



WESTERN MICHIGAN UNIVERSITY

# WESTERN NEWS

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January 21, 1999

## Provost lays out planning process to chart WMU's academic future

Provost Timothy Light has outlined a strategic planning process for the University that will help set its course for the next five to 10 years. He presented his plan Jan. 5 to the Faculty Senate.

President Floyd issued a call for such a planning process last fall, which also is to include infrastructure and fundraising elements.

Light told senators that he has established a committee of students, faculty members, staff members and a member of the Board of Trustees that is to provide preliminary recommendations to the President by April 30. After he responds to that preliminary report, committee members will flesh out details and present a final report to Floyd by Aug. 31.



Light

- Become flexible and responsive to external demands.
- Continue and recognize that WMU has several points and modes of entry by students.
- Provide students with a seamless pathway from recruitment to job placement.
- Become international, global and comparative throughout the curriculum.
- Reflect in WMU's population and curriculum the diversity of American society.
- Make appropriate and imaginative use of technology in instruction.

### Two subcommittees set

As part of the committee's charge, Light has identified two subcommittees, one on racial and ethnic diversity, to be headed by Lewis Walker, chairperson of sociology; and one on internationalization, to be headed by Ronald Davis, chairperson of history and director of the Haenicke Center

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### An open process

"During the process, there will be both as much openness as possible and as many opportunities for community-wide input as possible," Light said. "I expect that this would include a Web site, hearings and open forums."

The committee (see list on page four) will have the help of staff members and consultants. Staff support includes Carol L. Stamm, associate vice president for academic affairs, and Margaret von Steinen, a non-traditional student majoring in communication and a *Western Herald* editor, who will serve as secretary.

Linda M. Delene, marketing, a former senate president, has agreed to serve as special assistant to the provost for strategic planning. David Kirby, a WMU graduate who heads a local consulting firm, PeopleWorks, will assist the committee. An out-of-state academic consultant also will be available.

Light, who heads the committee, said the group is being provided with a number of specific charges, including:

- Treasure and strengthen core intellectual and social values.

## Image experts on campus today to focus on improving Michigan's technology reputation

Image experts ranging from a research chief at North Carolina's famed Research Triangle to the former chief of Gateway computers will meet on campus today to examine ways to put a shine on Michigan's image as a high-tech business center.

"The Buzz Starts Here" is the theme of a special meeting of the Image and Culture Committee of the Governor's Innovation Forum, which will meet from 10 a.m. to 3 p.m. in a public session at the Fetzer Center. Participants, including business, government and university officials from across the state, will discuss ways to overcome Michigan's image problems and begin building a more accurate picture of the state that reflects its high-tech talent and substance.

Acting as hosts for the event will be President Floyd and Rick Snyder, president of Avalon Investments Inc. of Ann Arbor and the former head of Gateway. Robert Filka, president of the Michigan

Renaissance Fund and director of technology development and industry relations for the Michigan Jobs Commission, will issue the committee's charge for the day. Floyd will open the meeting with brief remarks.

Highlights of the meeting's morning session will include:

- Results of a new State of Michigan image and attitude survey conducted among high-tech companies in key states. Snyder will reveal the survey results. Snyder left his position as president and chief executive officer of Gateway 2000 Inc. last August to start his own venture capital firm that is focused on developing Michigan as a leading technology center.
- A panel of communications, image and media experts from inside and outside the state, providing perspectives and suggestions on "Getting the Buzz Going" about Michigan's high-technology personality. Panelists will include: Marcie Brogan, president of Brogan & Partners Inc. of Detroit; Paul Dickensheets, vice president of engineering for interiors, Johnson Controls Interiors of Holland, Mich.; Rick Haglund, a statewide business and economics writer for Booth Newspapers; Mary Kramer, associate publisher and editor of Crain's Detroit Business; and Shane McLaughlin, a writer for Inc. magazine and Inc. Online. The panel will be moderated by David Hatfield, president and chief executive officer of Keystone Community Bank of Kalamazoo.

Following a noon luncheon, Floyd will introduce Claude E. McKinney, professor of design at North Carolina State University and president of both the NCSU Research Corp. and Triangle Universities Center for Advanced Studies Inc. That center is a collaboration between the University of North Carolina at Chapel Hill, Duke University and NCSU. McKinney will give an insider's view of how North Carolina developed its Research Triangle and crafted an image as a high-tech state.

Following McKinney's address, participants will take part in breakout sessions to address internal and external solutions to Michigan's image problems.

## Grants for fiscal year pass \$65 million mark

A \$51 million computer software award sent the University's 1998-99 grant and contract total soaring to the record-shattering \$65 million mark, the Board of Trustees learned at its Dec. 11 meeting.

CATIA software valued at \$51 million is being provided to the University by Dassault Systemes of France; IBM; Genesis Modeling Technologies of Grand Rapids, Mich.; and Johnson Controls Interiors of Holland, Mich. The previously announced award will put 30 workstations of the integrated design/modeling system software in the College of Engineering and Applied Sciences computer laboratories. Beginning this semester, engineering students can take classes on the sophisticated software, which is used by the world's leading manufacturers.

The \$51 million award, when combined with an additional \$6,246,321 in grants received by the University in October and November, brought the two-month grant total to \$57,246,321. That figure brings the year-to-date total of grants to \$65,835,613 for the 1998-99 fiscal year, which ends June 30, 1999. The amount is more than twice the record \$31 million total of grants awarded to WMU during the entire 1997-98 fiscal year.

Three additional grants of more than \$1 million each also contributed to the large total. Two of the awards — \$1,208,400 from British Airways and \$1,028,000 from Aer Lingus — were made to the School of Aviation Sciences to continue contracts to train the firm's future pilots at the school's International Pilot Training Centre. Cadet pilots from both firms have been training at the school's Battle Creek, Mich., facility since last winter.

The third award — for \$1.7 million — was made by the Michigan Department of Corrections to Dennis C. Simpson, of the Specialty Program in Alcohol and Drug Abuse and community health services, and to James H. Kendrick, community health services and the University Substance Abuse Clinic. The grant will fund a two-year project that will provide residential substance abuse treatment services for up to 160 prisoners at MDOC's Cooper Street Correctional Facility, located in Jackson, Mich. The University will conduct and evaluate the project in collaboration with Longford Health Source of Grand Rapids, Family Service & Children's Aid of Jackson, and Stryker & Endias Inc. of Kalamazoo, a research and evaluation firm.

Among other major awards reported to

(Continued on page four)



## Pulp conviction

The Department of Paper and Printing Science and Engineering is taking its show on the road this year, giving hands-on demonstrations to more than 1,600 area school children. Barbara L. Reed, who is director of seminars and training for the department, is shown here making paper with students from East Elementary School in Comstock during a recent visit to the school. Students and faculty from throughout the department are taking part in the outreach effort designed to familiarize students with the paper and print industries. (Photo by Neil Rankin)

## Did you know?

- The University's voice mail system has more 2,900 mail boxes used by faculty and staff and nearly 1,100 student mail boxes.
- On a typical business day, about 10,000 voice mail messages are logged on the campus-wide system.
- During a 10-day period earlier this month, Octel, the University's voice mail server, processed more than 235,000 calls, including incoming calls, outgoing calls and incoming and outgoing fax connections.



## Decision process reinforced WMU's leadership position in region

By the time this week ends, you will know which city I will recommend to the Board of Trustees as the new home for our College of Engineering and Applied Sciences.

The decision was a difficult one for me to make and many of you have heard me openly speculate about the number of gray hairs I have added as the debate raged. This decision is one that will profoundly affect the future of our University and I am deeply grateful that, while making the decision, I could include your valuable input in my deliberations. I would certainly be remiss if I did not extend my thanks to those of you who demonstrated a willingness to share your own opinions, expertise and desires.

Across the campus, many faculty and staff members as well as students were able to set aside their personal preferences and focus on what truly is best for the University. Frank and open discussions resulted and participants made their feelings abundantly clear. Because so many voices and opinions were heard and considered, I have great confidence in the soundness of the final decision.

The process was difficult. But there was a rewarding aspect to that process and a lesson that must not be overshadowed by news of our decision.

As we met with representatives from Battle Creek and Kalamazoo, we were given ample evidence of the high regard the citizens of this region have for our University. Two communities let us know, in no uncertain way, how much they want

to be a part of what we do and what we represent. It is a message that should fill each of us with pride. I will remember the sincerity and depth of that message as future challenges and opportunities present themselves. I hope each of you will do the same.

People outside the University made it very clear during our discussions that they realize what many of you have known for years. This University is vital to the growth of the entire region. This is not just a Kalamazoo institution, but a student-centered research university with the potential to foster economic growth and generate productive partnerships that can propel this area into state and national prominence.

It has been rewarding to hear that so many feel so

strongly about our leadership role in this area, but it brings special responsibilities as well. We have a moral imperative to bring this institution's considerable resources to bear on economic development initiatives.

In the future, you will see this administration make every effort to bring neighboring communities together. It is critically important that we work in tandem with our neighbors throughout the region to develop the I-94 corridor into the business and economic powerhouse that it can be. It will only happen if we set aside the traditional barriers that have kept communities from working together. Regional cooperation is absolutely vital if WMU and the communities it serves are to continue to grow.

### THE PRESIDENT COMMENTS



Elson S. Floyd



**TURNING THE CLOCK BACK 25 YEARS**—A popular part of the annual 25 Year Club induction ceremony is the "before and after" photo board, showing employees as they looked when they started working at the University and now. Here, Donald Thompson, far left, vice president for research, enjoys the view with three new 25 Year Club members who were among 35 new members inducted in December. The inductees, from left, were W. Wilson Woods, international affairs; Carol A. Olmstead, University computing services; and Molly W. Williams, College of Engineering. (Photo by Neil Rankin)

## Two-month gift total tops \$1.3 million

More than \$1,360,000 in cash and non-cash gifts was received in October and November by the WMU Foundation, according to a report presented to the Board of Trustees at its Dec. 11 meeting in Grand Rapids.

The foundation, which was established in 1976, receives gifts for a variety of University departments, programs and activities.

It reported receiving cash and non-cash gifts of \$964,758 in October and \$404,460 in November for a total of \$1,369,218. This puts the total gifts received by the foundation at \$3,732,260 since the 1998-99 fiscal year began July 1. The amount is \$1,255,331 more than the total gifts received last year at this time.

Among the major gifts received was \$619,703 of a planned \$1.5 million anonymous donation to create the Bernardine M. Lacey Nursing Chair in the College of Health and Human Services. The previously announced gift establishes a permanent endowed chair in the School of Nursing that is named in honor of Lacey, the school's founding director.

Also reported were a \$20,000 anonymous donation for WMU's gift annuity program and two \$10,000 donations in

support of health care-related scholarships.

The estate of Alma S. Boughey gave \$10,000 to establish the Alma S. Boughey Occupational Therapy Scholarship. Proceeds from the permanent endowment fund will go toward scholarships for full-time undergraduate students in the Department of Occupational Therapy.

Boughey of Marble Falls, Texas, died earlier this year. She received a bachelor of science degree with a concentration in occupational therapy from WMU in 1953. Her career included service as chief of occupational therapy for a Veterans Affairs hospital.

The other \$10,000 gift was donated by Mary Ruth White to establish the Helen Elizabeth Gibbens Endowed Scholarship for the Physician Assistant Program. Scholarships generated from this endowment will support full-time students in the Department of Physician Assistant.

White, of Buchanan, Mich., made the donation in honor of her sister, Helen Gibbens, who died this year. Gibbens, an assistant professor emeritus, worked as a nurse and a nursing supervisor in WMU's health service for 35 years. She joined the University in 1946 after serving as an Army lieutenant and nurse in World War II.

## Reading set for Milford's leading undertaker and poet

The man who "buries a couple hundred" of his fellow townspeople each year, author and undertaker Thomas Lynch, will present a reading of his work on campus Thursday, Jan. 28.

A reading by the Milford, Mich., undertaker is set for 8:30 p.m. in 3512 Knauss Hall. The reading, sponsored by the Department of English, is free and open to the public.

The winner of an American Book Award and finalist for the National Book Award for his essay collection "The Undertaking: Life Studies from the Dismal Trade," Lynch has been described as a cross between Garrison Keillor and an Irish poet. His most recent work, "Still Life in Milford," explores life, death, history and memory, and both the local and larger geography.

His poems and essays have appeared in Harper's, the London Review of Books, The New Yorker and the Paris Review.

For more information, call Julie Stotz at 373-9212.

## History from Albion to Zeeland uncovered through new regional guide

A new "Guide to Western Michigan University's Regional History Collections" is designed to pave the way for professional historians and local history buffs alike as they explore Michigan information about areas ranging from Arcadia Creek to Zeeland.

With entries noting Riverside Cemetery records, evidence of labor unrest at the Kalamazoo Corset Co., the business records of F.D. Garrison's Kalamazoo Mint Distillery and the 1838 minutes of the Schoolcraft Temperance Society, the 342-page guide provides clues about the wildly diverse materials contained in the collections and housed in East Hall.

"I think this will facilitate research on this campus and be of interest to people throughout the Midwest," says Sharon L. Carlson, director of both the WMU Archives and the Regional History Collections. "The most compelling reason for producing this guide was the benefits that it would provide to the growing number of researchers with increasingly complex projects who use the collections."

The guide, published by WMU's New Issues Press, was edited by Carlson; Phyllis B. Burnham, the retired former curator of the collections; Suzanne Husband, current curator of the collections; Pamela Jobin, a volunteer with the collections who is active in area genealogical work; and Charlene Renner, University libraries. Alan Brown, emeritus of history and the

University's first archivist, wrote the introduction.

The guide, Carlson points out, is organized to maximize the ease with which researchers can locate materials by providing three separate indexes — a subject index, a personal name index and a corporation and organization index. The guide does not include the materials in the WMU Archives — historical documents of and about the University — or items such as photo collections for which finding aids already exist.

Carlson says since the Regional History Collections were established in 1960, use of the materials has grown to the point where more than 4,000 researchers from all over the world use the resources annually, with as many as 3,000 visiting the facility. While the vast majority of researchers are local or from Michigan, she says, in the last year alone, people from Germany, Japan, California, Minnesota and Oklahoma have visited the facility to do research.

The Regional History Collections have been designated by the Michigan Historical Commission as a repository for the public records of 12 counties in Southwest Michigan. The counties are Allegan, Barry, Berrien, Branch, Calhoun, Cass, Kalamazoo, Kent, Muskegon, Ottawa, St. Joseph and Van Buren. Records from county, township and village governmental agencies are on deposit in the WMU

facility from the State Archives. They include tax records, court records and township minutes, as well as selected naturalization records and federal and state census records.

"Outside of the state archives, we have the largest holding of government records in the state," Carlson says. "In total holdings, we have the fifth largest collection in the state."

Also part of the holdings are such items as manuscripts and diaries; area newspapers; city directories; real estate records; maps and atlases; genealogical periodicals; and family, church, cemetery business and organization records. All told, the collections include more than 10,000 books, 15,000 feet of manuscript and archive papers and about 3,500 reels of microfilm.

The newly published guide contains descriptions of each of the holdings, including information about the contents, scope and size of a given collection.

Carlson says her staff is not yet through with its efforts to make the collections accessible to researchers.

"Our holdings information is not yet online," she notes. "That's the next step. The information will be part of the University's new, Web-based WestCAT catalog/reference service."

The guide is available through New Issues Press for \$35. Persons wishing to order a copy should call 7-8743.

## WESTERN NEWS

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## Trustees approve naming of two interim chairpersons, faculty appointment for Floyd

The Board of Trustees Dec. 11 approved the appointments of two interim department leaders and a dining services director as well as a faculty appointment for the University's president.

Tracey Mabrey was named interim director of the School of Social Work, effective Jan. 1, 1999, through June 30, 2000; and David H. Thomas was named interim director of the School of Aviation Sciences, effective Nov. 26, 1998. Kenneth D. Bartholomew was named director of dining services, effective Jan. 19, 1999.



Bartholomew



Mabrey

In addition, President Floyd was named a professor with tenure in both the Department of Educational Leadership and the Department of Counselor Education and Counseling Psychology, effective Aug. 10, 1998.

Mabrey, who has been associate director of the School of Social Work since 1997, replaces Philip R. Popple, who left in December to become director of the social work program at the University of North Carolina at Charlotte. Mabrey has been a faculty member since 1994, when she came to the University from the Council on Social Work Education in Alexandria, Va., where she had served as an accreditation associate.

Thomas, who has been at WMU since 1996, replaces Joseph H. Dunlap, who left the University to become dean of industrial technology at Mount Hood Community College in Gresham, Ore. Thomas was involved in developing the School of Aviation Sciences' International Pilot Training Centre, which was launched in 1997, and he has been serving as head of training for that centre. Prior to coming to WMU, he worked for seven years as chief instructor at the British Aerospace Flying College. Before that, he served for 22 years as a pilot in Great Britain's Royal Air Force.

Bartholomew, a 31-year veteran of WMU's food service system, replaces James R. Dean, whose retirement also was approved by the board at its Dec. 11 meeting. Bartholomew, a 1966 graduate of Ferris State University, joined the WMU staff in 1967 as an assistant supervisor. He managed food service operations in Spindler Hall and Valleys #2 and #3 before being named assistant director of dining services, a position he has held since 1977.

In other personnel action, the board approved a return to the faculty for Robert E. Shamu, chairperson of the Department of Physics, effective June 30, 1999.

## Orientation leaders sought for summer positions

Staff and faculty are asked to lend a hand to the Office of Admissions and Orientation by identifying students who would be good orientation leaders. A total of 36 students with strong leadership skills are needed for the summer orientation program to help new freshmen and transfer students make the transition to WMU.

The activities orientation student leaders will participate in include facilitating small groups of new students and parents, explaining academic opportunities and procedures, and assisting in the development of class schedules and the registration process. Qualifications for the positions include excellent communication skills, a 2.3 minimum grade point average and good organizational skills and flexibility. Orientation student leaders receive an \$1,800 salary and additional compensation for completed activities.

In addition to identifying students, faculty and staff are asked to post signs and make announcements in classes regarding the positions. Information about the positions was recently distributed to each department.

The application deadline is Friday, Jan. 29 at 5 p.m. Interested students should contact the orientation office by visiting 2120-9 Seibert Administration Building or by calling 7-2167.

## Service

These faculty and staff members are recognized for five, 10, 15, 20, 25 and 30 years of service to the University in January.

30 years—Wesley Apotheker, physical plant-building maintenance services; Evaline S. Marks, Valley #3 dining service; and Frederick Seegers, University computing services.

25 years—Nanci M. Aalsburg, University libraries; Maryann Bush, occupational therapy; Wesley R. Carpenter, public safety; and Victoria A. Wade, physical plant-building custodial and support services.

20 years—Gloria J. Hendrickson, intercollegiate athletics; Katherine Klinkel, physical plant-building custodial and support services; Donna M. Ring, University libraries; William Squiers, physical plant-landscaping and grounds maintenance; Edo Weits, community health services; and Ruby Wilson, physical plant-building custodial and support services.

15 years—Wendy C. Asmus, education; Lynn C. Kelly-Albertson, student employment referral service; John E. Martell Jr., Lee Honors College; and Susan E. Oole, Center for Developmentally Disabled Adults.

10 years—Joyce A. Alexander, accounts payable; Steven H. Early, physical plant-

building maintenance services; Joseph F. Estkowski, University computing services; Robert E. Fedorchak, physical plant-building maintenance services; Jeannine M. Hamilton, University Counseling and Testing Center; Michelle E. Hruska, University computing services; Kathryn G. Joiner, community information systems and research services; Cherie S. Neumann, physical plant-building custodial and support services; Allan C. Poole, University computing services; Thomas C. Richmond, Henry/Hoejke/Bigelow dining service; John J. Rook, physical plant-building maintenance services; Mary E. Vandenberg, Sincuse Health Center; and Kathleen M. Wine, Valley #2 dining service.

Five years—Shahla Fareghisani, Valley #1 dining service; Alice J. Field, Valley #3 dining service; Sharon A. Glaser, catering; Gwendolyn Holmes, physical plant-building custodial and support services; Kay F. Julien-Moss, Center for Developmentally Disabled Adults; Shannon K. Landis, catering; Janice L. Murray, Valley #2 dining service; Tammy M. Stafford, physical plant-building custodial and support services; Elizabeth Whitten, special education; Shelly R. Wright, customer account services; and Cathy A. Zenz, registrar's office.

## On campus



### SHE'S GOT VOICE RECOGNITION—

When members of the University community speak with Richelle Kuss for the first time, they find her voice eerily familiar. That's because Kuss' voice is one of the most frequently heard on campus, offering more than 10,000 greetings to phone customers daily. She's the "voice mail lady" and the woman behind system-wide bulletin broadcasts that alert voice mail users to the latest news on campus. "People are always asking, 'Where have I heard your voice?'" Kuss says. Born and raised deep in Cajun

country in Louisiana, Kuss has a Southern accent which she consciously tones down when she's recording messages, but in real-life encounters, it shines through, often confusing those who are trying to place her. Kuss, who also is a customer account representative and video conference coordinator for the Telecommunications Department, says she fell into her role because the department was looking for a good female voice for the job and, "I always seem to have my hand up to volunteer for things." A University employee for 11 years, Kuss began working at WMU in the Department of Public Safety and transferred to telecommunications in 1992. As a customer account representative, she's in charge of adds, moves and changes in phone service for such departments as intercollegiate athletics and she recently finished projects in Waldo Stadium and the newly remodeled Wood Hall. Her next job will be Haenicke Hall. As video conference coordinator, she plays a major role in implementing events such as the August teleconference that put President Floyd in front of video audiences in seven cities. "That was so rewarding to work with the Fetzer Center, media services, telecommunications, and marketing, public relations and communications to make that a success," she says. Kuss, who began a job sharing arrangement in June, currently works just 20 hours per week so she can complete her degree requirements. When not at work or studying, Kuss is an avid reader who also enjoys such hobbies as herb gardening, calligraphy and soap making. She and her husband, Jerry Kuss, who works in public safety, have three children and live in Portage. (Photo by Neil Rankin)

## Human resources

The Department of Human Resources has decided to conduct a review of University pay practices, the (Hay) job evaluation and classification system, and the perfor-

mance management system for nonbargaining employees.

Many of these human resources systems/practices have been in use since the early 1980s, and human resources recognizes the value of obtaining periodic professional reviews to ensure efficiency and accuracy in light of changing methodology and needs.

Human Resources has retained the international consulting firm of Towers Perrin to conduct the review. The review will be completed over the next two months and the final report will be presented to senior executive officials in March 1999.

As part of the review, Towers Perrin will conduct administrative and academic executive briefings; focus groups with a cross-section of clerical/technical employees, professional/technical/administrative employees, supervisory personnel, and the academic deans; and data analysis. The firm will use information gathered to assess strengths and weaknesses of current systems and practices.

Once the final report has been presented, a summary of findings will be distributed to all nonbargaining employees and senior executive officials will make decisions regarding any suggested changes.

### 'On campus' ideas sought

Do you have someone you'd like to see featured in "On campus?" Call Cheryl Roland at 7-8412 or email the names of your suggested subjects to her at <cheryl.roland@wmich.edu>.

### Faculty Web site lauded

The *Los Angeles Times* has chosen a World Wide Web site constructed by two WMU faculty members as a "Times Pick."

The site, offered by Douglas White and Alan Rea, both business information systems, provides answers to frequently asked questions about the Year 2000 problem. The address is <<http://unix.cc.wmich.edu/rea/Y2K/FAQ.html>>.

The *Times* list is provided to visitors to its own site as a guide to what's "new, timely, useful and interesting on the Web."

## 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 open-

ings in selected fields. A letter of application should be submitted to the appropriate dean or chairperson.

(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, Management, 98/99-366, 01/19-01/25/99

(R) **Assistant Professor** (Tenure Track; Academic Year), I-30, Management, 98/99-367, 01/19-01/25/99

(R) **Assistant Professor** (Tenure Track; Academic Year), I-30, Management, 98/99-368, 01/19-01/25/99

(R) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-10 Occupational Therapy, 98/99-369, 01/19-01/25/99

(N) **Assistant Professor** (Tenure Track; 1.25 FTE), I-30, University libraries, 98/99-370, 01/19-01/25/99

(R) **Assistant Professor** (Term ends 08/2000), I-30, English, 98/99-371, 01/19-01/25/99

(R) **Manager**, Customer Account Services, P-06, 98/99-372, 01/19-01/25/99

(N) **Professional Specialist** (Term ends 06/30/2000), D-01, Asian and Middle Eastern Languages, 98/99-373, 01/19-01/25/99

(R) **Laboratory Tech Engineering** (.50 FTE, 20 hours per week), X-05, Construction Engineering, 98/99-374, 01/19-01/25/99

(N) **Medical Office Assistant**, S-05, Sincuse Health Center, 98/99-378, 01/19-01/25/99

(N) **Workstation Specialist** (Term ends 06/30/2001; hourly), X-01, External Affairs/Advancement Services, 98/99-380, 01/19-01/25/99

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

(N) New

(R) Replacement

WMU is an EO/AA employer.



Calendar

The master calendar maintained by the Office of Marketing, Public Relations and Communications for use in Western News is available through WMU's home page on the World Wide Web. Select 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, January 21

(through Jan. 28) Exhibition, paintings by WMU alumnus Theodore Morgan, professor of printmaking at New York State College of Ceramics at Alfred University, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.  
(and Jan. 22) Exhibition, "Acute Observations," photography by Ryan Flathau and Brandon Morkut, Rotunda Gallery, East Hall, 10 a.m.-5 p.m.; reception, Friday, Jan. 22, 5-7 p.m.  
Special meeting of the Image and Culture Committee of the Governor's Innovation Forum to address Michigan's image problem, Fetzer Center, 10 a.m.-3 p.m.  
University libraries workshops to introduce "ScienceDirect" Web database, Classroom A, Waldo Library, 10 a.m. and 3 p.m.  
MLK Day events: Poetry recital by members of the African Students Association, noon-1 p.m.; Forum on "The Shape of the River: Affirmative Action in Higher Education," discussion of the book by Derek Bok and William Bowen, sponsored by the Graduate College and University libraries, MLK Room, Bernhard Center, noon-2 p.m.; "Managing a Professional Services Firm," presentation and discussion by Ron Sampson and Van King of Burrell Communications Group of Chicago, 2000 Schneider Hall, noon; Department of Teaching, Learning and Leadership seminar, "Teaching and Learning about Civil and Human Rights Today: Kalamazoo and the World," 3101 Sangren, 2-4 p.m.; "Roots of African-American Cooking," sponsored by the Department of Family and Consumer Sciences, 3000 Kohrman Hall, 3-5 p.m.; \*Annual MLK Banquet and program, featuring keynote speaker Felix Sharpe, assistant to Detroit Mayor Dennis Archer, Fetzer Center, 6-9 p.m.  
Meeting, Faculty Senate's Regional Education Council, Conference Room B, Seibert Administration Building, 3 p.m.  
School of Music guest artist recital and residency with pianist Richard Cass of the University of Missouri-Kansas City, Dalton Center Recital Hall, 8 p.m.

Friday, January 22

School of Music pedagogy session, pianist Marvin Blickenstaff, Dalton Center Recital Hall, 9 a.m.  
Meeting, WMU Board of Trustees, Connable Board Room, Bernhard Center, 11 a.m.; BOT committee meetings in 204 Bernhard Center, Academic and Student Affairs Committee, 9 a.m. and Budget and Finance Committee, 10:30 a.m.  
MLK Day events, Department of Communication workshop, "Advocating the Dream in the Corporate Workplace: A Training and Development Workshop on Cultural Diversity," 208-209 Bernhard Center, 10 a.m.-noon; Departments of Anthropology and Geography seminar, "What Can We Learn from Prejudice: An Anthropological Reflection on Race Relations in Brazil and the United States," by Roberto DeMatta of the University of Notre Dame, 157-158 Bernhard Center, noon; and humanities and social sciences panel discussion, "Race and Cultural Expressions from Interdisciplinary Perspectives," Knauss Hall, 3 p.m.

Saturday, January 23

School of Music master class, Richard Cass, piano, Dalton Center Recital Hall 10 a.m.  
\*Performance, the Russian National Ballet, Miller Auditorium: "Sleeping Beauty," 2 p.m.; and "Swan Lake," 8 p.m.  
\*Women's Basketball, WMU vs. Eastern Michigan, University Arena, 2 p.m.

Sunday, January 24

School of Music faculty recital with pianist Lori Sims, Dalton Center Recital Hall, 3 p.m.

Monday, January 25

(through Jan. 29) Exhibition, BFA Degree Show, photography by Sara Struckmeyer, Rotunda & South Galleries, East Hall, 10 a.m.-5 p.m.; reception, Friday, Jan. 29, 5-7 p.m.  
School of Music guest artist mini concert/master class with clarinetist Kristina Belsile, Dalton Center Recital Hall, 4 p.m.  
School of Music student recital, Chris Sargent, piano/jazz, Dalton Center Lecture Hall, 9 p.m.

Tuesday, January 26

\*Dalton Series concert, Eric Ruske, horn, Dalton Center Recital Hall, 8 p.m.  
School of Music student recital, Andrew Jasperse, vocal jazz, Dalton Center Lecture Hall, 8 p.m.

Wednesday, January 27

Center for Teaching and Learning workshop, "Computer-Generated Graphics and Other Visual Aids," Ron Larson, marketing, Clocktower Conference Room, University Computing Center, noon-1:30 p.m.  
School of Music Convocation Series performance, Eric Ruske, horn, Dalton Center Recital Hall, 1 p.m.  
Electrical and Computer Engineering seminar, "Magnetic Field Analysis Using Finite Element Method," Joseph A. Kelemen, electrical and computer engineering, 3002 Kohrman Hall, 4 p.m.  
\*Men's Basketball, WMU vs. Eastern Michigan, University Arena, 7 p.m.  
Keystone Leadership Program workshop, "What Are Employers Looking For?" Thomas Brown, 208 Bernhard Center, 7:30 p.m.

Thursday, January 28

Meeting, Faculty Senate's Graduate Studies Council, Faculty Lounge, Bernhard Center, 3 p.m.  
School of Music master class, John Perry, piano, Dalton Center Recital Hall, 10 a.m.  
School of Music master class, Elmar Oliveira, violin, Dalton Center Recital Hall, 2 p.m.  
(through Jan. 31 and Feb. 4-6) University Theatre and School of Music opera production, "Trial by Jury" and "Trouble in Tahiti," Dalton Center Multi-Media Room: Jan. 28-30 and Feb. 4-6, 8 p.m.; and Jan. 31, 2 p.m.  
Reading by author Thomas Lynch, 3512 Knauss Hall, 8:30 p.m.

Friday, January 29

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

Saturday, January 30

School of Music graduate recital, Rachel Wangberg, oboe, Dalton Center Lecture Hall, 4 p.m.  
School of Music student recital, Candace Downing, trombone, and Laura Sommer, horn, Dalton Center Recital Hall, 6 p.m.  
\*Men's Basketball, WMU vs. Buffalo, University Arena, 2 p.m.

Sunday, January 31

\*School of Music guest artist clinic and recital, Chicago Symphony Orchestra Trombone Section, Dalton Center Recital Hall: clinic at 11:30 a.m. and recital at 3 p.m.

Monday, February 1

(through Feb. 5) Exhibition, "Art Education Group Show," Rotunda & South Galleries, East Hall, 10 a.m.-5 p.m.; reception, Friday, Feb. 5, 5-8 p.m.

\*Men's Basketball, WMU vs. Buffalo, University Arena, 2 p.m.

Tuesday, February 2

Meeting, Faculty Senate's Budget and Finance Council, Conference Room B, Seibert Administration Building, 3 p.m.  
\*Dalton Series concert, Jean Efflam Bavouzet, piano, Dalton Center Recital Hall, 8 p.m.

Wednesday, February 3

(through Feb. 25) "Sabbatical Exhibition of Photography, by John Carney, WMU professor of art, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.; slide lecture on his work, Tuesday, Feb. 9, 2302 Sangren Hall, 7 p.m., reception follows in Gallery II.  
\*Women's Basketball, WMU vs. Northern Illinois, University Arena, 7 p.m.

Thursday, February 4

Meeting, Faculty Senate's Research Policies Council, 3150 Schneider Hall, 3 p.m.  
Meeting, Faculty Senate, Fetzer Center, 5 p.m.  
(through Feb. 6) Gold Company and GCII's "21st Annual 'Not-in-Miller' Show," Feb. 5-6, 8 p.m. and Feb. 6, 2 p.m.

\* Admission charged

Grants (Continued from page one)

trustees was a \$265,100 grant from the National Science Foundation to Zoe A. Barley and Mark Jenness, Science and Mathematics Program Improvement project in the Department of Science Studies. The pair will use the funds to develop and conduct a series of conferences designed to bring together researchers involved in four NSF-funded projects that are charged with the development of instructional materials in science and mathematics.  
Another large federal award reported was a \$247,000 grant from the U.S. Department of Energy to Nora Berrah, physics, to continue her research on atomic and molecular structure. Berrah, who is on sabbatical leave from teaching at the University this year, is leading a national team of

researchers who are working at the Advanced Light Source facility at Berkeley National Laboratory in California.  
State funding from the Michigan Department of Education also was received during October to support and extend training opportunities for specialists who can help school districts across the state implement mathematics reform. A \$150,718 award will be used by Robert A. Laing and Ruth Ann Meyer, both mathematics and statistics, to train mathematics curriculum specialists who can help districts select and implement new mathematics programs for students.  
Among other grants reported to the board were two awards totaling \$130,846 from the Corporation for Public Broadcasting to WMUK.

Planning process (Continued from page one)

for International and Area Studies.  
Affirming his own commitment to the liberal arts and classical studies, Light also stressed the need for WMU to become more sensitive to markets and to make University processes more student-friendly.  
"We must indeed do those things," he said. "We must do them very soon. I hope that the planning process will result in some very strong directives to do those things. But for me, the reason for doing them is to make what is essentially us as a university more effective."

Strategic Planning Committee members

- John Austin, psychology
- Linwood H. Cousins, social work
- Eileen B. Evans, research and sponsored programs
- Philip J. Guichelaar, mechanical and aeronautical engineering
- Joan H. Krause, Board of Trustees
- Provost Timothy Light, chairperson
- Michele C. McLaughlin, English and APA

- Jay C. Means, chairperson, chemistry
- Susan O'Flaherty, student financial aid and scholarships
- K.C. O'Shaughnessy, management
- Susan Ponchillia, blind rehabilitation
- Sam N. Ramrattan, industrial and manufacturing engineering
- Robert J. Ricci, music, AAUP nominee
- Greg D. Roehrick, theatre
- James Schmotter, dean, Haworth College of Business
- Shirley Clay Scott, dean, Graduate College
- Jianping Shen, leadership and learning
- Carol Payne Smith, College of Education, Faculty Senate nominee
- Diane K. Swartz, dean of students
- Charles C. Warfield, educational leadership
- Two students, one undergraduate and one graduate

Map outlines campus special needs access

A new campus map is making it easier for many students and visitors to get around the University.  
The Campus Accessibility Map, which debuted this fall, provides important information for people with special needs as defined by the Americans with Disabilities Act.  
A major project of the ADA Review Committee, it was produced with the aid of a \$5,000 gift from the Hammond Foundation in Kalamazoo. Financial support also came from the University's Department of Human Resources.  
"Our committee members have worked hard to make this project a reality," said David A. Glenn, director of affirmative action and ADA Review Committee chairperson.  
"It's been well worth the effort," Glenn added. "A map such as this benefits all members of the University community as well as those who visit our campus."

One side of the new publication features a map of the Kalamazoo campus that identifies sidewalk curb cuts and ramps; accessible restrooms; handicap parking spots; emergency phones; and buildings that have ramp or grade-level entrances, automatic door openers and elevators. Color coding classifies buildings by their degree of accessibility.  
The publication's other side provides useful information about various University offices and services and includes a list of key telephone numbers.  
Campus Accessibility Maps already have been made available to selected WMU offices. The remainder will be distributed by request on an as-needed basis to students, parents and members of the public. Limited copies are available by calling the Affirmative Action Office at 7-8975.

