



WESTERN MICHIGAN UNIVERSITY

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Campus set to 'Send in the Spirit' for Homecoming

Students, faculty, staff, alumni and friends will be treated to a pride-filled series of events during the University's 1998 Homecoming celebration this weekend with activities continuing through Sunday, Oct. 18.

In keeping with this year's theme, "Send in the Spirit," WMU pride and tradition will be highlighted throughout the celebration, which peaks at 1 p.m. Saturday with

the football game against Eastern Michigan University in Waldo Stadium.

Among the major events slated are the innovative Friday Festival, the coronation of this year's Homecoming king and queen, traditional open houses and the annual presentation of WMU's Distinguished Alumni Awards. (See the Calendar listing on page four for a complete schedule of Homecoming events.)

With no classes on Friday, Oct. 16, students can devote their energies to making Homecoming Spirit Day a fun-filled out-of-class experience. The day features Friday Festival from noon to 5 p.m. at the Goldsworth Valley Pond area. The festival includes numerous popular student activities, such as the Soap Box Derby at noon, Fritter Fest competition at 2:30 p.m. and Western Olympics at 3:30 p.m.

A full roster of Homecoming events is slated for Saturday, beginning with the annual Alumni Association Brunch, which gets under way at 10 a.m. in the East Ballroom of the Bernhard Center. WMU President Elson S. Floyd will welcome guests and rally WMU fans for the afternoon football game. Joining him will be the WMU Bronco Marching Band, Cheer Team of WMU, Buster Bronco and soloist Kevin Barton.

After the game, three University graduates who have gone on to impressive careers will be honored during the 35th annual Distinguished Alumni Awards Dinner at 6 p.m. in the West Ballroom of the Bernhard Center.

Faculty salaries top Floyd's list of legislative priorities

Faculty salaries will head a list of priorities as the University develops its 1998-99 legislative goals, President Floyd told the Faculty Senate Oct. 1.

"We must work to improve the compensation level of our faculty," Floyd said. "As we do so, we need to be clear about the peers with which we compare ourselves. Our focus must be Research II institutions rather than the Doctoral I category we're in right now."

Floyd has identified the University's move to a Research II designation by the Carnegie Foundation for the Advancement of Teaching as a key institutional goal. That is one level up from the University's current Doctoral I status.

"We need to benchmark our best practices against those institutions," he continued. "We're very fortunate to have a high quality faculty at WMU, and we have historically established our excellence in undergraduate teaching."

"We will continue to build on those strengths while working to improve both

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Three honored as Distinguished Alumni

Three prominent representatives of the worlds of baseball and business have been selected by the WMU Alumni Association to receive the 1998 Distinguished Alumni Awards.

This year's award winners are David Dombrowski of Miami Beach, Fla., executive vice president and general manager of the World Champion Florida Marlins baseball team; James P. Holden of Bloomfield Hills, executive vice president-sales and marketing for Chrysler Corp.; and Thomas L. Reece of New York, president and chief executive officer of Dover Corp.

The three, who will be recognized at an Oct. 17 awards dinner held in conjunction with Homecoming, join 102 other men and women who have received the award, the WMU Alumni Association's most prestigious honor, since the program's inception in 1963.

Dombrowski, a 1979 graduate, held positions with the Chicago White Sox and the Montreal Expos before he was offered an opportunity in 1991 to build an expansion franchise from the ground up as the general manager and executive vice president of the Florida Marlins.

The Florida Marlins became the first-ever expansion team to improve its record in each of its first five seasons. In its 1993 inaugural season, the team finished sixth in the National League East. Four seasons later the Marlins were the 1997 World Champions.

Holden, a 1973 graduate, has spent 25 years in the auto industry—17 of them with Chrysler. One of only six executive vice presidents at Chrysler, he directs all of the automaker's sales, fleet and marketing organizations in the United States, Mexico and Canada.

Earlier this year as Chrysler began to create the corporate structure that will lead it into the 21st century, Holden was given the additional responsibilities of overseeing the company's communications, Chrysler de Mexico and minivan platform operations. He also is one of the eight Chrysler representatives on the 18-member Management Board for DaimlerChrysler AG.

Reece, who graduated in 1964, began his 33-year career with Dover Corp. in 1965. The firm is a highly diversified manufacturer with annual sales in excess of \$4.5 billion.

In 1993 Reece was elected to the newly created position of president and chief operating officer of Dover Corp. after serving as president of three of the corporation's divisions. One year later he was elected chief executive officer, becoming only the fourth person to have held this position.



Dombrowski



Holden



Reece

Campus officials study city's building offer

University officials are pondering a proposal by Kalamazoo city officials that would move WMU's baseball and softball facilities across town to make way for a new paper science research building.

Kalamazoo Mayor Robert B. Jones and City Manager Pat DiGiovanni have proposed to University officials the creation of a paper science center on the land currently occupied by WMU's baseball and softball fields on Stadium Drive. The city proposal called for moving these fields to the Annen Sports and Recreation Complex off Mills Street and King Highway.

The paper science center would be built by the city using tax-exempt Building Authority bonds. WMU would lease the building from the city and take advantage of low operating costs because of its location next to the power plant, city officials say.

"This proposal is clearly a win/win situation for the city and the University," Mayor Jones said. "We want this to be the first

stage of a long-term partnership with Western to transfer University research and technology to business and industry which benefits Kalamazoo and the entire region."

The proposal was prompted by the University's inability to site on campus a facility to house \$25 million worth of papermaking and coating equipment recently given to WMU by Fort James Corp. The University received a proposal from Battle Creek last month to site the facility in that community and had asked Kalamazoo officials to develop a proposal for locating the new facility in Kalamazoo.

The city's proposal is strongly supported by the greater Kalamazoo Chamber of Commerce and the Business Development Bureau, which assisted in drafting the proposal and making the presentation. Chamber President Larry Mankin remarked that, "The campus site is perfect for the paper science center because it is close to all other University programs and functions."

(Continued on page two)

Light details academic planning for senate

Western Michigan University is the kind of institution that is likely to dominate the nation's higher education landscape in the future—one that emphasizes both teaching and research, Provost Timothy Light told the Faculty Senate Oct. 1.

WMU is among those institutions that "are already rising to prominence," he said. They are ones that "insist on the need to be both strong teaching institutions and strong research institutions." Universities that stress one over the other are fading in number.

Light spoke at the beginning of his third year as the University's chief academic officer, adding that WMU "is even more a place to be in love with" than he first realized. "And the people I have come to know here are even more precious as friends."

He also expressed his gratitude to serve as provost and for the chance to work with President Floyd.

"His vast good will and supportiveness, his energy, his vision, his great experience with, and deep knowledge of, universities, and his infectious optimism have made

these past two months a real joy, one that promises to continue long into the future," he said.

The provost's remarks ranged widely over the academic enterprise, touching on such key areas as curriculum management and the planning process that President Floyd has initiated. He also pointed to the new Center for Teaching and Learning and introduced its director, Peter M. Saunders.

"The inauguration of the Center for Teaching and Learning reflects a major commitment by the University in support of teaching," Light said. "The considerable development of this effort represents the very high attention that is paid to teaching by the University and its administration."

He noted that support for this activity is double what it was two years ago. It will increase further for programming and the establishment of a half-time assistant director to be selected from the faculty.

Curriculum management

Regarding curriculum management, Light told senators that the course approval

(Continued on page two)

Did you know?

"The Power of U," this year's Greater Kalamazoo United Way campaign theme, is a perfect reminder for the University community of the power that WMU employees provide when they contribute to the United Way. This issue's "Did You Know" box is dedicated to providing facts about the 1998 campaign effort.

■ With more than 17 years of participation in the annual GKUW effort, WMU has set the ambitious goal this year of raising \$167,000 toward the overall 1998 community campaign total of \$7,727,000. That's a \$5,000 increase over last year's goal.

■ The campaign on campus began with an Oct. 12 kickoff celebration and will run through Oct. 31. More than 120 campus volunteers are acting as campus fund-raisers.

■ The campaign funds raised will support 56 member agencies and a host of participant agencies. More than 100 programs serving people of all ages in the community receive United Way funds each year.

■ Nearly 90 percent of the funds raised are spent on providing actual services to community members.

■ WMU's theme for the 1998 campaign is "I Think We Can...I Know We Can!"



The power of U™

Developing a planning framework for the University

Nothing could be more important on my own personal agenda than the planning process that we have begun together.

And *together* is the active ingredient in our recipe for success. Each of the three planning committees I have designated will be broadly representative of the University community.

It is imperative that we share this critical task, for its outcome will have much to do with the direction this University takes into the next century. While I have a clear vision of WMU as one of the nation's premier student-oriented research universities, the full meaning and ultimate fulfillment of that vision must come from each of us.

Let me outline the planning process as I have discussed it in several settings over the past few weeks. It consists, in essence,

of three committees, each headed by a vice president and each focusing on a key element of our work.

Planning assessment and programs

This committee, headed by Provost Timothy Light, will examine the academic enterprise in considerable detail. Through it, we will identify our strengths and where we should direct our resources to make our greatest strides.

The provost already has described his intentions for carrying out this charge in his recent remarks to the Faculty Senate [see page one]. His plans reflect a commitment to openness, representation and comprehensiveness.

Master plan

I have asked Robert Beam, our vice president for business and finance, to head a committee that will concentrate on land use. The committee will help us ascertain

our needs for the main campus, which is nearly built out, as well as for our outlying properties. This process will involve our neighbors in the larger community and require careful, considered decisions.

Capital campaign

Keith Pretty, our vice president for external affairs, will work with his group to pave the way for the University's next major fund-raising effort. While it is premature to deal in specifics, it is safe to say that this campaign will be our largest ever and bring benefits to people and programs across the campus.

The work of these three groups will culminate in a blueprint for our University for the 21st century—a plan that will include steps to achieve Research II designation by the Carnegie Foundation for the Advancement of Teaching.

Please share your ideas with the appropriate vice president or with me. Meanwhile, I reiterate my commitment to do all I can to help our University move forward in an aggressive, collaborative, decisive manner. Our success, however, rests finally with us—working together.

THE PRESIDENT COMMENTS



Elson S. Floyd

Proposal (Continued from page one)

It's a great location for access by faculty, students and visitors and offers the amenities of downtown. We looked at many other sites throughout the county and the city, but this location just made the most sense."

"We appreciate all of the hard work and creativity that the city and others have put into this proposal," President Floyd commented after hearing the proposal. "We will give it serious and careful consideration and respond just as soon as possible."

One of our important next steps will be to review this proposal with our Board of Trustees."

The paper science center could also be used by the paper industry to conduct research. "Locating the center in Kalamazoo is a natural because we have a cluster of paper manufacturing and processing companies second to none in the state," stated Richard Goff, the city's economic development and planning director.

Light (Continued from page one)

process is being simplified significantly.

Proposed courses will be scrutinized at the department and college level, Light explained, and then go to Rollin G. Douma, who has been formally identified as catalogue editor. He will examine the proposals for any potential problems.

The provost will review only a list of proposed course titles as well as proposals with which Douma has identified any issues. As soon as senate committees act, the courses are approved. The president will no longer approve course proposals.

"These simplifications place accountability where it properly should rest, in the departments and colleges," Light said. "They will assure that any ripple effects of changes are addressed before proposals reach Dr. Douma."

Program proposals, which often involve the allocation of resources, still will require the approval of the provost and the president and may involve review by the vice presidents and senior staff.

Meanwhile, Light said, the senate's executive board has agreed to review the senate's curriculum process to determine

possible simplification there. A renumbering of courses by type for greater uniformity also is under consideration.

Planning process outlined

Light outlined for senators characteristics of the process to be used by a committee he will chair for planning, assessment and program review, a charge given him by President Floyd. He said the process will be open, reflect major University constituencies and have a specific timeline for completion.

"Our goal," he said, "is to work out together future potential and scenarios for a 'student-centered research university,'" he said. "In a sense, supplying instrumental definitions for that term sums up the whole task of planning."

Becoming a premier student-centered research university is a key element in the vision Floyd has set out for the University.

The planning process, Light stressed, must include "an agreed-upon description of what we are today, including recognition that we have stretched ourselves too thinly." That description must recognize WMU "as a truly multifaceted and highly variegated" university.

The process also must deal with the need "to find appropriate balances within our actual human and material resources," he said. That includes balance "between our undergraduate and graduate commitments; our Kalamazoo and regional center commitments; instruction provided by full-time faculty and instruction provided by part-time faculty; and appropriate relative emphasis on practical, professional training and credentialing on the one hand and theoretical and fundamental education on the other."

The process also must affirm and continue "the great historical strengths of WMU while embracing and becoming flexible towards changing environments around us." It also must accept that university development is "evolutionary, not revolutionary, so that we move forward through standing on the shoulders of giants rather than killing off our fathers and pretending that what we do is made of whole cloth."

WMUK launches fall drive to cover program costs

It's been a boom year for the U.S. economy, but budgets are tight at public radio stations, including WMUK.

As the University's public radio station enters its fall fund drive on Saturday, Oct. 17, it has seen grants from the Corporation for Public Broadcasting shrink by \$15,000 or 4 percent. At the same time, program costs have continued to rise, going up 5 percent above this time last year, said Floyd Pientka, program director.

That has forced the station to raise the goal for this year's drive to \$200,000 from \$185,000 a year ago.

The challenge, Pientka said, will be to raise the bulk of that money in a single week. As it did last year, the station is limiting on-air phone pledging to one week from Saturday through Oct. 23 and has urged listeners to send in donations early.

The response to the call for early donations has been encouraging, Pientka said.

"I know we're asking for a lot, but I think we can do it," he said. "I'm cautiously optimistic at this point."

Around the campus

High-tech research tools are anthropologist's topic

A seasoned anthropologist will share her insights on the uses of technology in her field when she visits the University Monday and Tuesday, Oct. 19 and 20, as part of the Visiting Scholars and Artists Program.

Dr. Jane Buikstra, a distinguished professor of anthropology at the University of New Mexico, will give a public presentation on "The Skeleton Speaks: High-Tech Approaches to the Studies of Ancient Humans" at 7:30 p.m. Monday in 2302 Sangren. Her talk is free and open to the public.

Buikstra has been awarded numerous research grants and has conducted research in the United States, Canada, Argentina, Brazil, Peru, Spain, Turkey and Honduras. Her writing credits include more than 100 books, monographs, articles, chapters and research reports that have been widely cited.

She is a member of more than a dozen professional organizations and has been elected as officer in many of them, including president of the American Anthropological Association and the American Association of Physical Anthropologists.

While on campus she also will speak to anthropology and history students and faculty at 3 p.m. Monday in 0116 Moore on the topic, "Sacred Landscapes in the North American Continent: A Case Study from Illinois." A second presentation, titled "Bioarchaeology in the South Central Andes: Implications for Political Economy," is at 2 p.m. Tuesday in 0120 Moore.

Buikstra's visit is being coordinated by the Department of Anthropology. For more information, call 7-3969.

Voice synthesis expert visits

A leading authority on emerging technologies serving the blind will share his expertise during a visit to WMU next week.

Michael May, vice president of Arkenstone Inc. of San Jose, Calif., will talk about "Communication Technology for People who are Visually Impaired" in a free public lecture at 9:30 a.m. Thursday, Oct. 22, in 3101 Sangren. His visit is part of the Visiting Scholars and Artists Program and is sponsored by the Departments of Blind Rehabilitation and Special Education.

May has been at the forefront of providing greater access for people who are blind and has helped develop voice synthesis technology. His talk will focus on the use of voice synthesis and its applications.

For more information about May's visit, call 7-3456.

Theatre troupe to tour

WMU's Great Sexpectations Touring Theatre Company will open its 1998-99 season Monday, Oct. 19, with the first of a series of local performances in classrooms and residence halls and for the Division of Intercollegiate Athletics and area fraternities and sororities.

This is the eighth season for the nationally recognized theatre troupe that is designed to explore common feelings, perceptions and behaviors experienced by young adults regarding sexuality and the development of skills for creating meaningful relationships. The group has been invited to perform for the American College Health Association and at campuses and conferences across the Midwest. Its scripts and production rights also have been purchased by such institutions as Stanford University and the University of Arizona.

For more information regarding show times and locations, call the Office of Health Promotion and Education at 7-3263.

EEOC commissioner is Phi Beta Kappa speaker

Commissioner for the U.S. Equal Employment Opportunity Commission and former White House staffer Paul Steven Miller will talk about civil rights and social justice in a free public lecture on campus Monday, Oct. 26.

Miller will address "The Future of Social Justice in America: The Changing Face of Civil Rights," at 7 p.m. in 208 Bernhard Center. He is the first visiting scholar brought to campus by WMU's year-old Phi Beta Kappa chapter.

An EEOC commissioner since 1984, Miller has long been a champion of civil rights, especially in the area of disability rights. Prior to his appointment as a commissioner, he served with the Clinton administration in a number of capacities including as deputy director and White House liaison for the United States Office of Consumer Affairs.

Before joining the Clinton camp, Miller was a professor of law and director of litigation for the Western Law Center for Disability Rights at Loyola Law School and an associate with several California law firms.

Miller's visit is sponsored by the Theta of Michigan Phi Beta Kappa chapter, WMU's Office of the Provost and the Phi Beta Kappa Society. While on campus, he will visit with a number of undergraduate classes that focus on ethics, economics and law. For more information about Miller's visit, call Dean Joseph G. Reish, Lee Honors College, at 7-3230.

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WESTERN MICHIGAN UNIVERSITY

University computing experts move into high gear to attack 'problem of the century' in campus offices

Computer-controlled environments for growing experimental plants, decades of research logged onto spreadsheets—these are just some of the potential Year 2000 problem areas on campus, say University officials who have been working for many months to head off computing disaster when the next century begins.

Popularly known as Y2K, the problem is rooted in two-digit identification of the year. Once the year 2000 begins, equipment and software that is not Y2K-compliant will not be able to differentiate between the years 1900 and 2000 in making calculations or carrying out functions. WMU has been preparing for the event and has developed a master plan to help the campus prepare to meet the challenge.

To explore Y2K and methods for attacking it, a number of information resources have been assembled for faculty and staff. For the next 14 months, Western News will run a series noting the latest campus developments under the heading "Y2K News." Later this month, faculty and staff members across the campus will have an opportunity to begin addressing Y2K problems in a series of seminars set up to explore the problem (see below for details). A constantly updated Web site full of the latest information also is available at <www.wmich.edu/ais/y2k>.

"University computing services has been working since 1996 to make sure the University's central systems and infrastructure is Y2K compliant and most components are ready now," according to Richard Wright, associate vice president for academic affairs and chairperson of a campuswide Year 2000 Committee. "Other major campus functions such as physical plant are also progressing well in identifying and fixing Y2K problems."

Y2K problems on campus can range from electronically controlled temperature systems and electronic building entry cards to fax machines, pagers, elevators and anything else with embedded computer chips, says Doug Carneal, University computing services and a member of the committee.

Besides the central University computer systems, embedded chip problems and

local computing systems, the Y2K Committee also is looking at infrastructure systems such as e-mail and the way University systems interface with external systems such as utility companies and federal networks.

"We are in extremely good shape with student records and financial systems," Carneal says, "but there are offices and individuals all over the campus who need to address the problem and its impact on desktop computers, specialized software and laboratory instrumentation. There are equipment and systems that I'm sure we haven't even considered. The first couple of seminars we offer may be a learning process for us as people tell us about their equipment concerns."

While University resources for addressing individual Y2K computing problems are limited, the committee is committed to assisting those who need help by assembling and posting the latest information available. Carneal says anyone whose work depends on computing technology should plan on making regular visits to WMU's Y2K web page. The page contains such features as links to manufacturers for their latest Y2K compliance information as well as tips from campus computing experts and information shared by users across campus.

For those who find the whole prospect of date-related computing problems a painful way to begin the new millennium, Wright offers this comforting thought.

"The good news is that a similar problem won't occur again until the year 10,000," he says. That's the first time when year notations will contain five digits instead of four.

Meanwhile, Doug Carneal has his plans in place for New Year's Eve 1999.

Instead of hitting Times Square, chasing the midnight hour on a chartered jet or even attending a friend's New Year's Eve Party, he'll square off in front of his computer terminal on the third floor of the University Computing Center waiting to see how well the University's master plan works when it hits its final critical checkpoint—midnight on Dec. 31, 1999.

Human resources

Teleconference set

Human Resources is hosting the local broadcast of the Wednesday, Oct. 28, TIAA-CREF nationwide teleconference "Reaching Your Financial Goals: Tips from America's Experts." All WMU faculty and staff are invited to attend from 2 to 3:30 p.m. in the Putney Auditorium, Fetzer Center.

Americans have more money invested in the stock market today than at any time in history and are using those investments for a wider range of purposes. This program will help you understand the challenges and choices associated with building financial security. A panel of highly-regarded experts will share their knowledge and offer some tips. They include: Jane Bryant Quinn, author and syndicated columnist; Martin Leibowitz, TIAA-CREF vice chairman/chief investment officer; Peter L. Bernstein, noted economist and author; and Elissa Buie, Institute of Certified Financial Planners' president-elect.

There is no cost to attend the teleconference, but seating is limited. To register, call the Benefits Office at 7-3630.

TIAA-CREF workshops planned

TIAA-CREF is offering four workshops for faculty and staff next week:

Saving for Your Lifestyle Choices, 10 to 11:30 a.m. Tuesday, Oct. 20, 158 Bernhard Center. All employees will benefit from this discussion about saving for financial goals. Topics include investment vehicles, new tax legislation, new IRAs (Roth, Education and Classic) and the TIAA-CREF family of mutual funds.

Women's Financial Forum, 10 to 11:30 a.m. Wednesday, Oct. 21, 157 Bernhard Center. It is estimated that 90 percent of women are, or will be at some time, solely responsible for their finances.

This workshop will provide women with the tools, resources and information they need to take charge of their financial future. Topics include organizing and assessing current finances, basic types of investments, defending against risk, the impact of taxes on investments and obstacles to building wealth.

Planning and Investing Wisely for MPSERS Members, 10 to 11:30 a.m., Tuesday, Oct. 20, 157 Bernhard Center. MPSERS members will discover how TIAA-CREF can be an important part of retirement planning and meeting other financial goals. Discussion will answer questions about how you can invest with TIAA-CREF, choosing investment products and new tax laws.

Approaching Retirement, specifically designed for TIAA-CREF participants, 1 to 2:30 p.m., Tuesday, Oct. 20, 158 Bernhard Center. This session is particularly suitable for employees within 10 years of retirement or for any other employee desiring a glimpse at the issues affecting TIAA-CREF pre-retirees today. Highlights include planning retirement income; choosing distribution options; and tax strategies, including the new saving products.

Individual counseling is also being offered on a limited basis. Call Simone at 1-800-842-2044 to schedule a consultation or to register for the workshops.

Y2K News

The campus' first seminars designed to help faculty and staff members address their concerns about dealing with the Y2K problem are set for late October. The times and dates are:

■ Friday, Oct. 23, at 2 p.m. in 2722 Wood



PROMOTING PRIDE IN HERITAGE—

Cynthia B. Bergeon, a secretary in the Department of Communication, has parlayed a deep sense of pride in her own heritage and a love for working with students into a fast-paced life at the University and days that never end at 5 p.m. Bergeon, who says the best part of her job is working with students, says she finds the academic environment very appealing. She has been a WMU employee for more than six years, working first in the information systems area of human resources before switching to communica-

tion four years ago. She spends her days handling a variety of tasks such as answering phones, responding to student questions, processing graduate student paperwork and assisting faculty with such things as typing and copying tests. Off the job, University activities also play a major role in her life. Bergeon serves as co-adviser to the Native American Student Organization and has been deeply involved for five years in organizing the University's annual Pow Wow, which celebrates Native American heritage. "I used to attend the Pow Wow and wanted to get involved," she says, "so I started volunteering." Bergeon now is one of the driving forces behind the annual spring event and also is helping to organize a "mini-Pow Wow" that will be held on campus Nov. 3 for area children. Bergeon, whose grandmother was a Potawatomi, is trying to learn about that culture through others by taking part in Pow Wows and being involved with the native community. She and her family attend Pow Wows around the state together and she and her children dance at those events. Bergeon also is active as a volunteer with a Native American Boy Scout Explorer Post. She lives in Comstock with her husband and a son and daughter. Bergeon's daughter Kim, a junior social work major at WMU, also is active on campus as co-chairperson of NASO. When not tied up in campus life, the family enjoys camping as well as motorcycle touring with a family-oriented touring association. (Photo by Neil Rankin)

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/I-20, Art, 98/99-201, 10/13-10/19/98.

(R) **Assistant/Associate Professor** (Tenure Track; Academic Year) I-30/I-20, Biological Sciences, 98/99-202, 10/13-10/19/98.

(N) **Assistant/Associate Professor** (Tenure Track; Academic Year) I-30/I-20, Biological Sciences, 98/99-203, 10/13-10/19/98.

(R) **Assistant/Associate Professor** (Tenure Track; Academic Year) I-30/I-20, Chemistry, 98/99-204, 10/13-10/19/98.

(R) **Assistant Professor** (Terminal; August 2000) I-30, Educational Leadership, 98/99-205, 10/13-10/19/98.

(R) **Assistant Professor** (Tenure Track; Academic Year) I-30, Educational Leadership, 98/99-206, 10/13-10/19/98.

(R) **Assistant Professor** (Terminal; August 2000) I-30, Education and Professional Development, 98/99-207, 10/13-10/19/98.

(R) **Assistant Professor** (Terminal; August 2000) I-30, Education and Professional Development, 98/99-208, 10/13-10/19/98.

(R) **Assistant Professor** (Tenure Track; Academic Year) I-30, Family and Consumer Sciences, 98/99-209, 10/13-10/19/98.

(R) **Assistant Professor** (Tenure Track; Academic Year) I-30, Foreign Languages and Literatures, 98/99-210, 10/13-10/19/98.

(R) **Assistant Professor** (Tenure Track; Academic Year) I-30, Geography, 98/99-211, 10/13-10/19/98.

(R) **Assistant/Associate Professor** (Tenure Track; Academic Year) I-30/I-20, Mathematics and Statistics, 98/99-212, 10/13-10/19/98.

(R) **Assistant/Associate Professor** (Tenure Track; Academic Year) I-30/I-20, Biological Sciences, 98/99-213, 10/13-10/19/98.

(N) **Assistant Professor** (Terminal; 12/09/2001) I-30, Music, 98/99-214, 10/13-10/19/98.

(R) **Associate Professor** (Tenure Track; Academic Year) I-30, Special Education, 98/99-215, 10/13-10/19/98.

(R) **Assistant Professor** (Tenure Track; Academic Year) I-30, Special Education, 98/99-216, 10/13-10/19/98.

(N) **Assistant Professor** (Tenure Track; Academic Year) I-30, History, 98/99-218, 10/13-10/19/98.

(R) **Assistant Professor** (Tenure Track; Academic Year) I-30, School of Public Affairs and Administration, 98/99-219, 10/13-10/19/98.

(R) **Assistant Professor** (Terminal; August 1999) I-30, Special Education, 98/99-221, 10/13-10/19/98.

(R) **Coordinator Flight Operator/Chief Flight Instructor** (Terminal; 7/01/99) P-07, Aviation, 98/99-224, 10/13-10/19/98.

(R) **Utility Food Worker** (.65 FTE; Academic Year) F0/F1, Dining Services, 98/99-226, 10/13-10/19/98.

(R) **Coordinator of Sales** (Terminal for first two years; Note, position may be eligible for sales commission) P-03, Miller Auditorium, 98/99-227, 10/13-10/19/98.

(R) **House Staff** 1st Shift; 6 a.m.-3 p.m.) M-2.5, Fetzer Center, 98/99-228, 10/13-10/19/98.

Please call the Applicant Information Service at 7-3669 for up-to-date information on the Job Opportunity Program and vacancies available to external applicants.

(R) Replacement

(N) New

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 WMU News and then look for Calendar of Events. You can also link directly to the calendar at <www.wmich.edu/wmu/news/events>.

Thursday, October 15

(thru Oct. 16) "Advanced Ceramics Group Show, Rotunda and South Galleries, East Hall, 10 a.m.-5 p.m.; reception Friday, Oct. 16, 5-7 p.m.
(thru Oct. 20) Exhibition, "Printmaking," by San Francisco artist Frank Lobdell, Gallery II, Sangren Hall, weekdays 10 a.m.-5 p.m.
Visiting Scholars and Artists Program talk, "A Theory of Bank Management Compensation and Regulation," Lemma A. Senbet, the William E. Mayer Professor of Finance at the University of Maryland, 2303 Friedmann Hall, 10 a.m.
Homecoming "Noonz Tents," various locations, 11 a.m.-1 p.m.
Institute of Government and Politics colloquium, "Dilemmas of Police Reform in China," M. Scot Tanner, political science, 3301 Friedmann Hall, 3:45 p.m.
Phi Mu Epsilon mathematics honorary talk, "Breaking Driver's License Codes," Joseph A. Gallian, professor of mathematics, University of Minnesota-Duluth, Alavi Commons Room, Everett Tower, 4:10 p.m.
*(thru Oct. 17) University Theatre production, "Return to the Forbidden Planet," Shaw Theatre, 8 p.m.
Play reading by Chicago playwright Lisa Dillman, 3521 Knauss Hall, 8:30 p.m.; reception follows, 10th floor of Sprau Tower.
*Campus Activities Board movie showing, "Godzilla," Miller Auditorium, 9 p.m. and midnight.

Friday, October 16

Homecoming events, Spirit Day, no classes: Friday Festival, Goldsworth Valley, noon to 5 p.m. — Soap Box Derby, noon — Fritter Fest, 2:30, and — Western Olympics, 3:30 p.m.; Homecoming twilight concert with Alumni Concert Band and University Symphonic Orchestra, Dalton Center Recital Hall, 6 p.m.; Homecoming street dance and spirit banner competition with King and Queen Coronation, between Student Recreation Center and University Arena, 8-10:30 p.m.
Enhancing Teaching with Technology seminar "Copyright Issues in Teaching and the Web," Pamela Rups, UCS, Stewart Tower, third floor, University Computing Center, 1-3 p.m.
Women's soccer, WMU vs. Kent State, WMU Soccer Complex, 3 p.m.
Department of Biological Sciences seminar, "From Fluorescens to Fluorocarbons and Back," Steven C. Quay, president and chief executive officer of Sonus Pharmaceuticals, 1718 Wood Hall, 3:30 p.m.
*Kalamazoo Film Society showing of "Henry Fool," 1997 film by Hal Hartley, Campus Cinema, Oakland Recital Hall, Oct. 16 and 17, 7 and 9:30 p.m.; Oct. 18, 2:30 p.m.
Men's and women's basketball "Midnight Madness." University Arena, 11 p.m.

Saturday, October 17

Homecoming events: *Alumni Association brunch, East Ballroom, Bernhard Center, 10 a.m.; Parade of Nations, Waldo Stadium, 1 p.m.; National Pan-Hellenic Council Marchdown, Miller Auditorium, 5 p.m.; *Distinguished Alumni Awards Dinner, East Ballroom, Bernhard Center, 6 p.m.; Marchdown Dance, Student Recreation Center, 9 p.m.
*Women's volleyball, WMU vs. Bowling Green, University Arena, 5:30 p.m.
*Football, WMU vs. Eastern Michigan University (Homecoming), Waldo Stadium, 1 p.m.

Sunday, October 18

Women's soccer, WMU vs. University of Buffalo, WMU Soccer Complex, 11 a.m.
Men's soccer, WMU vs. Marshall University, WMU Soccer Complex, 2 p.m.
Choral showcase concert, University Choirs, Miller Auditorium, 3 p.m.
Homecoming Gospel Concert, Kanley Chapel, 3:30 p.m.
Concert, University Percussion Ensemble, Dalton Center Recital Hall, 8 p.m.

Monday, October 19

(thru Oct. 23) BFA Degree Shows; paintings by Rachel L. Jones, Rotunda Gallery, East Hall, 10 a.m.-5 p.m.; "Show and Tell" paintings by Lazarus Bain, South Gallery, East Hall, 10 a.m.-5 p.m.; reception Friday, Oct., 23, 5-7 p.m.
Visiting Scholars and Artists Program presentation, "Sacred Landscapes in the North America Mid-continent: A Case Study from Illinois," 0116 Moore Hall, 3 p.m.; and public lecture, "The Skeleton Speaks: High-Tech Approaches to Studies of Ancient Humans," Jane Buikstra, Distinguished Professor of Anthropology, University of New Mexico, 2302 Sangren Hall, 7:30 p.m.

Tuesday, October 20

Research workshop, "Internal Funding: Faculty Research Travel Fund and Final Preparation of Publication Papers and Exhibition of Creative Works," 159 Bernhard Center, noon to 1:30 p.m.; call 7-8298 to register.
Wired Academic workshop, "Government Databases on the Web," Michael McDonnell and Helen Healy, Univeristy libraries, 1070 Waldo Library, noon to 1 p.m.
Visiting Scholars and Artists Program presentation, "Bioarchaeology in the South Central Andes: Implications for Political Economy," Jane Buikstra, Distinguished Professor of Anthropology, University of New Mexico, 0120 Moore Hall, 2 p.m.
Graduate Program Open House for those contemplating pursuing a graduate degree, West Ballroom suites, Bernhard Center, 6-8 p.m.
*Performance, National Acrobats of China, Miller Auditorium, 7:30 p.m.
*Dalton Series concert, Stephen Burns, trumpet, Dalton Center Recital Hall, 8 p.m.

Wednesday, October 21

School of Music Convocation Series concert, Fontana and Chamber Music Society guest artist group Quartetto Gelato, Dalton Center Recital Hall, 1 p.m.
Department of Economics guest lecture, "Who is Sitting in the Stands?: The Income Levels of Sports Fans," John J. Siegfried, professor of economics, Vanderbilt University, 3508 Knauss Hall, 3 p.m.
Keystone Leadership Program workshop, "Our Environmental Destiny," Robert Kennedy Jr., environmental lawyer and activist, North Ballroom, Bernhard Center, 7:30 p.m.
New Issues Press poetry reading with Diane Seuss-Brakeman, Julie Moulds, Patricia Jabbeh Wesley and Marc Sheehan, 3512 Knauss Hall, 8:30 p.m.

Thursday, October 22

Visiting Scholars and Artists lecture, "Communication Technology for People Who Are Visually Impaired," Michael May, vice president of Arkenstone Inc., 3101 Sangren, 9:30 a.m.
Computing seminar, "All About Modems," Tad Sumner, UCS, Stewart Tower, third floor, University Computing Center, noon to 1 p.m.
Master class, Dylana Jenson, violin, Dalton Center Recital Hall, 2:15 p.m.
*(thru Oct. 24) Fall Concert of Dance, Dalton Center Multi-Media Room: Thursday and Friday, 8 p.m.; and Saturday, 2 p.m. and 8 p.m.
Center for the Study of Ethics in Society lecture, "Gun Control: Protecting the Public or Restricting Rights," Hugh LaFollette, professor of philosophy, East Tennessee State University, 3512 Knauss Hall, 7:30 p.m.

Guest artist recital, ClariVoce, Dalton Center Recital Hall, 8 p.m.

Friday, October 23

Men's soccer, WMU vs. University of Wisconsin-Green Bay, WMU Soccer Complex, 3:30 p.m.
Department of Biological Sciences seminar, "Genetic Analysis of Plant Defense Responses to Herbivory," Dr. Gregg Howe, DOE Plant Research Laboratory, Michigan State University, 1718 Wood Hall, 3:30 p.m.
*Women's volleyball, WMU vs. Buffalo, University Arena, 7 p.m.
*Concert, "Ode to Heroism," Kalamazoo Symphony Orchestra, Miller Auditorium, 8 p.m.

Saturday, October 24

Women's soccer, WMU vs. IUPUI-Indianapolis, WMU Soccer Complex, 1 p.m.
Student recital, Gretchen L. Vande Kamp, horn, Dalton Center Recital Hall 4 p.m.
*Women's volleyball, WMU vs. Miami, University Arena, 7 p.m.
*Performance, "An Evening with Tchaikovsky," St. Petersburg State Symphony Orchestra, Miller Auditorium, 8 p.m.

Sunday, October 25

Men's soccer, WMU vs. Northern Illinois University, WMU Soccer Complex, 2 p.m.
Concert, University Symphonic Band, Miller Auditorium, 3 p.m.
Student recital, Haenicke International Scholars, Dalton Center Recital Hall, 7 p.m.

Monday, October 26

(thru Oct. 30) BFA Degree Show, sculpture by Andy Nutter, Rotunda and South Galleries, East Hall, 10 a.m.-5 p.m.; reception, Friday, Oct. 30, 5-7 p.m.
Phi Beta Kappa chapter lecture, "The Future of Social Justice in America: The Changing Face of Civil Rights," Paul Steven Miller, commissioner, U.S. Equal Opportunity Commission, 208 Bernhard Center, 7 p.m.

Tuesday, October 27

Visiting Scholars and Artists slide lecture, "Pueblo Painting and Modernism," J.J. Brody, professor emeritus of art and art history, University of New Mexico, 2304 Sangren, 7:30 p.m.
Concert, University Concert Band, Miller Auditorium, 8 p.m.
Poetry reading, Marianne Boruch, Purdue University, 3512 Knauss Hall, 8:30 p.m.

Wednesday, October 28

Enhancing Teaching with Technology seminar "Developing an Online Web Course," Carol Kubota, CELCIS, Stewart Tower, third floor, University Computing Center, noon to 1 p.m.
School of Music Convocation Series concert, Avalon String Quartet, Dalton Center Recital Hall, 1 p.m.
Men's soccer, WMU vs. Michigan State University, WMU Soccer Complex, 1 p.m.
Master class, David Friesen, bass, and Sid Jacobs, guitar, Dalton Center Recital Hall, 3 p.m.
Women's soccer, WMU vs. Michigan State, WMU Soccer Complex, 3 p.m.
Institute of Government and Politics colloquium, "Reconciling Bureaucratic Accountability with Central Bank Autonomy," J. Kevin Corder, political science, 3301 Friedmann, 3:15 p.m.
Electrical and computer engineering seminar, "Reality Check" on life after graduation, Sam S. Khalilieh, senior electrical engineer, Earth Tech of Grand Rapids, 3002 Kohrman Hall, 4 p.m.
*Guest jazz artist recital, David Friesen, bass, and Sid Jacobs, guitar, Dalton Center Recital Hall, 8 p.m.

Thursday, October 29

Computing seminar, "Advanced Windows Topics," Allan Poole, UCS, Stewart Tower, third floor, University Computing Center, noon to 1 p.m.
*Campus Activities Board movie showing, "City of Angels," Miller Auditorium, 7 and 9:30 p.m.
*Concert, University Jazz Lab Band "Gershwin Spectacular," Dalton Center Recital Hall, 8 p.m.
*(thru Nov. 1 and Nov. 5-7) University Theatre production, "The Three Sisters," Multiform Theatre: Oct. 29-31 and Nov. 5-7, 8 p.m.; and Nov. 1, 2 p.m.
*Admission charged

Faculty salaries (Continued from page one)

the quantity and quality of our research and other scholarly work," he stressed. "I pledge the support of the president to do everything we possibly can in that regard."
Floyd also told senators of dinner meetings he has scheduled regularly with the leaders of faculty, staff and student groups. Topics include issues related to the quality of campus life.

One result of those conversations, Floyd said, is that he has decided to change parking policies to allow faculty and staff members to get a second University parking permit upon request, without charge. He also said the University is returning to the practice of allowing a 15 percent discount for faculty, staff and students at Miller Auditorium.



SHIPSHAPE — Kansas City, Mo., artist Robert Stackhouse, far left, took time out from the work of building one of his signature ship forms on the campus earlier this month to describe his vision. Students helping him construct the outdoor sculpture near Sangren Hall were, from left, Jim Garrison of Ann Arbor, Kim Sloan of Hastings and Jeff Bogardus of Grand Rapids. The trio got a taste of working with the internationally acclaimed artist during his stay on campus. (Photo by Neil Rankin)