

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Happy to be back

Students moving into the residence halls last weekend were greeted with the happy faces and helping hands of Bronco Buddies like Erin Davis, above. The sophomore from Milford was among the volunteers providing special assistance to students and their families. On Saturday morning, more than 5,500 residents began the task of transporting their belongings, including everything from clothing to couches.

University vows it will continue good faith bargaining in contract talks with faculty union

The University will continue to bargain in good faith and hopes to reach resolution in contract talks with the faculty union as soon as possible, University officials said this week.

A three-year contract with the WMU chapter of the American Association of University Professors expires Sept. 6. Talks on a new contract began May 7. With the Aug. 27 session, the two bargaining teams have met 27 times. Sessions were scheduled for Aug. 30, Aug. 31, Sept. 1 and Sept. 2.

"The University has a fair and reasonable set of proposals on the table," said Michael J. Matthews, marketing, public relations and communications. He spoke in response to an information picket in which an estimated 80 to 100 faculty members and emeriti participated Aug. 26 at Walwood Hall, site of negotiations.

"The salary increase WMU has offered for 1996-97 is higher than any increase that has been established for any state university faculty group in Michigan," Matthews said. "This should result in fulfilling a mutual goal to improve the WMU faculty's salary position."

In fact, Matthews said, WMU's average faculty salary for 1995-96 already is higher than the average salary for public Doctoral I institutions, and is higher than that of all but six of them.

WMU is one of 27 public Doctoral I universities in the nation, as designated by the Carnegie Foundation for the Advancement of Teaching, he continued.

WMU's average faculty salary is above that of such Doctoral I universities as the University of Akron, Bowling Green State University, Miami University of Ohio and the University of Toledo.

In addition, Matthews added, there are 26 public Research II universities, the next higher ranking above Doctoral I in the Carnegie classification of the nation's 3,600 colleges and universities. WMU's average faculty salary is greater than that at 16 of the 26 Research II universities, including the universities of Arkansas, Idaho, Oklahoma, Oregon and Vermont as well as Auburn, Oklahoma State, Washington State and Kansas State universities.

"The increase that WMU has offered faculty members for 1996-97, if given to all employee groups on campus, would far exceed the \$3.9 million projected for compensation increases," Matthews said.

"The parties have made substantial progress on several issues, including workload issues," he said. "The administration shares the faculty union's concern that workload should be accurately represented to the state."

Provisions in the state higher education appropriations bill require public universities to report faculty productivity to the state. The state auditor is expected to conduct an audit within two years.

The University has established a fact line for chairpersons, deans and other administrators who wish to learn the current status of negotiations. The number is 7-4004.

Bizarre experiences all in a day's work for globe-trotting faculty member

When you're an internationally known researcher, travel around the world often becomes routine. For one such WMU professor, routine has come to include traveling under armed guard through rebel-held mountain regions in the Philippines or working in Quantico, Va., with the top levels of the U.S. Marine Corps.

But when Daniel L. Stufflebeam, Evaluation Center, begins talking about his more unusual travel adventures, he describes being mugged and robbed in Madrid, being kidnapped by Basque separatists while working in Spain or finding himself alone and face-to-face with the body of Ferdinand Marcos.

Stufflebeam is renowned as one of the world's leading authorities on evaluation — literally helping organizations find out how well they are doing what they set out to do. Originally his focus was in the field of education, where he has done pioneering work in such areas as teacher and school program evaluation. Stufflebeam and his colleagues at the center he founded at WMU have broadened their scope in recent years to include such projects as personnel evaluation for the Marines and evaluation of community housing development efforts around the world.

Stufflebeam, who has been responsible for bringing more than \$20 million in externally-funded research to the University, is currently hard at work for the Alger Foundation on

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Center earns major contracts to study housing initiatives

A young foundation's efforts to make housing affordable for the disadvantaged in Hawaii and the Philippines have resulted in two major research contracts for WMU's famed Evaluation Center.

The Alger Foundation, a six-year-old organization with offices in Honolulu and the Philippines, has awarded Daniel L. Stufflebeam, Evaluation Center, \$448,460 for the first two years of work on the foundation's community development program in the Philippines. In addition, a \$184,267 grant from the foundation will support the center's continued evaluation work on a three-year-old effort, the Self-Help Housing Project, on the island of Oahu in Hawaii. Stufflebeam is collaborating with Jerry Horn, Evaluation Center, in conducting both projects.

Stufflebeam says the project in Hawaii, the foundation's first major effort, has focused on selecting about 70 working poor families to become involved in the construction of new homes in a community with a set of 12 core values that residents must agree to uphold. The foundation provides help in securing a mortgage, construction contractors to assist in the building process and 15 acres of platted lots on which to build as well as a community center and community development support.

In return, the residents, selected in groups of six or eight, work communally to build a similar number of houses and are assigned by lottery one of the houses when construction is complete. The process requires each resident to work 20 hours each weekend over a nine-month period. As part of the agreement, the residents must help on community projects, take pride in maintaining the property and make sure the community is free of drugs and such social problems as domestic violence and child abuse.

"This project targeted the working

poor," Stufflebeam notes. "These are people who never would have been able to own a home in Hawaii without this kind of assistance. Many have moved from drug-infested neighborhoods where they were paying as much as \$1,000 a month for a small apartment to this safe neighborhood where they only have to pay about \$500 a month for mortgage and associated expenses."

Stufflebeam and the Evaluation Center have been involved in that effort since its beginning and are helping the foundation assess the project's success. A systematic evaluation is ongoing and feedback on the project is passed on to the foundation twice each year.

"The foundation," Stufflebeam says, "has come to value evaluation as a way to identify and address issues and assure quality in its projects." The evaluation efforts in Hawaii led directly to the Evaluation Center's selection for the project in the Philippines, where Stufflebeam also has completed work for the World Bank.

In the Philippines, the community members targeted by the foundation's work come from an even poorer segment of the population. About three-fourths of the foundation's work is in the Philippines where the organization can focus on its mission of "serving the poorest of the poor."

A community development project started on the island of Negros by the mayor of the city of San Carlos is one of the efforts in which the foundation has become involved. In an attempt to free city land for economic development, the mayor secured land just outside the city and made platted lots equipped with some city utilities available to squatters living in shanties on the prime development land. Shanties from the city were moved to the new development and residents were offered daily transportation back to the city to work on construction projects launched on the land

they once occupied.

The Alger Foundation is providing funds for continued development of the new community that houses the shanties. Future stages of development will include building small, affordable homes for working families in the area. Youth programs are among the foundation's other efforts.

The Evaluation Center's role in the Philippines has a three-part focus. Stufflebeam and Horn will perform evaluations of two community development projects, including the one near San Carlos; help the Alger Foundation and its affiliate foundations in the Philippines develop their own evaluation capabilities by providing staff training; and produce evaluation manuals that

(Continued on page four)

Did you know?

■ Health care costs at the University have risen by 8.56 percent in four years from \$12,595,237 in 1992-93 to \$13,673,191 in 1995-96.

■ In those same four years, the number of people covered by University health care benefits has increased by 4.29 percent. Those include: 2,564 benefits eligible employees and their dependents and 1,006 retirees and their dependents in 1992-93; and 2,633 benefits eligible employees and their dependents and 1,090 retirees and their dependents in 1995-96.

■ The average health care cost per employee/retiree has gone up by 4.10 percent, from \$3,528 in 1992-93 to \$3,673 in 1994-95.

Campus improvements continue with summer construction projects

During the last 10 years, the University has invested some \$280 million in new and renovated buildings. The dramatic physical transformation of the campus continued this summer with work on several construction projects totaling about \$88 million.

Architects are working to complete the design and budget for the renovation of Wood Hall and the construction of the adjoining Science Research Pavilion. Bidding for the project should be finished in November, according to David D. Smith, campus facility development.

"Interior demolition of Wood Hall is complete," he said. "Most of the walls have been cleared out. We're down to the exterior walls, the columns and the bathrooms."

The \$45.3 million project, which began last fall, will transform that area of campus into a mecca for science instruction and research. When finished in 1998, it will provide a total of 271,800 square feet to consolidate the undergraduate and research components of the science areas at the University. The new 94,800-square-foot Science Research Pavilion will span the pedestrian mall between Wood Hall and Everett Tower.

In July, crews from eight firms from around the country converged at the pavilion construction site to drill four working water wells in what will be the basement of the new building. The firms donated their time and equipment to install those wells and two others outside of the building. The wells, which will be part of the Bore Hole Research Laboratory, will make the pavilion the only science building in the nation with year-round, in-house access to a vari-



MAKING WAY FOR THE SCIENCES — Part of the preparation work for the renovation of Wood Hall and construction of the Science Research Pavilion involves installing the utility tunnel shown in this photograph from Everett Tower to Parking Structure II. Crews also are constructing new chillers and cooling towers at Kohrman and Friedmann halls. The work is part of a project to consolidate the utilities in that part of the campus.

ety of well types for teaching and research.

In a project related to the science facilities, crews have been installing a utility tunnel from Everett Tower to Parking Structure II. In addition, they are constructing new chillers and cooling towers at Kohrman and Friedmann halls.

"This work is part of a project to consolidate the utilities in that part of the campus," Smith said. "It will make them easier to maintain and will provide needed

backups for the system."

Another major project, the renovation and construction of facilities at the W.K. Kellogg Airport in Battle Creek for the School of Aviation Sciences, is running ahead of schedule after work this summer.

Remodeling of the old terminal building began in April and is expected to be completed this fall. WMU will occupy more than 9,500 square feet of the building with space devoted to administrative offices, flight plan areas, flight briefing and debriefing areas and a student lounge.

School administrators plan to move from their facility at the Kalamazoo-Battle Creek International Airport to the new building in October — in time for the Sky Broncos, WMU's precision flight team, to play host to the National Intercollegiate Flying Association Region III competition.

The second phase of the \$11.6 million project began in June and continues on target, according to Smith. It includes the renovation and expansion of a hangar and the construction of a new classroom building. The hangar will encompass an aircraft maintenance area, six testing areas with observation rooms and four laboratories. The classroom building will feature more laboratories, a library, three classrooms and offices for faculty members. That phase is expected to be completed in mid-1997.

Prominent physician to discuss end-of-life issues

A nationally known expert on end-of-life issues will present two lectures in Kalamazoo Tuesday, Sept. 17.

Joanne Lynn, a geriatrician, hospice physician and medical educator, will speak at 1 p.m. in the Lee Honors College lounge on "The Illusion of Individual Medical Decision Making and Equity." At 7:30 p.m., she will discuss "The Challenge for Physicians in End-of-Life Care" at the Kalamazoo Country Club.

Lynn is a professor of health sciences and medicine and the director of the Center to Improve Care of the Dying, a new multidisciplinary center for research, education and advocacy on the care of seriously ill persons at the George Washington University Medical Center in Washington, D.C.

The project director of the President's Commission for the Study of Ethical Problems in Medicine and Biomedical and Behavioral Research, she was the principal writer of that group's book, "Deciding to Forego Life-Sustaining Treatment." She has been a board member of Concern for Dying, a member of the American Bar Association's Commission on Legal Problems of the Elderly and a member of the Hastings Center Task Force, which wrote "Guidelines for the Termination of Treatment and the Care of the Dying." She is



Lynn

Another project nearing completion is the \$21.5 million renovation of the power plant on Stadium Drive. Crews began work in winter 1995 and moved into the third and final phase of the project this summer. They have been putting new siding on the building and installing two new gas fire turbine generators. The project is expected to be completed in summer 1997, with most of the next year's work associated with finishing the installation of the generators.

Other construction work this summer included:

- Renovating St. Aidan's Chapel for the new Children's Place Day Care Center.

- Cleaning, painting and carpeting the E. Wilbur Building for the School of Nursing, which moved there from St. Aidan's. The University is leasing the building, located near the Campus Services Building, from the Kalamazoo Regional Psychiatric Hospital.

- Renovating the Goldsworth Valley I dining room. The new design incorporates shapes, colors, columns and room dividers to create a more intimate setting, Smith said. In addition, changes were made to accommodate the new self-service and carry-out options available this year.

- Consolidating enabling technology computer laboratories formerly located in the Computing Center and Sangren Hall. The labs are now located in adjoining rooms previously occupied by the Faculty Resource Center on the third floor of the Computing Center. The resource center has moved to another room on the same floor.

- Renovating the B-wing on the second floor of Ellsworth Hall to free up more office space. Its former occupant, the Office of Marketing, Public Relations and Communications, has moved to the second floor of Walwood Hall.

- Reroofing the Dalton Center, French and Zimmerman halls and Lawson Arena. The rubber roof on the arena was replaced with a metal roof, similar to the one on Read Fieldhouse, to increase energy efficiency.

Convocation date set

Members of the University community are asked to mark their calendars for the 17th annual Academic Convocation on Tuesday, Oct. 22. The event will begin at 3 p.m. in the Dalton Center Recital Hall.

Testing office and Counseling Center team up to provide services in Faunce starting this fall

Testing and Evaluation Services have been integrated into the University's Counseling Center. The new unit now will be called the University Counseling and Testing Center.

The portion of the testing area located in Walwood Hall has moved and joined the counseling area on the second floor of the Faunce Student Services Building.

"One of the main features of Testing and Evaluation Services was career testing," said Norman M. Kiracofe, formerly director of the Counseling Center and head of the new unit. "That type of work is compatible with much of the career counseling work we've been doing in the Counseling Center."

In addition to career counseling, the Counseling Center has offered a career choice course and a number of its staff members have focused on that area of the counseling field. "The staff is very excited about working more closely," Kiracofe said.

Another area in which the two units will be able to cooperate is in the training of graduate students. The Counseling Center traditionally has provided training opportunities for graduate students in the "helping" professions such as counselor education and counseling psychology and social

Senate meeting canceled

The Faculty Senate meeting scheduled for Thursday, Sept. 5, has been canceled. Action items intended for September are expected to be taken up at the meeting set for Thursday, Oct. 3.

work. Those opportunities will be expanded with the integration of Testing and Evaluation Services to include training in assessment.

The testing area will continue to offer the national standardized testing it has provided in the past, such as the Graduate Record Examination and the Law School Admissions Test. It also will continue to offer some American College Test administrations as well as specialty testing for campus offices and community agencies.

The counseling area will continue to offer personal and educational counseling to students in addition to career counseling. Located in 2510 Faunce Student Services Building, the telephone number will remain 7-1850.

The testing area is now located in the same office suite. The telephone number has been changed to 7-1872. Hours for the new unit are 8 a.m. to 5 p.m. weekdays and evenings by appointment.

The optical scanning equipment provided by Testing and Evaluation Services for grading tests on mark sense sheets will remain in its previous location in 2416 Faunce Student Services Building. That telephone number remains 7-3910.

AMBUCS choose Bush as 'Therapist of the Year'

Mary Ann Bush, occupational therapy, has been named the 1996 recipient of the national American Business Clubs "Therapist of the Year" award.

About 75 therapists were nominated for this year's award, representing the professions of occupational, physical, music and recreational therapy, speech pathology and hearing audiology. The award was presented to Bush at the AMBUCS national convention in San Antonio in July.

She was nominated by her department colleagues for the award, which relies heavily on the thoughts and feelings of clients she has served. Bush was noted for putting her clients' needs at the forefront and creatively finding ways to meet those needs while fostering student learning and skill development.

She also was cited as the primary developer of a new graduate certificate program in hippotherapy, which will train therapists to treat clients with the help of horses.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Management development programs offered

Professional/technical/administrative employees will have a chance to update their management skills at half the cost during a series of programs this fall at the Fetzer Center.

University training funds are underwriting 50 percent of the cost for staff members to attend the professional development programs.

Two of the programs on "The Seven Habits of Highly Effective People" are being presented exclusively for WMU staff members: an introduction on Wednesday, Sept. 25; and a three-day workshop Monday through Wednesday, Oct. 14-16. The programs are based on Stephen Covey's book by the same title.

The other workshops are: "Interaction Management: Tactics for Effective Leadership"; "Team Action: Techniques for Increased Productivity and Improved Service Quality"; "Conflict Management and Mediation Skills for Managers"; "Train-the-Trainer"; "Riding the Wave of Change: How to Build Resiliency in Times of Change"; "Selecting and Interviewing Employees: Effective Hiring Practices"; and "Positive Discipline: A Primer on Problem-Solving Employee Relations."

A brochure with complete information has been mailed to staff members. For more information on times, dates, prices and registration, persons should call the Fetzer Center at 7-3232.

Events set for graduate, nontraditional students

Graduate and nontraditional students will have a chance to become better acquainted with WMU during two events Thursday, Sept. 5.

A graduate student orientation program is planned for 11 a.m. to 1:30 p.m. in 157 Bernhard Center and the annual fall reception for nontraditional and graduate students is scheduled for 4 to 6:30 p.m. in the North Ballroom of the Bernhard Center.

The orientation is intended to provide graduate students with information on registration, advising, dissertations/theses, student services and the Graduate College. Those attending are invited to bring a lunch. Drinks and dessert will be provided.

Students will have a chance to conduct campus business, meet peers and learn about University services at the evening reception. Adults who are graduate or nontraditional students account for nearly 40 percent of the WMU student body.

During the free reception, those students will be able to take care of such business as securing a new student identification card, purchasing a parking permit and having their blood pressure checked. Representatives from about 40 University offices and academic departments will be

on hand to meet with students and review some of the services that are available to assist them.

Child care will be provided on site and refreshments will be served. Door prizes will include a \$150 voucher for a course offered through the Division of Continuing Education and three credit hours of graduate tuition.

The events are sponsored by the Graduate College, the Graduate Student Advisory Committee, the Office of the Vice President for Student Affairs and the Division of Continuing Education. For more information, persons may call the Graduate College at 7-3570.

Feature ideas sought

Is there a University staff member you would like to see featured in "On campus"? Do you have facts or figures that would be appropriate for the "Did You Know?" column on page one? Please call Ruth A. Stevens, news services, at 7-8411 with your ideas or e-mail her at: ruth.stevens@wmich.edu.

Libraries

As we begin the new semester, the University libraries invite you to try out our World Wide Web page. We are located on WMU's home page at <http://www.wmich.edu> — just click University libraries.

Here you will find information about the libraries including hours, collections, branch libraries, a staff directory and an explanation of library services. In addition, you will find some new features. We have recently added "Featured this Week." This is a place where we can highlight new happenings in the libraries, alert you to sites covering important news events and highlight other items that are interesting or newsworthy.

"Featured this Week" also has a "Pick of the Week." Each week we select a site that we believe is worth noting along with three companion sites. A variety of topics will be covered over the next year, so you are sure to find something of interest to you.

An important new service now available on the libraries' Web page is FirstSearch. All of the 53 FirstSearch databases to which we subscribe are now available for searching through the Web. This is a much more attractive interface than before with many added features, including the ability to tag records and select them for printing or e-mailing. Once you have searched FirstSearch using the Web interface, you will never want to go back to the VAX. To access FirstSearch from the libraries' Web, go to Online Catalogs and Databases. (Remember that you will need to sign on to FirstSearch in order to access

it, and this can only be done from the libraries' Web page.)

Another service that can now be accessed from Online Catalogs and Databases is Carl's UnCover Web. This page provides access to the UnCover database, which indexes more than 14,000 periodical titles and UnCover Reveal, a free, personalized table-of-contents service. The libraries' catalogs and in-house databases also can be accessed from Online Catalogs and Databases if your browser is properly configured. Watch "Featured this Week" for late-breaking news on more Web access to library services.

In addition to all of this, there is also a small but growing list of Internet Resources on the libraries' Web. These recently have been updated and provide selected pointers out to cyberspace, with the Virtual Reference Shelf being especially useful. All of this and more can be found on the University libraries' Web page. Check in with us often for new resources and services!

Jobs

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

S-01 and S-02 clerical positions are not required to be posted. For persons interested in faculty positions, there are openings in selected fields. A letter of application should be submitted to the appropriate dean or chairperson.

(R) **Information Specialist** (30 Hours/Week), X-02 (Hourly), Career Services, 96/97-072, 8/27-9/3/96.

(R) **Director, Corporate Relations**, P-03, Intercollegiate Athletics, 96/97-073, 8/27-9/3/96.

On campus



VALUING VARIETY — One day she might be editing a proposal regarding a new personnel evaluation system for the U.S. Marine Corps. Another day she could be looking over a report on the success of a foundation's efforts to develop low-income housing in Hawaii. When Sally A. Veeder says she enjoys the variety of her job, it's easy to see why. The assistant director of the Evaluation Center, Veeder works with director Daniel L. Stufflebeam on a variety of projects. The center is widely known for its efforts to help organizations determine how well they are doing what they set out to do. Originally focused on the field of education, the center has expanded its activities in recent years to include projects such as the one for the Marine Corps. Veeder ed-

its reports and proposals, monitors the center budgets and supervises the support staff. "I like the diversity," Veeder says. "There's always something new going on, something new to learn." One of the most interesting projects in recent years, Veeder says, was the \$5 million grant from the U.S. Department of Education to establish the Center for Research on Educational Accountability and Teacher Evaluation. Veeder began working at WMU 15 years ago as a part-time secretary and joined the Evaluation Center staff in 1984. When not at work, she enjoys spending time with her three grown children and their families, reading, walking, traveling and watching Bronco sports.

Zest for Life

There are many Zest for Life programs being offered this fall to help you achieve your fitness goals and to promote good health and well-being.

Total Fitness-Aerobics, Aqua Fitness-Water Exercise and Stretch and Strengthen for Fitness classes are being held at various times throughout the week starting Sept. 9 (see the ZFL brochure for days, times and locations).

The Zest for Life Fitness Room, 15 Oakland Gym, will continue to offer individualized orientations for Zesters who are just getting started or for those who would like some personal instruction. Stop in and speak to an exercise science specialist from 11:30 a.m. to 1:30 p.m. Monday through Friday or from 3:30 to 6:30 p.m. Monday through Thursday. There also will be Zest room hours from 6 to 8 a.m. Monday, Wednesday and Friday.

Yoga: Stretch and Tone and Yoga: Strength, Flexibility and Balance both will be offered in order to help people of all skill levels relieve stress and achieve peace of mind. Yoga: Stretch and Tone is a relaxing class, set to music, that will meet from 5:30 to 6:30 p.m. Mondays in 16 Oakland Gym. Yoga: Strength, Flexibility and Balance

will focus on standing poses, floor work, breathing and meditation. It meets from 5:20 to 6:30 p.m. Thursdays in 16 Oakland Gym.

Tai Chi will be available again from 5:20 to 6:30 p.m. Wednesdays in 16 Oakland Gym. Tai Chi is an ancient Chinese exercise that uses slow and controlled movements while emphasizing relaxation. It involves physical exercises, will-power, visualization and study in concentration.

Introduction to Meditation is also back! Meditation has wide personal potential to calm the mind and body. It is an important ingredient in nurturing the inner life and can encourage spiritual growth. Introduction to Meditation meets from 5:15 to 6:30 p.m. Tuesdays, Sept. 24 through Nov. 12, in 205 Bernhard Center.

New to Zest this fall is Massage Therapy, an enjoyable, relaxing experience that can improve the physical and mental well-being of many individuals. Zest for Life will provide the expertise of certified massage therapists between 3:30 and 7 p.m. Monday and Wednesday to perform individual, private sessions. Appointment options include 15 minutes for \$10, 30 minutes for \$20 and 60 minutes for \$35. Sessions may be scheduled in person by any WMU affiliate in 16 Oakland Gym during Zest room hours (payment is due at that time).

WMU employees may enroll their children in the Learn to Swim program at the Student Recreation Center pool. Children ages 4 to 10 are eligible for participation in the American Red Cross Level I and Level II swimming classes.

Each class is taught by a certified instructor and meets for 40 minutes, six times. Classes meet Saturday mornings Sept. 7 to Oct. 12 or Oct. 26 to Dec. 7 (no class Nov. 30) and cost \$30 per session. Level I classes are scheduled from 10:30 to 11:10 a.m. and Level II classes will run from 11:20 a.m. to noon.

For questions about Learn to Swim, call Kim Moored at 7-3543.

Obituary

Word has been received of the death March 14 of Wendall B. Fidler, emeritus in distributive education, in Salem, Ore. He was 89.

Fidler joined the WMU faculty in 1951, training teachers of distributive education. He later was instrumental in starting the petroleum distribution curriculum. He retired in 1970.

Fidler earned two bachelor's degrees from Ohio State University and a master's degree from the University of Pittsburgh.

Exchange

FOR SALE — Westnedge Hill home. Vintage three-bedroom home, hardwood floors, oak woodwork. Call 343-6555.

FOR SALE — Antique art deco bedroom set. Lane Waterfall Collection, 1940s-50s. Bed, two dressers and cedar chest. Good condition. Call Katie at 345-0943.

(R) Replacement
WMU is an EO/AA employer



LEARNING THE ROPES — Some 80 new faculty members were provided with helpful information about working at the University during orientation sessions last week. Coordinated by the Office of Faculty Development Services, the program covered everything from ethical issues in teaching to research opportunities. From left, Mary Ann Bowman, Office of Faculty Development Services, and Satish Deshpande, management, who spoke on “The Rewards and Challenges of the Teacher-Scholar-Researcher,” greeted new faculty members Lester W. Wright, psychology, and Ruth A. Ervin, counselor education and counseling psychology. About 180 new teaching assistants also attended orientation sessions last week.

‘Western Walk for Women’ planned for Sept. 8

A walk to support the YWCA Domestic Assault Program and Bronco women’s athletics is scheduled for Sunday, Sept. 8. The “Western Walk for Women” will begin at 1 p.m. at Kanley Track. Anyone wishing to participate must be willing to contribute at least \$25. Those wishing to participate as a team member can select a team or ask to be placed with a team. The event is intended to raise awareness of and support for WMU’s women’s athletic program as well as the Domestic Assault Program, which has served women and children in Greater Kalamazoo for more than 20 years.

For more information, persons may call the Division of Intercollegiate Athletics at 7-3120. **Sielke named to international editorial advisory committee** Catherine C. Sielke, educational leadership, has been appointed to a three-year term on the Association of School Business Officials International Editorial Advisory Committee. The committee helps develop and monitor a publication program for the association and the school business management profession, including a monthly journal, a monthly newsletter and books.

Service

These faculty and staff members are recognized for five, 10, 15, 20, 25 and 30 years of service to the University in August: **30 years** — John M. Carney, art; June S. Cottrell, theatre; Kenneth A. Dahlberg, political science; Ronald W. Davis, chairperson of history; Joseph V. DeLuca, art; David G. Dickason, international affairs; Richard J. Dieker, communication; H. Byron Earhart, comparative religion; Nancy E. Falk, comparative religion; Howard E. Farris, psychology; C.J. Gianakaris, English and theatre; Anthony A. Gioia, mathematics and statistics; Ross Gregory, history; Edgar Inselberg, biological sciences; Alan C. Isaak, political science; Arnie Johnston, English; Joseph M. Kanamueller, chemistry; Donald King, art; Bruce MacQueen, University Counseling and Testing Center; Richard W. Malott, psychology; Donna B. Oas, speech pathology and audiology; Fred C. Orlofsky, health, physical education and recreation;

Phyllis Rappeport, music; Curtis Rhodes, art; Chester B. Rogers, political science; Ronald Sackett, aviation sciences; David Sheldon, music; Thomas E. Small, English; Lyda J. Stillwell, theatre; James VanDePolder, industrial and manufacturing engineering; Morton O. Wagenfeld, sociology; Robert L. Whaley, music; and Charles F. Woodward, industrial and manufacturing engineering. **25 years** — Michael B. Atkins, industrial and manufacturing engineering; Steven T. Berger, aviation sciences; Michael J. Clark, speech pathology and audiology; Seamus A. Cooney, English; Suhashni Datta-Sandhu, political science; Robert W. Felkel, foreign languages and literatures; James M. Ferreira, history; Stephanie Gauper, English; Robert J. Griffin, foreign languages and literatures; Maryellen Hains, English; Earl E. Halvas, business information systems; Susan K. Harrison, University libraries; Susan S. Kremer, Office of the Vice President for

Calendar

The master calendar maintained by news services for use in Western News is available through Gopher on the VMScluster. Currently, there are three calendars available: August events; September events; and future events, which run from October through April. To view the calendars, type Gopher at the system prompt. At the next menu, choose 2. Western Michigan University, then choose 5. Campus Calendar. You will find options for 1. This Month’s Events, 2. Next Month’s Events and 3. Future Events.

- Thursday, August 29**
(thru Sept. 13) Exhibition, “MFA Candidate Show,” Rotunda and South Galleries, East Hall, weekdays, 10 a.m.-5 p.m.; closing reception, Friday, Sept. 13, 5-7 p.m.
*Football, WMU vs. Eastern Illinois University (CommUniverCity Night), Waldo Stadium, 7:30 p.m.
- Monday, September 2**
Labor Day, no classes.
- Tuesday, September 3**
(thru 27) Exhibition, “Alma College 15th Annual Statewide Print Competition,” Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.
(thru 26) Exhibition, mixed media sculpture by Christine Boos, Chicago artist, Space Gallery, Knauss Hall, Mondays thru Thursdays, 10 a.m.-4 p.m.
- Thursday, September 5**
Graduate student orientation program, 157 Bernhard Center, 11 a.m.-1:30 p.m.
Reception for nontraditional and graduate students, North Ballroom, Bernhard Center, 4-6:30 p.m.
*(thru 7) University Theatre production, “Stumps,” York Arena Theatre, 8 p.m.
*Admission charged

Stufflebeam (Continued from page one)

two community development projects aimed at putting poor people in Hawaii and the Philippines into affordable housing. His work in the Philippines on that project and on another for the World Bank has led to some of his more unusual tales.



Stufflebeam

He also has lectured in more than 20 countries and those speaking engagements have led to adventure. During his last trip to Spain, Stufflebeam and his wife Carolyn were surrounded by a Madrid street gang who robbed them at knife point, slashed their coats and roughed them up. Later in that trip, Stufflebeam was accosted on a street in Bilbao, a city in northern Spain. Forced into a waiting car, he was taken to Basque headquarters and appeared on a television broadcast in which an angry Stufflebeam answered “preposterous” statements made against the United States by his captors. The four-hour ordeal ended when his passport was returned to him and he was dropped back on the street in Bilbao. Undeterred, Stufflebeam will be back in Bilbao this fall as the keynote speaker at an international conference on evaluation. He’ll even be introduced by the head of the Basque government. In the Philippines, Stufflebeam has traveled with armed guards as he toured an area where crews have been cutting through the mountains to build a road to connect the city of San Carlos with the eastern coast of the island of Negros and its seaports. The road winds through areas held by communist insurgent forces, so the arms are a needed safeguard. Another trip to the Philippines for the World Bank took Stufflebeam on an unex-

pected foray to the Northern Philippine University where his hosts insisted on canceling classes so the whole community could attend that university’s first distinguished lecture — a totally unplanned address by Stufflebeam. Instead of leaving him to his work on the World Bank project after the talk, Stufflebeam’s hosts took him on a VIP tour of the area that culminated at Ferdinand Marcos’ birthplace. His hosts encouraged him to enter alone a small building behind the house. At first totally dark, the building gradually grew brighter from a light source until Stufflebeam could examine his surroundings. “I looked down and there was Ferdinand Marcos — under glass,” Stufflebeam recalls. “I was stunned.” Following the encounter, Stufflebeam says he worked most of the night to finish the World Bank plan he was there to design. He completed the project partly by flashlight, since brownouts are routine in the area. While encounters in the dark with dead presidents have not yet become a routine part of his travel life, being physically equipped for such developments is part of his normal trip planning. “I learned long ago to carry a flashlight when I travel,” he says.

Housing
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will help the foundation build evaluation into all of its projects. WMU’s Evaluation Center, a part of the University since 1973, is one of only a few such centers in the nation and is recognized internationally for its work in program and personnel evaluation. Clients of the center have included the W.K. Kellogg Foundation, the John D. and Catherine T. MacArthur Foundation, the National Science Foundation, the U.S. Department of Education and the U.S. Marine Corps.

Business and Finance; Gerald E. Markle, sociology; John L. Mason, electrical and computer engineering; Edgar J. Zumburs, physical plant-administrative services; and Ramon Zupko, music. **20 years** — Brenda L. Case-Parris, student employment referral service; R. Wayne Fuqua, psychology; John S. Geisler, counselor education and counseling psychology; Susan B. Hannah, public affairs and administration; Salim E. Harik, economics; Ahmad D. Issa, finance and commercial law; Ruth Ann Meyer, mathematics and statistics; Mark S. Rafferty, Valley III dining service; Leo J. Stevenson, finance and commercial law; Lovette J. Teichert, Career English Language Center for International Students; and Edward L. Trembley, counselor education and counseling psychology. **15 years** — Stephen C. Brumbaugh, physical plant-building custodial and support services; Lillie B. Cotton, admissions and orientation; Laurie Foster, Office of the Registrar; Jaimy Gordon, English; Dean W. Halderson, physics; Judith H. Halseth, social work; Barbara J. Hemphill, occupational therapy; Emily P. Hoffman, economics; Lasena Jennings, continuing education; John A. Kapenga, computer science; Steven N. Lipkin, communication; Judy L. Moonert, music; Nickola W. Nelson, speech pathology and audiology; Marie T. Noyes, international affairs; Linda Reeser, social work; O’Ryan Rickard, Western Herald; Rameshwar P. Sharma, mechanical and aeronautical engineering; Hans Stolle, geography; Robert A. Wertkin, social work; James G. Wiseman, dining services. **10 years** — Ariel L. Anderson, education and professional development; Raja G. Aravamuthan, paper and printing science and engineering; Wegayehu M. Asefa, Miller Auditorium; David A. Barnes, geology; Terri Benton-Ollie, student volunteer services; Ellen H. Brinkley, English; Sung G. Chung, physics; Gay A. Colby, public safety; William H. Cotton, WESTOPS; George M. Eskro, residence hall life; Gwendolyn Etter-Lewis, English; Paul Farber, education and professional development; Ebrahim M. Ghodsi, telecommunications; F. Joan Gray, continuing education; Sharon L. Kaempfer, Lee Honors College; Alan Kehew, geology; Kenneth F. Kennedy, finance and commercial law; Lorna K. Kierepka, industrial and manufacturing engineering; Judith A. Kirk, University libraries; Hanjoon Lee, marketing; James A. Leja, blind rehabilitation; Frederick F. MacDonald, social work; Parviz Merati, mechanical and aeronautical engineering; Daniel Mihalko, mathematics and statistics; Nannette R. Morningstar, University budgets; Robert F. Reck, marketing; Cynthia Running-Johnson, foreign languages and literatures; Judith F. Stone, history; William R. Wiener, chairperson of blind rehabilitation; Paul T. Wilson, education and professional development; and Steve M. Wolfenbarger, music. **Five years** — Donald L. Alexander, economics; Kevin J. Armstrong, psychology; Craig S. Arnold, music; Lisa E. Baker, psychology; Nora Berrah, physics; Linda J. Borish, history; Liwana S. Bringelson, industrial and manufacturing engineering; Jody A. Brylinsky, health, physical education and recreation; Janet L. Coryell, history; Douglas V. Davidson, sociology; David M. Dynak, education and professional development; Janet S. Dynak, education and professional development; Barbara J. Frazier, family and consumer sciences; Patricia A. Frye, health, physical education and recreation; Margie J. Geasler, family and consumer sciences; Stephen D. Grugin, music; George J. Haus, special education; Lori J. Kniss, cashiering; R.V. Krishnamurthy, geology; Stephen B. Malcolm, biological sciences; Frank A. Malczewski, intercollegiate athletics; Barney Martlew, finance and commercial law; Donald J. Meyer, economics; Gwendolyn Nagle, theatre; Mary J. Peterson, family and consumer sciences; Galen E. Rike, University libraries; Charlene Sheets, mathematics and statistics; Tal L. Simmons, anthropology; Dennis K. Strasser, University libraries; Mercedes Tasende-Grabowski, foreign languages and literatures; and Sylvie C. Tourigny, sociology.