Schedules set for visits by presidential candidates

Four candidates for the presidency of WMU will visit the campus during the next several weeks as part of a series of public interviews by the Board of Trustees. A fifth candidate, Blaine Brownell, provost and dean of art and sciences at the University of Kentucky in Lexington, will visit April 6. Schedule of visits is:

- Thursday, April 9: public presentation at 4:15 p.m. in the Kirsch Auditorium of the Feaster Center; dinner with the Board of Trustees at 6:30 p.m. in the President’s Dining Room of the Bernhard Center; and public session of the Board of Trustees at 7:30 p.m. in the West Ballroom of the Bernhard Center.
- Friday, April 10: public presentation at 4:15 p.m. in the Brown Auditorium of Schneider Hall; dinner with the Board of Trustees at 6:30 p.m. in the President’s Dining Room of the Bernhard Center; and public session of the Board of Trustees at 7:30 p.m. in 157 Bernhard Center. 
- Thursday, April 16: public presentation at 4:15 p.m. in the Brown Auditorium of Schneider Hall; dinner with the Board of Trustees at 6:30 p.m. in the President’s Dining Room of the Bernhard Center; and public session of the Board of Trustees at 7:30 p.m. in the West Ballroom of the Bernhard Center.
- Thursday, April 23: public presentation at 4:15 p.m. in the Brown Auditorium of Schneider Hall; dinner with the Board of Trustees at 6:30 p.m. in the President’s Dining Room of the Bernhard Center; and public session of the Board of Trustees at 7:30 p.m. in 157 Bernhard Center.

At their public presentation, the candidates have been asked to address the topic, "WMU—An Ascending National University on Its Way to Research II Status." They have been asked to identify the next steps to maintain WMU’s current momentum and to reach that goal.

Members of the audience will have an opportunity to ask questions after the presentations. A public reception will follow. Each candidate’s visit also will include meetings with constituency groups and a tour of the campus.

The five finalists for the position were recommended to the Board by the Board of Trustees at its last meeting March 20. A 10-member Presidential Search Advisory Committee made the recommendation from among about 60 candidates for the position. The Board of Trustees is expected to select one of the candidates at its next meeting Friday, April 24.

Information on the search and selection of the next president of WMU is available from Betty A. Kocher, secretary to the Board of Trustees, at 7-2560, on the World Wide Web at <www.wmich.edu/wmu/search> and calling 7-4004 for a recorded message.

Haenicke to testify before House subcommittee May 6

President Haenicke will make a presentation before the state House Appropriations Subcommittee on Higher Education at 10 a.m. Wednesday, May 6, in Lansing.

"My goal will be the same as it has been for several years," Haenicke said. "I will be to convince legislators once more of the need to reevaluate WMU’s unique status as the state’s only public Doctoral I university, which so far this year has not occurred.

The state Senate has approved a 3 percent increase in appropriations for WMU over several other state universities. Other institutions are pegged to get increases ranging from 3.6 percent to 10 percent, increases that Haenicke says are driven by enrollment.

"It is always the lowest funding level that is being addressed," Haenicke said. "We are about $1,000 per student above the lowest funding level.

The Senate version of the higher education bill increases funding levels per student to $4,429 per student and grants increases to institutions based on enrollment to meet that median. We are now above the lowest level."

"Our goal will be to convince the representatives to reevaluate WMU’s unique status as the state’s only public Doctoral I university," Haenicke said. "We are now about $1,000 per student above the lowest funding level, and Haenicke told the Board of Trustees recently. "Under the House version, we would be about $1,400 below the lowest funding level until we sink to the lowest level.”

The Senate version of the higher education bill increases funding levels per student to $4,429 per student and grants increases to institutions based on enrollment to meet that median. We are now above the lowest level."

WMU’s appropriation for fiscal year equivalent student for 1998-99 would be $5,492, which would continue to rank WMU seventh among the state’s 15 public universities. Haenicke and other WMU officials have argued repeatedly that WMU ranks fourth in key measures of size and complexity, and should be funded accordingly.

(Continued on page four)
Author of best-selling book to speak here

The author of a best-selling book that details deep racial divisions that supported their conclusion that both Northwest Michigan communities after the death of a local teen will discuss his work in a Tuesday, April 21, talk at WMU.

Alex Kotlowitz, whose book, "The Other Side of the River," has been at-
traction of national media attention since its publication in January, will speak at 2 p.m. in the Kirsch Auditorium of the Fetzer Center during a luncheon March 26 in the Paper Technology Foundation's spring board of trustees meet-

ments, the Colleges of Education and Human Services, the Departments of Counselor Education and Counseling Psychology, the Schools of Nursing and Social Work, the Division of Mi-

nority Affairs, the Black Americana Studies Program, the Institute for the Study of Race and Ethnic Relations.

For more information about Kotlowitz's visit, persons should contact

Jeanette Aroldin-Brooker, Institute for Leadership Trans-

formational point for his examina-
tion of race relations in the United States.

Kotlowitz' visit is being sponsored by the Institute for Leadership Trans-

formation, the deans of the Colleges of Education and Human Ser-
vices, the Departments of Counselor Education and Counseling Psychology and Sociology, the Schools of Nursing and Social Work, the Division of Mi-

nority Affairs, the Black Americana Studies Program, the Institute for the Study of Race and Ethnic Relations.

For more information about Kotlowitz's visit, persons should contact

Jeanette Aroldin-Brooker, Institute for Leadership Transformation, at 7-8738.

Roberts to give leadership lecture

General Motors executive and WMU graduate Roy S. Roberts will present the first Business Leadership Lecture in the Haworth College of Business Thursday, April 9.

Roberts, who is vice president of the General Motors Corp. and general man-
ger of the Pontiac-GMC Division, will speak at 7 p.m. in the Brown Auditorium of Schneider Hall. The topic of his free public address will be "Capturing a World of Opportunities." Roberts is expected to discuss the skills, knowledge and attitude that GM believes is important for success in the people it is

hiring as it plans for the 21st century.

The Business Leadership Lectures are designed to provide opportunities for Haworth College of Business students to invite business leaders to campus to dis-

cuss issues of importance for their future careers, according to James W. Schmotter, director of student organizations in the college.

Roberts is a former member of the WMU Board of Trustees and received WMU's Distinguished Alumni Award in 1995.

Paper Tech Foundation announces campaign

The Paper Technology Foundation was launched the public portion of PTF 2000, a five-year, $5.75 million capital campaign, during a luncheon March 26 in the Fetzer Center in conjunction with the foundation's spring board of trustees meet-

"We began PTF 2000 in July 1995, and we're extremely pleased with how well it's been received," said A. Richard Wagner, president of the Paper Technology Foun-
dation and vice president of the E.B. Eddy Paper Co. in Port Huron.

"Gifts amounting to more than one-half of the goal already have been donated or pledged by alumni, corporations, founda-
tions and friends," he said. "I'm confident that we'll be at or above the goal when this critical fund-raising effort concludes in

June 2000.

The Paper Technology Foundation was established in 1958. It supports and en-

hances the programs offered by WMU's Department of Paper and Printing Science and Engineering. In addition, it helps recruit and financially assist students who wish to pursue careers in the pulp and paper industry.

More than 2,300 degrees to be awarded April 25

The University will award more than 2,300 degrees in commencement exercises Saturday, April 25, in the Kirsch Auditorium.

There will be three ceremonies: one at 9 a.m. for graduates of the Haworth College of Business and the College of Science and Engineering; one at 11:30 a.m. for graduates of the College of Arts and Sciences; and one at 2 p.m. for gradu-

ates of the College of Education, the Col-

lege of Fine Arts and the College of Health and Human Services.

Maestro Takeda to serve as artist-in-residence

Maestro Yoshimitsu Takeda, music direc-
tor of the Kalamazoo Symphony Orches-
tra, will be sharing his talents with WMU students under an arrangement approved March 20 by Board of Trustees.

The board endorsed the appointment of Takeda as an artist-in-residence in the School of Music, effective July 1, 1998, through June 30, 2001.

Takeda announced a year ago that he will conclude his tenure as music director following his 25th season with the Kalamazoo Symphony Orchestra in 1999. He has accepted a one-year contract guest conducting around the country.

"Maestro Takeda has a wealth of expe-

rience to share with our students," said Peter Haeincks, who initiated the resi-
dency. "This is a wonderful opportunity for our School of Music and our students. We're extremely pleased with how well it's working."

"We're looking forward to his time on our campus," said President Haeincks.

 Trustees table rate increase

The Board of Trustees March 20 tabled

until its next meeting a recommended 5 percent increase in room and board and apartment rates for 1998-99 to allow time for public comment.

This is the first increase in three years that applies to the changing rates for students. Rates were frozen for all students in 1995-96 and for returning students in 1996-97. Last year, rates were set for all turning students at the previous year's lev-

el.

"Even with the proposed increase, our residence hall rates remain competitive and continue to represent real value for our students," said Robert M. Beam, vice presi-
dent for business and finance.

"Including these proposed rates, the average annual increase over the past seven years has been just 3.2 percent or very close to the rate of inflation," he said.

The appointment of a new department chairperson was among the person-

nel action taken March 20 by the Board of Trustees.

Adrian C. (Ed) Edwards was named chairperson of the Department of Fi-
nance and Commercial Law, effective July 1, 1998, by the Board of Trustees and received WMU's Chi Theta business fraternity.

In addition, the trustees granted retire-

ments, Westerm Michigan University, 1201 Oliver St., Kalamazoo, MI 49008-5165. Offices that receive too many copies or too few copies - or too late upon publication of the Western News - should place additional copies at the circulation desk of the public relations office. The offices that receive too many copies or too few copies - or too late upon publication of the Western News - should place additional copies at the circulation desk of the public relations office.
Here is the full text of President Diether H. Haenicke's "State of the University" address presented on March 31, 1998, at the 18th annual Academic Convocation.

Before I begin to talk about the State of the University, I wish to convey my congratulations to the recipients of the awards for excellence in teaching and service. The recipients, I might say, stand for the state of our University. They represent what is best about Western, and they set the example we all want to emulate. My congratulations!

And may I also express my special pleasure in seeing Jack Plano honored today as the recipient of the Outstanding Emeritus Scholar Award. My best wishes and thanks to you, Jack, on this special day for you.

Now for my annual observations on the State of the University.

I have given this report 12 times, commenting each time on our activities, our struggles, our plans, and our many and remarkable joint accomplishments.

But this one, the last convocation address ever for me to give, is a special moment and an opportunity to reflect on the road we traveled together and to say my thank-yous to the many good travel companions who mapped that road, cleared that road, and led or followed on it as we marched together.

Today, in the middle of a new presidential search, I occasionally try to remember how I saw Western when I came to this campus as "the new president." I remember clearly being told, pretty unanimously, that the University wanted a "strong president" with "strong academic instincts and convictions"—and I am reminded of the old saying: "Be careful what you wish for. You might get it."

Because you got what you asked for, I think.

Strong convictions

There is no question that I brought to the job strong convictions and opinions; that I drove the enterprise as hard as possible, often against considerable opposition, or at least against hesitation—so much so that in the job description for the next president we make it a point to ask for a person with "a participatory, inclusive leadership style" who will also develop a strategic plan.

This desideratum, I suspect, includes an element of criticism, and I will tell you that I agree with it and accept that criticism. But I don't regret what happened as a result of strong conviction and strong vision and as a result of push and drive. For those of us who believe in the predictive or analytic power of fortune cookies, I will reveal that my wife believes in the one I opened just recently at Hunan Gardens. It said: "Often wrong, never in doubt." It is perhaps the best summary yet for my years in office here at Western.

As this is my last chance to do public penance, I do apologize here today to those to whom I may have appeared impatient, and to those whom I may have pushed too hard or overruled. I just hope that most of you believe me when I say that it was done out of good intentions and out of my belief that our institution had enormous unrealized potential, and that we needed to move fast and decisively. "Often wrong, never in doubt."

And then the absence of the strategic plan. How often have I been criticized for not having had a strategic plan!

Again: The criticism is partly right. We did not develop a formal plan; but I would like to see the person who would seriously argue that I did not plan, in fact did not plan very carefully.

I always look ahead. I hear hundreds of opinions. I keep my ears and my eyes open. I walk around. I constantly ask for advice. Then I make plans.

One does not stumble into achievement and excellence—not here, not anywhere. On our journey through the years, we did not muddle through without the benefit of solid planning. But we did not have a written plan; that is true. If, in the next 10 years, we get further than in the last 10 because of a written plan, nobody would be happier than I.

But seriously: What happened?

Moving quickly

When I arrived, I had no intention of staying more than four or five years and then planned to move back into the Big Ten from where I had come. If I wanted to make an impact on WMU in such a time span, I thought I could not spend one to two years making up my mind where to go and how to get there.

Secondly, having been chief academic and/or chief operating officer at two of the largest and very complex American universities, I felt comfortable and experienced enough to identify the strengths and weaknesses of this University very quickly.

Thirdly, I knew that the world around us—the Legislature, fund raising, curriculum reform, enrollment management—was moving very fast, and universities everywhere were not. I admit to a sense of externality at the time.

Lastly, although that did not worry me at the time, if I had published a written plan, it would probably have scared the wits out of many members of this academic community at the beginning.

I remember vividly an early meeting with nine department chairs in the Oaklands at which I suggested...
Many of us had to adjust to major attitudinal changes, believe in the University's potential and, in some cases, many faculty had to first recognize their own significant abilities which I, as an outsider, clearly and immediately detected. A well-defined roadmap

Instead of a written strategic plan, I gave over 10 annual State of the University addresses which, taken together, reveal a detailed and well-defined roadmap for the University, and there were few surprises. But had I been asked to outline and propose an initial comprehensive plan, what would such a plan have looked like? It would have focused on three major goals.

Our first strategic goal would have been to significantly strengthen the quality and reputation of all our academic programs. This would have entailed major curriculum reform, a renewed emphasis on research in addition to excellence in teaching, and the systematic building of new graduate programs. Where did we get with our first goal?

Our faculty, in each college, revised the curriculum thoroughly and brought it to a new level of excellence. Strong committees are in place to drive this process continuously. Mission accomplished.

Our faculty surprised itself and me by bringing research, in practically all disciplines, to unprecedented levels in our school's history. While external funding is not the only or even the best indicator of such activity, we note that we started with a level of $3,900,000 in 1984-85 and have now, in 1996-97, reached a level of $25,019,439, a change of over 540 percent.

Anyone who would have seen this as a target figure in a strategic plan would have declared us unrealistic, perhaps even nuts. My hat is off to the faculty who performed this miracle and to Don Thompson and his staff who guided us all on this road with so much imagination and skill. Strengthening academics

Our academic degree programs grew, mainly on the graduate level. We added four undergraduate degree programs, but 12 master's degree programs, while we moved from eight to 25 doctoral programs.

We built an outstanding School of Aviation Sciences with the energetic Joe Dunlap at the helm, and we started and received quick accreditation for our unique School of Nursing due to the hard and tireless work of our beloved Bernadine Lacey.

We now show significant strength in our key academic programs and are strong in graduate work in the liberal arts, where earlier we had only a smattering of Ph.D. programs, many of which were housed in our fine College of Education.

Our last three provosts steered this process extremely well and brought it to a new level of excellence. Strong committees are in place to drive this process continuously. Mission accomplished.

On the undergraduate level, our honors program grew in numbers and reputation; the ACT scores of students admitted to WMU increased from an average of 19 to one of 23; we systematically enlarged our Medallion Scholarship Program; and we increased the library, the equipment and the computing services budgets steadily.

Meanwhile, our enrollment grew mightily from 20,200 in 1984-85 to 26,100 last fall. While our total enrollment grew over 29 percent, our minority enrollment grew by over 90 percent, from 1,330 (1984-85) to 2,550 (1997-98) due to the very focused efforts of our excellent admissions office.

The satisfaction of our students with the services we provide has grown every year, and we need to thank the Office of Student Affairs under the guidance of first Tom Coyne and later Theresa Powell for the devoted work they and their staffs have given us.

Overall we graduated 64,780 students during my tenure with 16,400 of them on the graduate level. That is about 25 percent of all our graduates, and this number is solid evidence of our having become a significant player in graduate education.

In recognition of these accomplishments, the Michigan state legislature designated our University a "graduate intensive" institution, and in recent national rankings we have moved from the classification "regional institution" to that of a "national university."

And the icing on the cake was the recent installation of a Theta chapter of Phi Beta Kappa on our campus, which brings us, among the public universities, into the company of the three research universities in this state. We had deserved this status long ago, but now, thanks to the dedicated work of the Phi Beta Kappa Committee, it is finally achieved. We owe our colleagues thanks.

Clearly, we have now achieved a much enhanced academic reputation overall; our curriculum is vibrant and attractive; our research efforts are flourishing and growing; and our graduate programs are becoming stronger each year in quality and numbers.

And we might add another major aspect that lies outside all planning. As our older faculty began to retire, we were fortunate to recruit to our campus a great number of new energetic, young colleagues whose contribution to our advancement was felt from the beginning. As I leave, slightly over 60 percent of all tenure track faculty on this campus are new arrivals (491 out of 817), with many more openings coming up in the next few years. It is a renewed and re-energized campus, and we of the older generation put much of our hopes for Western in our young colleagues.

Going global, staying accessible

As sub-goals for the great academic push I envisioned, we established two additional objectives:

a. to internationalize the University to connect it with global trends, and
b. to keep the University accessible.

Under the leadership of Norman Greenberg, Howard Dooley, Tim Light and many other hard working and wide traveling individuals, we accomplished much in this regard. We increased our international student presence on campus by 80 percent by attracting, at last count, 1,800 foreign students from 97 different countries to our campus. We now have the largest international undergraduate population of any campus in Michigan.

At the same time we expanded the study abroad opportunities for our own students enormously and are sending them to 43 different countries all over the world. We initiated our own foreign study sites for Western students in Mexico, France, Malaysia and Australia. We count 15 exchange programs in Germany, Japan, the Netherlands, Norway, and Sweden and have assembled 43 linkage partners around the globe.

Over $1 million in continuing funds were invested in attracting to our campus polygaly faculty or faculty with international expertise, a program from which at least 15 different academic fields in the University were enriched. Our staff and our faculty made the internationalization initiative a grand success.

Keeping the University accessible was a greater challenge. I always felt that a public institution must remain accessible to well motivated and prepared students from all walks of life and of all
ages. That necessitates appropriate state support. In this regard, we had to fight historic bias against our University, which by many legislators was still perceived as the old "Teachers' College" that we once were.

We gained official recognition when the Legislature classified us as a graduate intensive and research oriented institution, and we must gratefully acknowledge that our state allocation grew over the years of my tenure from roughly $57 million to $111 million. But our overall institutional budget, which grew from $110 million to $314 million in the same time, still does not show anywhere a state allocation that the complexity and sophistication of our academic programs and the high quality of our faculty demand. At this point, as the state's only Doctoral I Carnegie institution, we are still underfunded by at least between $20 million to $30 million in base funding.

We labored hard to raise private funds; we increased our outside research support; and we had to raise tuition and fees in all but one year. Each year we were responsive to the wishes of our students and the state Legislature, and in many years our increases were below inflation or the lowest in the state. But we have not seen any tangible rewards from the Legislature for our budgetary constraint. We remain, at very high quality, seventh from the top in cost among Michigan institutions—a veritable bargain, which has now, for the second time in a row, been recognized through our listing in the annual publication, "America's 100 Best College Buys."

A similar publication rating the best scholarship programs in the country also lists us among the leaders. This is undoubtedly based in part on our nationally ranked Medalion Scholarship Program, but also on the fact that our increases in financial aid have been enormous. They increased during the last 13 years by over 200 percent from annually $26 million in 1984-85 to over $902 million in 1996-97, including all sources.

On the legislative front, we had the support of many local legislators over the years, but no one helped as much and no one lent as much tangible support to this school as state Rep. Don Gilmer, who among all of them deserves our special gratitude and recognition.

All told, we can proudly state that we reached our first strategic goal.

Success in fund raising

Our second strategic goal would have been a capital campaign, which I immediately began with great eagerness and anticipation and which would not have succeeded without the good management of Mike Moskovis and the great friendship of Bill Parfet and Bill Brown, who devoted themselves to this effort in a way that surpassed my wildest dreams.

President Bershad had developed the solid ground for a University Foundation; thanks to him and his staff, we hit the ground running. Help came from everywhere and is too numerous to list by name, but my gratitude to them will last forever.

It was one of the few campaigns I know of that reached and surpassed its goal very early and closed down almost two years before its scheduled end. After the end of the campaign, we just kept going on and on and on, and we were able to increase our foundation assets, due to big gifts and a most favorable investment market, from $7.9 million (1984-85) to $73.7 million (1997-98).

Overall, we brought in over $132 million in private support, and the credit goes to our early campaigners and in recent years to Keith Pretty and his most capable staff. Each year we publish a list of our donors which I read with deep gratitude.

Fund raising for WMU has brought many pleasures, first and foremost the great pleasure of being able to change many student dreams into reality...
feel. We need at least another decade of solidifying our academic gains, and we must all commit our energies to follow the next academic leader on that path.

I tried to point to those people who achieved all that we now look upon with justifiable pride. I mentioned some names, but actually the names of all those who helped, worked and persisted are legion. I don’t say this out of false modesty — my friends know that I am not a particularly modest man — but if a metaphor had to be chosen, I would say I was cheerleader and traffic cop in this enterprise, someone who encourages and supports our winning team and who directs traffic on a very busy intersection. I surely have loved that role.

Using this metaphor, I do not want to understate the role and the influence of the university presidency. Our governance system gives the president enormous power, and it is critically important who occupies that central office. While presidents are not the traffic per se, they do very much direct traffic; they can let some cars get through and others not; they can determine the flow of the traffic; and, most important, they can stop traffic. I think we all realize that, and for this reason we all are looking forward with so much anticipation to the presidential selection process and its results.

Not all went well on our trip — how could it be otherwise? We had major setbacks in our attempts to assist this town with economic development. We had sit-ins and teach-ins on race issues. We had our share of poor personnel decisions and paid for that. We had moments of tense labor relations. We did not find universally pleasing answers to parking on campus. Some things simply did not work and must be left for another day.

Counting our blessings
But others went well beyond expectations. Let me point to a few of them.

We were blessed as a campus, and I was blessed as a presi-
dent, with a Board of Trustees that in all my years did not once break down over political issues or interfere inappropriately with issues that are outside of the domain of board governance. Only those of us who observe boards at other institutions, even at our Michigan sister universities, can fully appreciate how much that has helped and advanced this institution.

We have seen great leadership on our board and dedicated and devoted interest in our academic and physical advancement. May it forever stay that way!

Everyone knows that I have my doubts about the appropriate-
ness of collective bargaining in professional settings. It remains a fact that faculty at the best academic institutions in this country have resisted unionization.

However, on our campus we have been able to deal fairly and collegially with each other over the years, pursuing jointly the best interests of the University. We have kept labor peace in all areas on campus — another distinct advantage over many of our unionized sister institutions. All persons involved in this result may take credit for this. In times of great change on our campus, we were able to create tension without creating conflict.

I am also proud that we could establish as a result of effective fund raising six named professorships with which we honor several of our most distinguished and devoted faculty. I am today announc-
ing the creation of another four named professorships, established from private funds, so that this coming fall we shall have a full complement of 10 such distinguished positions. The new named professorships will go to:

- Lawrence Ziring, who will be the Arnold E. Schneider Professor of Political Science.
- Several of them are in the room, and you may wish to applaud them.
- As you know, our students have always been the central concern of my work. I had the privilege of knowing many of them, mentoring some of them, loving all of them. Since I could not spend enough time in the classroom, I thought I could teach a few of them by bringing them close to me in the administration. I take great pride in the success of our Presidential Interns Program that we started early in my tenure. Since its inception, we have taken in about two dozen of our own undergraduate students after gradua-
tion, carefully selected according to their academic achievements and leadership qualities. They served as assistants to the president, the vice presidents and deans. All of them have far exceeded our expectations. Their dedication to our school, their loyalty and their hard and intelligent work were a pleasure to watch. I thank every one of them and continue to watch their advancement in our University and in the professions outside with friendship and pride.

One short aside here as I talk about our students. I thought it was a special farewell gift for me that during my last year as president two of our men’s sports, football and basketball, had such spectacular seasons.

Capable administrators
As much as we had successful staff and faculty, we also benefited much from a string of enormously capable and compe-
tent administrators. If one counts all the “actings” and “interims,” I worked with 36 different deans and 14 different vice presidents, among them six different provosts. Most of them, now retired, made important contributions to the changes we have seen. I remember with particular gratitude the witty and wise Phil Denenfeld, the tireless and skillful Dick Burke and the debonair and effective Mike Moskovis. They became cherished friends.

And as we are at it: Will you also allow me to give public thanks to those on my staff whom I have not yet mentioned? I am grateful to the competent Linda Patterson Jones, who worked with me and supported me at three different institutions; to the ever friendly and helpful Barb Johnston, who served two presidents and their spouses so well; to the reliable and elegant Andrew Rivers and the enthusiastic and loyal Greg Dobson, my two long-serving assistants, who stood at my side through good and bad times. I owe thanks to the trustworthy and rock-solid Dean Honsberger; to the thoughtful and quietly effective Betty Kocher, whose Bronco husband, Bruce, could also always be counted on; and my thanks to the friendly and serene Bernadette Ballard-Reid, and to our latest arrival in the office, the intelligent and capable Mike Martens. How much I will miss them when I finally leave, I cannot put in words.

You will all believe it when I say that Carol has been my main source of strength, my main critic, my main defender, my main sounding board, my true partner in my entire career, but here at Western her role was particularly felt by me and, I guess, by all of you, too. Having her and my two good children and their partners nearby, will ease my pending transition into both unemployment and grandfatherhood immeasurably.

I know that in conclusion I am supposed to say something deep or something stirring, appropriate to a grand exit.

I can’t say: “Now I shall return to teaching, my first love.” This line is painfully overused, and the return to the classroom is over-romanticized by administrators anyhow, in my opinion. Moreover, teaching was not my first love, studying was.

So, in the absence of something deep or stirring, let me simply say — on behalf of Carol’s — thank you for your help over the years, thank you for the many kindnesses you have shown us and thank you for your friendship, which we hope will endure.

We had a great ride!
Nine selected for Staff Service Excellence Awards

Nine outstanding persons have been selected to receive semianual Staff Service Excellence Awards, including a $100 prize and commerative certificate.

The winners are from the AFSCME employee group, two are from the clerical technical group and five are from the professional technical/administrative group. The winners were among 20 employees nominated by their peers to honor excellence in performance above and beyond job requirements.

The winners are: Dennis R. Corbin, professional/technical/administrative group; Paula Henderson, clerical/technical group; and five are from the professional/administrative group.

Volunteers needed to help with Finals Finish

Faculty and staff volunteers are being sought for the second annual Finals Finish, set for Monday through Wednesday, April 20-22, at the Student Recreation Center.

Finals Finish was developed by WMU's Presidential Spirit Committee to provide a positive environment for students to study, snack and relieve stress as they prepare for final exams.

The center will remain open until 2 a.m. those three nights with the help of faculty and staff volunteers, who are being asked to sign up for a four-hour block, either one or more of the dates. Volunteers will receive a free Finals Finish T-shirt and a pass for use on the recreation center.

Those members of the University and Kalamazoo communities who are unable to volunteer but wish to make a financial donation to the program, donations in the amount of $25 and higher will receive a free Finals Finish T-shirt and center guest pass.

Wood Hall dedication set for Friday, April 24

The dedication of the renovated Wood Hall will be held at 2 p.m. Friday, April 24, at the site.

The Wood Hall renovation is part of a $44 million renovation project that will transform the center of the campus into a science for instruction and research. It also includes the construction of the Bernhard Center and a new, building dedicated to scientific research.

The entire project is expected to be completed in 1999, with the remaining 271,643 square feet to consolidate the undergraduate and graduate components of the science area at WMU.

Begun in 1995, the Wood Hall renovation gutted the entire interior of the building, and installed a new HVAC system and structure on campus when it was built in 1960. Classes will resume there this fall.

During the April dedication, participants will have an opportunity to tour the facility and view faculty demonstrations in some of the new laboratories.

Graduate students honored for scholarly contributions

A total of 32 graduate students will be honored for their contributions to the scholarly and artistic productivity of the University at the reception Tuesday, April 14, in the Bernhard Center.

The event to honor this year's Graduate Research Plan winners will run from 4:30 to 6 p.m. in the President's Dining Room. Proceeding the reception at 3 p.m., selected research will make short presentations on their research and creative activities in 159 Bernhard Center rooms.
The public is invited to attend both events.

This is the 13th year that the awards will be presented by the Graduate Research Plan Committee, under the auspices of the Graduate Studies Council of the Faculty Senate and the Graduate Student Advisory Committee.

The Graduate Research Plan recognizes outstanding graduate students at the master's, specialist and doctoral levels who were enrolled in the University since spring 1997.

Exchange

WANTED — One week lakefront rentals for July or August in Benzie/Leelanau County area (not on Lake Michigan). One non-smoking family seeking cottage to sleep seven adults, call 668-2345, one non-smoking family seeking cottage to sleep four adults, call 381-2048.

On campus

A BROAD PERSPECTIVE — Trudy Stauffer says the part about her job she most enjoys is the global view of the University it gives her. Stauffer, the administrator for the Faculty Senate since 1991, serves as a conduit for the flow of shared governance at the University. "Out of meetings that occur, ideas are generated that lead to new decisions and mandates and result in new or revised University policies or programs," she says. "It is my job to make sure the materials and activities related to these meetings, ideas and mandates are communicated and pass through the proper channels before being presented to the administration. As part of that process, she ends up dealing with faculty, staff and students alike. "The Faculty Senate is that unique entity on campus where all constituencies come together," she says. "From this remote office (in the Triplett Building), I have quite a global perch on what goes on at the University." Stauffer has been a University employee since 1980, starting out as a part-time writing instructor. She also coordinated reading workshops in the Academic Skills Program. "I directed the Special Services Program in the Center for Academic Support Programs. In her spare time, Stauffer likes to listen to classical music, attend concerts and movies, read and garden as much as she can and visit time at Lake Michigan. She's also a devoted walker, hitting the road at 6 each morning for her exercise. (Photo by Neil Banker)

Service

These faculty and staff members are recognized for their dedication to the University from 10, 15, 20, 25 and 30 years of service to the University in April, May and June.

Service awards will be presented to Paul MacNeil, family; Lynn Kelly-Albertson, student; and Stephanie Stites, personnel.

Jobs

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

15 years - Richard E. Burton, University Plan administrator since Jan. 15, 1983.
10 years - Susan D. Coker, employee benefits counselor since May 1993.
10 years - M. McNees, accounts payable since Jan. 1990.
5 years - J. Nelson, Valley III dining service; Gregory W. Stottlemyer, Blue Cross Blue Shield of Michigan, the University Plan administrator since Jan. 15, in the South Ballroom of the Bernhard Center.
5 years - Trudy Stauffer, says the part about her job she most enjoys is the global view of the University it gives her. Stauffer, the administrator for the Faculty Senate since 1991, serves as a conduit for the flow of shared governance at the University. "Out of meetings that occur, ideas are generated that lead to new decisions and mandates and result in new or revised University policies or programs," she says. "It is my job to make sure the materials and activities related to these meetings, ideas and mandates are communicated and pass through the proper channels before being presented to the administration. As part of that process, she ends up dealing with faculty, staff and students alike. "The Faculty Senate is that unique entity on campus where all constituencies come together," she says. "From this remote office (in the Triplett Building), I have quite a global perch on what goes on at the University." Stauffer has been a University employee since 1980, starting out as a part-time writing instructor. She also coordinated reading workshops in the Academic Skills Program. "I directed the Special Services Program in the Center for Academic Support Programs. In her spare time, Stauffer likes to listen to classical music, attend concerts and movies, read and garden as much as she can and visit time at Lake Michigan. She's also a devoted walker, hitting the road at 6 each morning for her exercise. (Photo by Neil Banker)

University Plan administrator since Jan. 15, in the South Ballroom of the Bernhard Center.
5 years - Flymer Bolf, WMU Bookstore; Robin L. Harrison, accounts payable; and Theresa Stacy, WMU Bookstore.
5 years - L. Bernard, employee benefits counselor since May 1993.
5 years - M. McNees, accounts payable since Jan. 1990.
5 years - J. Nelson, Valley III dining service; Gregory W. Stottlemyer, Blue Cross Blue Shield of Michigan, the University Plan administrator since Jan. 15, in the South Ballroom of the Bernhard Center.
5 years - Trudy Stauffer, says the part about her job she most enjoys is the global view of the University it gives her. Stauffer, the administrator for the Faculty Senate since 1991, serves as a conduit for the flow of shared governance at the University. "Out of meetings that occur, ideas are generated that lead to new decisions and mandates and result in new or revised University policies or programs," she says. "It is my job to make sure the materials and activities related to these meetings, ideas and mandates are communicated and pass through the proper channels before being presented to the administration. As part of that process, she ends up dealing with faculty, staff and students alike. "The Faculty Senate is that unique entity on campus where all constituencies come together," she says. "From this remote office (in the Triplett Building), I have quite a global perch on what goes on at the University." Stauffer has been a University employee since 1980, starting out as a part-time writing instructor. She also coordinated reading workshops in the Academic Skills Program. "I directed the Special Services Program in the Center for Academic Support Programs. In her spare time, Stauffer likes to listen to classical music, attend concerts and movies, read and garden as much as she can and visit time at Lake Michigan. She's also a devoted walker, hitting the road at 6 each morning for her exercise. (Photo by Neil Banker)

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Calendar

The master calendar maintained by the Office of Marketing, Public Relations and Communication 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 same calendar at <www.wtsmich.edu/wmu-news/events>.

Thursday, April 9

(through April 16) Exhibition, "The Body as Archive," by Paul Solowitz, University of Wisconsin-Madison. Kirsch Auditorium, Schneider Hall, 4:15 p.m.; dinner with the Board of Trustees, President's Dining Room, Bernhard Center, 6:30 p.m.; and interview with the Board of Trustees, West Ballroom, Bernhard Center, 7:30 p.m.

Saturday, April 11

Softball doubleheader, WMU vs. Miami University, Eastern Field, 1 p.m.

Sunday, April 12

Women's tennis, WMU vs. the University of Toledo, Sorensen Courts, 1 p.m.

Monday, April 13

(through April 17). Exhibition, painting by Peter Middleton, MFA candidate, Rotunda and South Galleries, East Hall, 10 a.m. - 5 p.m.; reception, Friday, April 17, 5-8 p.m.

Tuesday, April 14

(through April 28) Management development program, "Tactics for Effective Leadership: Interaction Management," Fetzer Center, 8 a.m. - 4:30 p.m.; to register call 7-3732.

Wednesday, April 15

Inauguration of the College of Arts and Sciences, Rotunda, 10 a.m.; public reception, 10 a.m. - 3:30 p.m.; and 3:30 p.m. - 5 p.m.; School of Music Convocation Series concert, annual honors convocation, Bernhard Center, 9 a.m. - 4:30 p.m.

Thursday, April 16

Public sessions with candidate for WMU president, Donald L. Beggs, chancellor, Southern Illinois University at Carbondale: public presentation, "WMU—An Ascending National University on Its Way to Research II Status," Brown Auditorium, Schneider Hall, 4:15 p.m.; dinner with the Board of Trustees, Brown Auditorium, Schneider Hall, 6:30 p.m.; and interview with the Board of Trustees, Brown Auditorium, Schneider Hall, 7:30 p.m.

Friday, April 17

Softball doubleheader, WMU vs. the University of Toledo, Eastern Field, 2 p.m.

Saturday, April 18

Baseball doubleheader, WMU vs. the University of Toledo, Hyames Field, 1 p.m.

Sunday, April 19

Softball doubleheader, WMU vs. Ball State University, Eastern Field, noon.

Monday, April 20

(except April 24) Exhibition, painting by Han Loo, MFA candidate, Rotunda and South Galleries, East Hall, 10 a.m. - 5 p.m.; reception, Thursday, April 23, 5-8 p.m.

Tuesday, April 21

Softball doubleheader, WMU vs. Northern Illinois University, Eastern Field, 2 p.m.

Wednesday, April 22

Reading, Polish poet Adam Zagajewski, 3321 Brown Hall, 8:30 p.m.

Thursday, April 23

Concert, Collegium Musicum, Dalton Center Recital Hall, 8 p.m.

Friday, April 24

“Educational Technology Coordinators Conference, Fetzer Center, 8:45 a.m. - 5 p.m.; to register call 7-4593 or 7-4714.

Saturday, April 25

Commencement, Miller Auditorium: Hоварщ College of Business and College of Engineering and Applied Sciences, 9 a.m.; College of Arts and Sciences and General University Studies Program, 11:30 a.m.; and College of Education, College of Fine Arts and College of Health and Human Services, 2 p.m.

Monday, May 4

Baseball doubleheader, WMU vs. Central Michigan University, Eastern Field, 1 p.m.

Wednesday, May 6

Softball doubleheader, WMU vs. Kent State University, Hayward Field, 1 p.m.

Thursday, May 7

Softball doubleheader, WMU vs. Eastern Michigan University, Eastern Field, 2 p.m.

Friday, May 8

(through May 10). Third Coast Writers’ Conference readings by Sharon Bryan, Pinckney Benedict and Susan Hahn, 3512 Knauss Hall, 8 p.m.; reception following.

Saturday, May 9

Softball doubleheader, WMU vs. Central Michigan University, Eastern Field, noon. (and May 10) Baseball doubleheader, WMU vs. the University of Toledo, Eastern Field, 1 p.m.

Wednesday, May 13

Baseball doubleheader, WMU vs. Grand Valley State University, Hayward Field, 3 p.m.

Thursday, May 14

(through May 16) Springfield College event: question-and-answer session with conference winners, Miller Auditorium, 3 p.m.

Friday, May 15

(through May 17) Springville College event: question-and-answer session with conference winners, Miller Auditorium, 3 p.m.

Saturday, May 16

-versus Eastern Michigan University, Eastern Field, 3 p.m.

Wednesday, May 19

-against Ferris State University, Eastern Field, 3 p.m.

Thursday, May 20

-versus Grand Valley State University, Eastern Field, 3 p.m.

Friday, May 21

-versus Western Michigan University, Eastern Field, 3 p.m.

Saturday, May 22

-versus Central Michigan University, Eastern Field, 3 p.m.

Sunday, May 23

-versus Eastern Michigan University, Eastern Field, 1 p.m.

Monday, May 24

-versus Western Michigan University, Eastern Field, 1 p.m.

Tuesday, May 25

-versus Grand Valley State University, Eastern Field, 3 p.m.

Wednesday, May 26

-versus Western Michigan University, Eastern Field, 3 p.m.

Thursday, May 27

-versus Grand Valley State University, Eastern Field, 3 p.m.

Friday, May 28

-versus Western Michigan University, Eastern Field, 3 p.m.

Saturday, May 29

-versus Grand Valley State University, Eastern Field, 3 p.m.

Sunday, May 30

-versus Western Michigan University, Eastern Field, 1 p.m.