived up to his

(Continued on page four)

University team explores the history and legacy of Great Lakes fishing policies

It's not often that conducting research requires one to eat a lawyer. But five WMU students and two faculty members found themselves doing just that this summer as part of their research on the history of regulation and conservation of Lake Michigan fisheries.

Armed with tape recorders and cameras, the five students and Michael J. Chiarappa and Kristin M. Szylyvian, both history, spent nearly three physically and emotionally demanding weeks in a van, making their way from Ludington and the Leelanau Peninsula to coastal Wisconsin

to gather more than 40 oral histories of fishing the "Big Lake."

It was on Washington Island, Wis., that they dined on lawyers, which is a type of freshwater cod caught in Lake Michigan. Burbot, as the fish is formally known, is referred to by the locals as a "lawyer." A local fisherman introduced the researchers to what many consider the "poor man's lobster" by taking them to his family's restaurant to give them a fresh burbot dinner.

Such local lore will become part of the project's outcome, a traveling exhibit called "Fish for All: The Legacy of Lake Michigan Fisheries Policy and Management." The project takes a historical look at the regulation of fishing on Lake Michigan and how it has been influenced by federal and state governments, Native Americans, commercial and sport fishermen, and environmental and conservation groups. The effort is funded in part by a \$198,720 grant from the Great Lakes Fisheries Trust and the Great Lakes Center for Maritime Studies, a partnership between WMU and the Michigan Maritime Museum in South Haven, Mich.

Among the individuals interviewed by team members were commercial, charter

(Continued on page four)



LAWYERS FOR ALL—Student members of the "Fish for All" project team that dined on "lawyers" in Wisconsin include, from left, Abraham M. Hohnke, Jason M. Wintersteen, Matthew G. Anderson, Cindy M. Olsen and Clair A. Gornowicz. *(Photos by Michael Chiarappa)*



Final 1998-99 general fund operating budget gets trustees' approval at June board meeting

The Board of Trustees June 25 approved a final general fund operating budget of \$213.9 million for the 1998-99 fiscal year that ended June 30.

The total includes \$111.5 million in state appropriations and \$84.7 million in tuition revenue. The total is always different from the budget adopted by the board at the start of the fiscal year because of "inevitable changes," said Robert M. Beam, vice president for business and finance.

Changes include funds reserved for specific purposes in various operating units of the University, such as pooled equipment funds, sabbatical leave funds and compensation improvement funds, Beam said. In addition, there also are funding adjustments in various programs.

"As in the past, it is our intent to carry forward departmental balances to cover these program commitments," he explained. "This long-standing practice also provides our fiscal managers with important flexibility to make purchases at the appropriate time, which is not necessarily at the end of the budget year."

The board also authorized the administration to continue normal operations of the University under existing budget authority, pending the Board's approval of a budget for the 1999-2000 fiscal year that starts July 1. That is expected to occur in September.

At the same time, the board authorized

President Floyd to allocate 1999-2000 salary increases for non-contractual employees, effective July 1. Those increases include a 3.5 percent across-the-board boost and a one-half percent progression increase.

In other action, trustees authorized Beam, the board's treasurer, to establish an unsecured \$25 million line of credit with Huntington National Bank in Kalamazoo. While WMU has not had a history of short-term borrowing, this line of credit is intended to offer the University flexibility in the management of its cash balances.

The board also approved a resolution that allows employees who are members of the Michigan Public School Employees Retirement System to deduct tax-deferred amounts from their paychecks to buy service credit or pay back refunds. Once begun, the deductions cannot be revoked until the credit or refund is paid in full or the employee terminates employment at WMU.

July BOT meeting canceled

The July 23 meeting of the University's Board of Trustees has been canceled. The board's next regular meeting is scheduled for Friday, Sept. 17. Watch the first fall issues of *Western News* for details about the meeting as well as details about the times and locations for meetings of the board's two standing committees.

Child care efforts lauded

Kathy Mohney, coordinator of the Children's Place Learning Center, the campus child care center located on Wilbur Street, has been honored with a State of Michigan special tribute noting her "outstanding service" with students and parents.

Mohney received a certificate signed by Gov. John Engler as part of the Michigan Child Care Challenge, an initiative sponsored by the House Republican Task Force on Child Care to "recognize Michigan employers that offer child care benefits to their employees."

BOT approves promotions of 49 on faculty

The promotions of 49 faculty members were approved June 25 by the Board of Trustees.

Eighteen faculty members were promoted to the rank of full professor and 31 to associate professor. All promotions are effective with the beginning of the 1999-2000 academic year.

The faculty members and their departments, by the academic rank to which they are being promoted, are:

Professor—Ariel L.H. Anderson, teaching, learning and leadership; Pnina Ari-Gur, construction engineering, materials engineering and industrial design; Nora Berrah, physics; William W. Cobern, teaching, learning and leadership; Janet L. Coryell, history; James P. D'Mello, finance and commercial law; Karim Essani, biological sciences; Paul Farber, educational studies; Daniel C. Jacobson, music; Thomas Knific, music; Maija Petersons, family and consumer sciences; Elaine L. Phillips, University Counseling and Testing Center; Richard E. Plank, marketing; Gwen G. Raaberg, English; Christine M. Smith, music; Jay S. Treiman, mathematics and statistics; Bruce J. Uchimura, music; and Allen Zagarell, anthropology.

Associate professor—Steven B. Bertman, chemistry; Clement Burns, physics; Susan H. Edgerton, teaching, learning

and leadership; Alexander Enyedi, biological sciences; Sharon L. Garber, dance; Garrison W. Greenwood, electrical and computer engineering; Norman W. Hawker, finance and commercial law; Joan F. Herrington, theatre; James W. Kamman, mechanical and aeronautical engineering; Michelle Kominz, geosciences; William W. Liou, mechanical and aeronautical engineering; Irma M. Lopez, foreign languages and literatures; Molly Lynde-Recchia, foreign languages and literatures; Niloufer Mackey, mathematics and statistics; Timothy McGrew, philosophy; Ann Miles, anthropology; Mark Orbe, communication; Kenneth C. O'Shaughnessy, management; Robert A. Peters, public affairs and administration; Gerald Pillsbury, educational studies; Neil A. Pinney, political science; John Saillant, English; Anil Sawhney, construction engineering, materials engineering and industrial design; Jianping Shen, teaching, learning and leadership; Michael D. Slack, mathematics and statistics; Andrea B. Smith, teaching, learning and leadership; Jocelyn D. Steinke, English; Kristin Szylvian, history; Donna M. Talbot, counselor education and counseling psychology; Laura R. Van Zoest, mathematics and statistics; and Susan Weinger, social work.

WESTERN NEWS

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Offices that receive too many copies — or too few copies — are asked to call 387-8400. WMU is an equal opportunity/employer/affirmative action institution.



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Y2K news

Y2K compliance efforts have been continuing at a rapid pace during the summer. Here's what's been happening across the campus to ensure University life gets off to a smooth start in the new millennium:

- A total of 53 on-campus buildings have digital control of the heating, ventilating and air conditioning equipment that had to be certified;
- Two lighting control systems are being upgraded for Y2K compliance; and
- All campus elevators had to be certified Y2K compliant.

For those with a tendency to acquire parking tickets, here's one more vital bit of information. Yes, you will have to pay those parking fines. Public safety is busy preparing the unit's parking ticket computer application so that it can continue to process tickets beyond the year 2000.



Obituaries

Robert J. Perry, a former staff member in the Office of Human Resources, died June 3 in Kalamazoo. He was 81.

Perry first joined the University staff in 1964 as a custodian and became a residence hall custodial supervisor in 1967. In 1970, he was named an employment representative in what was then WMU's Personnel Office. He held that position until his retirement in 1980.

Isabel J. Beeler, 90, one of the founders of what is now the Office of International Student Services, died June 21 in Kalamazoo.

Blood drive tales sought

In preparation for the annual WMU/CMU Blood Challenge, Sept. 20-Oct. 1, the local American Red Cross chapter is looking for personal stories of WMU faculty, staff or students who have benefitted from blood transfusions.

If you are willing to share such a story with the public, please call the Red Cross at 353-6180.

Beeler, a faculty member in counselor education and counseling psychology, advised international students for most of her 22-year career at WMU. She retired in 1968. She earned bachelor's and master's degrees at the University of Michigan and also was a registered nurse.

She and her husband, Fred A. Beeler, emeritus in mathematics and statistics, lived in Africa for four years while he conducted research. She was an active volunteer there, working in clinics and homes for infants. The couple brought back African artifacts and gave many of them to the University.

Beeler established two scholarship funds at WMU. One, the Isabel J. Beeler International Student Services Endowment, helps international students. The other, in her husband's name, is in the Department of Mathematics and Statistics.

She was three times a member of the Emeriti Council and was a volunteer reader for blind students. Memorial contributions may be made in her memory through the WMU Foundation.

Exchange

FOR RENT—Winchell neighborhood home, 2-3 bedrooms, 1 1/2 baths. Charming house with wooden floors, arched doorways, fireplace, screened porch, 2-car garage, furnished. Available end of August until end of April. No pets. \$700, utilities not included. Call 349-4324.

Service

These faculty and staff members are recognized for five, 10, 15, 20, 25 and 35 years of service to the University in July.

35 years—Joyce E. Papesch, University budgets.

25 years—Patricia A. Brown, finance and commercial law; and Howard J. Ross, public safety.

20 years—Connie L. Altman, University computing services; Theoni Adroustopoulos, physical plant-building custodial and support services; Carl C. Dezsai, physical plant-building custodial and support services; George H. Jarvis, power plant; Gail L.A. Kurtz, University financial services; Pamela S. Rups, University computing services; and Terri L. Simmons, telecommunications.

15 years—Carol R. Dedow, public safety.

10 years—Paul F. Iagnocco, Office of the Vice President for Student Affairs; Leonard Lamberson, College of Engineering and Applied Sciences; Vernon Payne, Office of the Vice President for Student Affairs; Richard A. Reames, paper and printing science and engineering; and Melissa M. Young, payroll.

5 years—Sandy Barry-Loken, student activities and leadership; Annie R. Dobbs, chemistry; Edward H. Holloway, Univer-

sity libraries; Celene M. Jackson, biological sciences; Troy E. Leinaar, power plant; Jan W. Lyddon, institutional planning and institutional research; and James L. Schultz, continuing education.

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.

(N) **Systems Programmer Analyst**, X-05, Information Technology/UCS, 99/00-695, 7/13-7/19/99

(R) **Coordinator University Programs** (FTE .75; 30 hours per week), P-04, Center for Academic Support Programs, 99/00-700, 7/13-7/19/99

(N) **Secretary III** (Term ends 6/30/2000; FTE 1.0), S-06, Department of Mathematics and Statistics, 99/00-703, 7/13-7/19/99

(N) **Police Officer**, (Shift 1st, 2nd, or 3rd), G-01, Public Safety, 99/00-704, 7/13-7/19/99

(N) **Police Officer** (Shift 1st, 2nd, or 3rd), G-01, Public Safety, 99/00-705, 7/13-7/19/99

(R) **Library Assistant V** (FTE .50; 20 hours per week), S-08, Waldo Library, 99/00-706, 7/13-7/19/99

(R) **Associate Director**, P-05, Division of Minority Affairs, 99/00-707, 7/13-7/19/99

(N) **Project Manager** (Term ends 6/30/2000; FTE 1.0), P-05, Department of Mathematics and Statistics, 99/00-714, 7/13-7/19/99

N = New

R = Replacement

WMU is an EO/AA employer.

Great Lakes fishing *(Continued from page one)*

sport and tribal fishers and representatives from local, state, and federal regulatory agencies. The team members conducted interviews in restaurants, on docks, on the decks of fish tugs and trap net boats, inside fish packing and equipment sheds or by spending all night on a research vessel.

In order to truly understand how fisheries regulation influences the lives and livelihoods of their subjects, students often found themselves putting down the recorders and picking up a net or knife and digging in.

"Getting into the work and observing what they are doing adds so much to your understanding," says Jason M. Wintersteen, a senior from Marshall, Mich., who took on the tasks of a deckhand on a fishing tug. "If they see you jump in and do the work with them, it tends to get them to open up more. Working alongside them helped open my eyes to their views and helped me to gain their acceptance."

Graduate student Matthew G. Anderson of Cadillac, Mich., says the generosity of those the research team encountered was "overwhelming." In addition to the lawyer dinner, the group was treated to a traditional Door County, Wis., fish boil by a family of commercial fisherman.

"I think we really touched nerves," Anderson says of those interviewed. "We wanted to know about their pasts and we were respectful of their history. The power of history is that it wakes people up to their past, gives them the tools to deal with the present and look to the future."

The willingness of the subjects to talk

was a welcome surprise to the researchers. Chiarappa says that the students may not have an appreciation for how successful their endeavors were.

"We were very successful conducting so many interviews in such a short amount of time," he says. "Aware as we are of the emotional nature of the topic, we expected many people wouldn't talk to us. But we didn't find anyone to be like that."

Team members included Anderson, Wintersteen, Abraham M. Hohnke of Traverse City, Mich.; Cindy M. Olsen of Bessemer, Mich.; and Clair A. Gornowicz of Saginaw, Mich.

And while the team found some humor in such things as eating lawyers and their own seasickness, these experiences also brought home the seriousness of their research efforts.

"We worked very hard to make inroads into these communities and get to know their culture," says Szylvian. "While we can see the humor in some of these activities, we also know that this is their culture and livelihood. It is very important to them and to our understanding of the impact they have on the fisheries of the lake."

Even though they have gathered enough oral histories to support the project, the students' work is hardly over. Now comes the arduous task of sorting through hundreds of pictures, transcribing hours of taped interviews and putting that information together with the extensive amount of research done earlier this year. Some of the information will make it into the exhibit, be used in a publication or incorporated

into related educational materials that will accompany the exhibit.

One student, Abraham Hohnke, will be working with the staff of WMUK-FM, WMU's National Public Radio member station, to develop a 30-minute radio documentary about the project.

The radio program will incorporate audio footage gathered in the field and will be aired later this summer.

"It was great documenting the human experience," says Hohnke, a senior. It was also good, but frightening, to see the state's ecology and the shape it is in."

The exhibit is expected to be completed by March 2000 and is scheduled for display in Traverse City, East Lansing, Sturgeon Bay, Wis., and at the Michigan Maritime Museum. The exhibit will be permanently housed at the Michigan Maritime Museum after its travels.

Faculty accord

(Continued from page one)
promise to make improvements in compensation for faculty," said AAUP President Ariel Anderson of the tentative contract. "In addition, the administration has agreed to a number of improvements in faculty benefits that will promote a positive climate on campus. There are many 'win-win' solutions represented in the tentative agreement. This has been a very successful round of negotiations and the new provisions we have tentatively agreed to will certainly strengthen an already-strong collective bargaining agreement."

In addition to reaching this agreement in principle, WMU and AAUP officials have agreed to extend the current contract, which expires on Sept. 6, to allow time for the ratification process.

This year's agreement marks the earliest that negotiations have been concluded since the AAUP and WMU began collective bargaining. Negotiations began on June 3 and there were 10 negotiating sessions.

"I am absolutely delighted that we have reached an agreement so early in the negotiating process," said President Floyd. "This is a real tribute to the way the negotiations were conducted. The work of the negotiating teams, led by Tom Hustoles, our chief negotiator; Chet Rogers, the University's director of contract administration; and Bob Ricci, the AAUP's chief negotiator, was nothing less than superb. I will enthusiastically recommend this contract to our board, once it is approved by the union's membership."

Calendar

The master calendar maintained by the Office of University Relations in Western News is available through WMU's home page on the World Wide Web. Select WMU News and then look for Calendar of Events. You can also link directly to the calendar at <www.wmich.edu/wmu/news/events>.

Sunday, July 18

SEMINAR 99, annual summer music camp, honors recital by outstanding soloists, Dalton Center Recital Hall, 4 p.m.

Monday, July 19

SEMINAR 99 faculty chamber music recital, "Rather Casual," with the Fontana Concert Society and Rich Ridenour & Friends, Dalton Center Recital Hall, 7:30 p.m.

Thursday, July 22

SEMINAR 99 pianists and organists recital, Dalton Center Recital Hall, 7 p.m.

Friday, July 23

SEMINAR 99 ensemble performances by brass and woodwind choirs, percussion ensemble, jazz band and vocal jazz ensemble, Miller Auditorium, 7:30 p.m.

Saturday, July 24

SEMINAR 99 music events: simultaneous chamber music concerts for string, woodwind, brass and percussion, choral and keyboard, Dalton Center, 10:30 a.m.; and final concert featuring bands, choir and orchestra, Miller Auditorium, 1:30 p.m.