

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Enrollment stabilization crucial as University faces budget shortfall

The University faces a projected 1996-97 budget shortfall of more than \$2 million, President Haenicke told the Faculty Senate Oct. 3. It is the first time WMU has faced a projected deficit since 1993-94.

The shortfall stems from lower than expected enrollment and higher than expected increases in compensation for faculty, staff and student employees, he said. But the picture is far from grim.

"In principle, I believe that the budget outlook is not bad at all," Haenicke told senators, indicating that he intends to trim University budgets by 1 percent—but with certain specific exemptions. He also intends to reduce the level of some previously proposed budget increases.

"A 1 percent cut in the general fund budget is not going to kill anyone," he said, "although it is going to be difficult in many areas." The reduction will not cover a \$723,000 shortfall in continuing education revenue, the result of a drop of 14 percent in enrollment.

"The Division of Continuing Education will shoulder its entire budget shortfall," Haenicke said. "I am not loading that burden on the general fund. This will be a very difficult thing to do."

Recruitment, retention are crucial

The message this year's budget picture brings to the campus is one that emphasizes student recruitment and retention, Haenicke stressed.

"What this says to me," he told senators, "is that we will have to come back and jointly deliberate on how we can stabilize our enrollment. A shift of even 2 percent within one year, or of 14 percent as we have seen in continuing education, can be fiscally destabilizing in certain units, and it is a very difficult situation to deal with."

"The retention and recruitment of good students is the task that confronts each and every one of us," the president said. "All of us have to keep our eyes on that particular goal."

At the same time, Haenicke said, he was pleased to see increases in compensation of 4.5 percent per year for all employee groups. Budget projections had called for increases in compensation of about 3 percent.

"I am personally very pleased with our 4.5 percent increase per year," he said. "It is, in my opinion, a very good and healthy trend for the University. It will keep us ahead of inflation and also ahead of other institutions around us, and this makes us more competitive in the hiring of new colleagues."

Some areas exempt from cuts

Exempt from budget cuts are student financial aid, direct instruction in continuing education, faculty sabbaticals, utilities, library acquisitions (which will increase by 10 percent), and health and safety projects.

Stipends for returning graduate students will be increased by 4.5 percent and also are exempt from cuts as will be wages for student employees, which also will increase by 4.5 percent, Haenicke said.

The president also said he would continue the practice of allowing operating units to keep any funds they had not

spent during the previous year rather than "sweep" them back into the general fund, as had once been the case.

"We have steadfastly stuck to the principle that if a unit manages its funds parsimoniously, we are not going to penalize it for that," he said. "It can keep its money."

Some proposed increases eliminated

Previously proposed increases that have been eliminated include a 3 percent increase for supplies and a \$300,000 increase for computers for faculty and staff members. The budget for faculty and staff computer resources, however, remains at more than \$1 million and is therefore unchanged from last year.

A proposed 17 percent increase in funds for library acquisitions will be cut by \$190,000, leaving the increase at 10 percent, the president said.

"All of you know that inflation increases for library

materials are much higher than the general inflation index," he said. "So a 10 percent increase is probably just keeping up with inflation, and it keeps us with the same buying power we had last year."

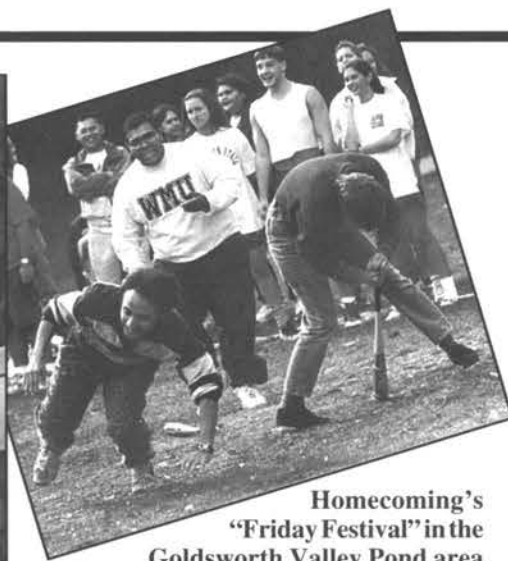
The number of new faculty positions that had been proposed for this year will be reduced to about 10 positions from the previously proposed 15 positions. "We will bring in new faculty members on top of our current staffing levels, but it's not going to be as rich as we had hoped," Haenicke said.

"I'm also cutting down the number of new doctoral associate positions, from 27 to 23 positions," he continued. The resulting savings is about \$50,000.

"These curtailments that I am planning still will keep us on the move," Haenicke said. "We will still move forward,"

(Continued on page two)

Homecoming hoopla



Homecoming's "Friday Festival" in the Goldsworth Valley Pond area last weekend sent students reeling—in more ways than one. ABOVE: Teams competed in the Western Olympics, vying for bragging rights in such events as the "bat spin." After a few turns around a baseball bat, participants tried to run with "dizzying" speed to the other end of the course. Some only made it as far as a few feet before striking out. AT LEFT: Homecoming queen Staci L. Johnson took her royal duties none too seriously in the "gladiator joust" as she tried to whack her willing opponent off his pedestal with a foam-filled implement.

Poling earns Distinguished Faculty Scholar Award

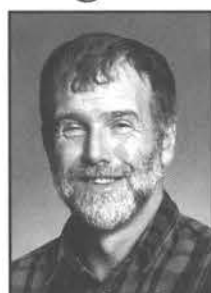
Wide recognition for his work in the fields of psychology and behavioral pharmacology has earned a faculty member the honor of being named WMU's 1996 Distinguished Faculty Scholar.

Alan D. Poling, psychology, will receive his award at the 17th annual Academic Convocation at 3 p.m. Tuesday, Oct. 22, in the Dalton Center Recital Hall. He will be presented with a plaque and a \$2,000 cash award, and he also will have \$2,000 added to his base salary.

The Distinguished Faculty Scholar Award, inaugurated in 1978, is WMU's highest honor for a faculty member. Selection criteria include that there be a significant body of achievement, most of which has been accomplished while a faculty member at WMU. The recipients also must have wide recognition beyond the University. Nominations are sought campuswide.

Poling, a WMU faculty member since 1978, specializes in behavioral pharmacology, a discipline that uses scientific research methods to study the impact of various drugs on behavior. He is considered an expert on the use of drugs to manage human behavior problems, especially those involving the developmentally disabled.

"Few individuals are able to carry out high quality



Poling

research with both human and animal subjects," wrote one colleague from another university in nominating him for the award. "However, Dr. Poling's work is an exception. He has conducted innovative studies of drug effects in mentally retarded individuals as well as conceptually similar studies in animal subjects. He is a nationally known authority in these areas of research. Importantly, the results of his studies are beginning to alter medical practice and thus directly increase the welfare of mentally retarded people."

Poling also has achieved a high level of recognition in the field of applied behavior analysis. He has conducted research on the processes that influence learning and behavior. His studies have involved delving into such topics as the determinants of choice between two or more alternative behaviors, the influence of verbal rules on performance and the effects of reinforcement schedules on behavior. In addition, he has focused his work on such conceptual issues as research methodology and behavior analysis theory.

Poling is the author or co-author of nine books and nearly 200 book chapters or articles for professional publications, many for premier journals with the most rigorous peer review systems. In the last 10 years, the publications for which he is the first author have been cited by other researchers more than 300 times.

(Continued on page four)

Did you know?

While the University libraries' collection of more than 3.3 million items is pretty extensive—the fourth largest academic library holdings in Michigan—faculty, staff and students still need some items that can't be found on campus. WMU is at the forefront of institutions that depend heavily on access to books, periodicals and other publications found in libraries around the world. Waldo Library's Resource Sharing Center, which administers the interlibrary loan system, reports a boom in activity in recent years.

■ In the last 10 years, the number of requests for loans at WMU increased by 177 percent.

■ During 1995-96, 40,713 items were borrowed or loaned—5,821 items or 16.7 percent more than the previous year.

■ It takes an average of 30 minutes to process each request. The average cost of a filled request is \$30—still considerably lower than it would cost to purchase the actual materials solely for use in Kalamazoo.

Sky's the limit with revamped School of Aviation Sciences

New aircraft, a new curriculum, new facilities and an influx of new aviation students have WMU's School of Aviation Sciences ready to land at its ultimate destination.

"By this time next year, we will have completed a monumental task," says Joseph H. Dunlap, director of the school, who notes that changes are already having a major impact on the school.

The changes in progress include: construction of a new facility at Battle Creek's W.K. Kellogg Airport, where the school will move from its current home in Kalamazoo; a complete revision of the school's four aviation programs; the purchase of state-of-the-art equipment for training students; and outreach efforts to bring more women and minority students into the program.

The first phase of construction of the school's new home in Battle Creek is finished and the school plans to make its final move there in the spring. Revision of the school's fourth and final program is now under way, while recent aircraft purchases are putting current aviation students in the pilot seats of the most technically advanced collegiate aircraft in the nation. And freshman enrollment in the program is up 36 percent.

Just to keep things from slowing down this year, the school will play host to the Region III competition of the National Intercollegiate Flight Association in October and the NIFA's national competition next May (see related story on this page).

Financed in recent years with \$6 million in federal funds, \$5.6 million in Tax Increment Finance Authority funding from the city of Battle Creek and a \$2.9 million award from the W.K. Kellogg Foundation of Battle Creek, the school has been redesigning itself on every front. The end result, Dunlap says, will be an aviation program tailored to meet the needs of a changing industry and expand opportunities for women and minorities to be a part of that industry.

On the technical front, WMU aviators will take a back seat to none.

"There is no other school in the world with the level of sophisticated equipment we now have," Dunlap says. "All over the aviation community, people are sitting up and taking notice about what's going on at Western Michigan University."

The program's most recent acquisition should keep competitors wondering. Early this fall, WMU took delivery on an Extra 300L, a German-built aerobatic trainer which is one of only 70 in use in this country and the only one in a college program. Three sophisticated Mooney Ovation aircraft were purchased by the program late last year, allowing students to train with such state-of-the-art technology as an Electronic Flight Information System, a Global Positioning System, a storm scope and a radar altimeter. All four new planes are already being used by WMU.

DPS cautions on letters

Some faculty and staff members have reported receiving letters asking for their bank account numbers and copies of WMU letterhead.

The Department of Public Safety cautions not to give out this type of information. Persons with questions may contact Blaine D. Kalafut, public safety, at 7-5555.



GETTING SOME 'EXTRA' TIPS ON AEROBATIC FLIGHT — James L. Murray, a senior aviation major from New Boston, Mich., got a pre-flight orientation to the School of Aviation Sciences' new Extra 300L aerobatic trainer last week from Guy Juntunen, the school's aerobatic instructor. The latest addition to the Bronco air fleet is used for basic and advanced spin training, unusual attitude recognition and recovery, and basic and advanced aerobatic instruction. Such instruction is helping the school respond to the pilot needs being expressed by the airline industry.

aviation students who are getting the kind of flight training in demand around the world.

"When we built our new curriculum, airlines told us they wanted pilots capable of recovering from unusual attitudes during flight," Dunlap says. "The Extra, our new aerobatic trainer, is capable of giving students experience with such recovery — in the safest way possible. It's a tremendous confidence builder."

The flight training innovations are typical of the way WMU's flight program has been designed to be responsive to industry. The new curriculum also will focus on what the industry and its regulators now view as a critical component of aviation training. Crew resource management is seen as the future of aviation training, Dunlap says. Training in CRM focuses on crew interaction and interpersonal skills, which are proving all-important in airline safety.

Dunlap says a recent review of 16 years worth of air accidents by the National Transportation Safety Board showed that as many as 70 percent of such accidents are due to human error. Such data, he says, has galvanized those promoting CRM and raised it to the forefront. Airlines now routinely screen for both technical and CRM skills when making personnel decisions.

"In the past, we focused on technical skills," Dunlap says. "CRM skills are now taught from the beginning, and business skills also have been integrated into our curriculum. There is about to be a huge turnover in the aviation industry. For example, one airline is expecting as much as a 100 percent turnover in captains in the next seven years, so it is incumbent on us to make sure our graduates leave here with a

Senate approves proposal to extend drop/add period

The Faculty Senate has approved the extension of the University's drop/add period to five business days from three, which would give students greater flexibility in arranging their schedules.

The Western Student Association offered the proposal during the senate's Oct. 3 meeting. After some discussion, the senate overwhelmingly approved the proposal. It would become effective as soon as feasible.

The senate recommendation, which now goes to President Haenicke, extends the period during which students may drop and add classes to five days, excluding weekends and holidays. It includes a 24-hour grace period for courses that meet for the first time on the final day of the drop/add period, as is currently the case.

Two-thirds of all courses in the fall of 1996 met only once or not at all during the present three-day drop/add period, according to information presented to the senate. It is the shortest such period of 15 universities surveyed, including several in the Mid-American Conference.

full bag of tricks that will help them take advantage of the opportunities they'll encounter."

To also give future graduates an edge, Dunlap says the school has been working to expand internship opportunities.

What's happening in WMU's flight program has already begun attracting the attention of students. The freshman class in the school rose from 110 last year to 150 this fall and Dunlap says the faculty are reporting an increase in the number of top quality students who are choosing the aviation curriculum.

Since part of the school's new mission is to increase opportunities for minorities and women in the aviation industry, an active high school outreach program has been implemented. Two aviation career coordinators work on behalf of the program with five Michigan high schools.

Haenicke updates senators on science project

President Haenicke had some good news and some bad news regarding the \$45.3 million project to build a Science Research Pavilion and renovate Wood Hall at last week's Faculty Senate meeting.

The good news: No program cuts will be made in the building, except for the elimination of a greenhouse, even though construction bids came in \$5 million over budget.

The bad news: Because no additional support currently is available for the project in state or private funds, the design has had to be modified and the project rebid, with the result that it will be delayed by about a year.

New bids for the project are expected next month. The retrofit of Wood Hall, where most science faculty offices are to be located, was to have been completed by June 1997.

"This delay is very regrettable, if you know under what difficult conditions many of our faculty members have to operate while the buildings are being refurbished and redesigned," Haenicke told senators Oct. 3.

"Most of you will remember what a mess we had when we remodeled Waldo Library, and had to work out of a bowling alley and a warehouse," he said. "Our library faculty really got us through that difficult period with great verve."

"Now we have all but forgotten how difficult it was to live under those circumstances for so long," he continued. "I believe we will have a similar effect when we are done with this project, and have a new science facility that is so much better than anything we have ever had."

Haenicke said that while a new greenhouse "is very important and sorely needed," it is the one program element that is missing from the redesign of the project. "So far we have been unable to avoid this one reduction," he said.

The interior demolition of Wood Hall has been completed. In July, crews drilled four working wells in what will be the

Sky Broncos play host to regional aviation contest

It's months before WMU's School of Aviation Sciences makes its final move to Battle Creek, but the school's presence will start being felt in the area when it plays host next week to a major intercollegiate flying competition.

Renovations to the terminal building at the W.K. Kellogg Airport — the first phase in WMU's construction there — are now complete and the facility will be the focus of activity Wednesday through Saturday, Oct. 16-19, when seven teams of college aviators descend on Battle Creek for the National Intercollegiate Flying Association's Region III competition. As many as 150 student flyers and their coaches and about 28 airplanes will begin arriving as early as Oct. 11 to prepare for the competition.

The seven teams will be competing for the two available regional berths to NIFA's national competition, which also will take place at WMU's new Battle Creek facility next April 29 through May 2. The seven Region III teams are Bowling Green State University, Kent State University, Ohio State University, Ohio University, the University of Cincinnati, Community College of Allegheny County in Pittsburgh and WMU. WMU's Sky Broncos have won the regional event for the past three years. As host of the national event, WMU will automatically receive a berth, but the team will still compete in the regionals. If WMU captures first or second place, the third place team also will qualify for the national event.

The regional event will mark the University's first regular presence at the new facility and the start of some ongoing flight operations there. The WMU team is expected to focus all of its activity in Battle Creek as it prepares first for the regional event and then for the national competition. The school is scheduled to complete its move to the Battle Creek facility in May, shortly after nationals.

The Sky Broncos placed second in national competition last year and have captured national top three finishes for five consecutive years.

basement of the Science Research Pavilion as part of the Bore Hole Research Laboratory. It will make the facility the nation's only one with year-round, in-house access to such well types.

Meanwhile, other crews have been installing a utility tunnel from Everett Tower to Parking Structure II and constructing new chillers and cooling towers at Kohrman and Friedmann halls. This work is part of a project to consolidate utilities in that part of the campus in preparation for the new science facilities.

Haenicke

(Continued from page one) — only not quite as fast or quite as far as we had originally proposed."

The president emphasized that it would be easy to add another 800 students to the University's enrollment if admissions standards had been reduced to include students who currently are rejected for admission.

"We have deliberated this alternative for at least the past two or three years here in the Faculty Senate," Haenicke said. "We always said we don't want to do that. And that, I think, was a wise decision, and we should stick to it."

"We have now a very competitive student body, and our admissions standards have increased significantly," he continued. "They are not prohibitively exclusive, but they are much stricter than they were some years ago. We should not, just because we need a million or two more, bring students to our campus who are not necessarily good prospects for success at the level at which we now operate."

"We are now suffering in our enrollment essentially from the great success that we had three, four and five years ago, when we brought in very large freshman classes," Haenicke said. "We have also been successful in keeping these large cohorts enrolled."

"We have retained them, and they are now graduating," he said.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Department fund-raisers seeking to achieve \$156,000 goal in this year's United Way drive

Donations are already starting to build toward the \$156,000 goal for this year's Greater Kalamazoo United Way drive on campus, which began Oct. 8 and runs through Oct. 31.

"In this short time, we will have to respond promptly to the call to give; but, together we will achieve this year's ambitious goal," wrote President Haenicke in a letter sent to employees and endorsed by employee group leaders.

This year's goal represents a 2.6 percent increase over last year's \$152,000 target. In 1995, the University raised more than \$157,000 for the local United Way, which supports nearly 60 agencies that provide human services to thousands of individuals and families in Kalamazoo County each year.

A total of 122 fund-raisers from University departments gathered for a luncheon Oct. 8 in the Bernhard Center to kick off the campaign. They heard from both a recipient of services and a participant in programs offered through United Way agencies.

"We are asking everyone in the Western family to pledge their support," Haenicke wrote in the letter. "We have a fine tradition of giving and the great success of last year's campaign was evidence of our con-

tinued leadership and commitment to our community. We want to thank all of you who have given so generously in the past. Your impact has been felt throughout the year."

He pointed out that because United Way agencies address a broad range of vital community needs, many University employees have been beneficiaries of these services.

"We are asking you to take a moment and change a life by contributing to this campaign," Haenicke wrote. "For those of you who have not participated in the past, we ask you to consider making a campaign contribution this year. Even one dollar per pay period would mean a great deal to those in need who benefit from the United Way."

"Your active support of this community endeavor helps to underscore the concern and pride we have for members of the University and Kalamazoo communities," he concluded. "Please join with us in supporting the United Way. It is one of the best opportunities we have to help our community!"

The goal for this year's community-wide United Way drive is \$7.2 million. The theme for the campaign is "Take a Moment. Change a Life."



WMUK-FM begins on-air campaign Monday

WMUK-FM (102.1), the University's public radio station, will launch its annual on-air fall fund-raising campaign Monday, Oct. 14.

The goal for the drive is \$185,000 — \$10,000 more than last year.

"As federal support for public broadcasting is eliminated, stations are beginning to feel the financial pressure," says Floyd Pientka, WMUK. "In response to the pressure, a disturbing trend has emerged as an increasing number of public radio stations adopt commercial practices like abruptly switching format, marketing aggressively or pursuing profit-making ventures. WMUK is one of a group of stations resisting those trends."

During the fund-raiser, Pientka says the station will make a special effort to emphasize the quality of its local news and the full range of the station's classical music service. These items can often be jeopardized as stations opt for cheaper, more commercial satellite-driven programming, he says.

"We've been saying it for years and years, and now it's becoming clear," Pientka explains. "Our ability to continue providing the kind of service people have been accustomed to is more and more contingent upon people being willing to support it."

Although the drive is scheduled to run through Friday, Oct. 25, Pientka notes it will end as soon as the goal is reached. In an effort to shorten the on-air drive, the station has already begun seeking contri-

butions from previous public radio friends and supporters by mail. Pientka credits a tremendous outpouring of support mailed in by listeners with bringing an early end to this year's spring campaign.

Public radio fans who do not contribute in advance can call WMUK at 7-1021 during the on-air campaign to pledge their support. Contributors may pay by check or by using MasterCard, VISA or Discover. WMU employees can make WMUK contributions through payroll deduction. Forms are available from the station.

Media

J. Kevin Corder, political science, discusses tax cuts and presidential candidates on "Focus," a five-minute interview produced by the Office of Marketing, Public Relations and Communications. "Focus" is scheduled to air at 6:10 a.m. Saturday, Oct. 12, on WKPR-AM (1420). "Focus" is also used on a regular basis by WKZO-AM (590), WGVU-FM (88.5) and several other radio stations around Michigan.

The 13th annual World Food Day Teleconference will air live from noon to 3 p.m. Wednesday, Oct. 16, on Channel 38 of EduCABLE, the University's cable television system. It also will be broadcast at the same time on Kalamazoo Community Access Channel 30. The program, titled "People Power: Harvest of Hope," will bring attention to the important role people's organizations can play in helping to ensure food security for poor communities. It will feature several experts on the topic and will emanate from George Washington University in Washington, D.C.

Libraries

There is a world of treasures at the University, and it is housed in three rooms on the third floor of the Waldo Library.

This world of treasures is the Department of Special Collections, the library's rare books and manuscripts department. Materials in the department range from a Babylonian clay tablet (2500 B.C.) to a special, limited edition printing of the poem that Maya Angelou read at President Clinton's inauguration.

Our books and manuscripts are really a collection of different collections, and they are all here to help WMU students and faculty with research and teaching. Among the many collections that we hold here are materials which anyone with a photo ID can use.

The Carol Ann Haenicke American Women's Poetry Collection has works by women poets from colonial times to cur-

On campus

ELECTRONICS WHIZ—Dealing with everything from gas chromatographs to nuclear magnetic resonance spectrometers to centrifuges is all in a day's work for Sean M. Bashaw. The electronics shop supervisor in the Department of Chemistry, he's responsible for maintaining instrumentation for that department as well as the Department of Biological Sciences and the Water Quality Laboratory. He also manufactures unique electronic devices and other pieces of equipment and handles much of the computer maintenance work. A WMU employee for nine years, Bashaw says he enjoys working in an academic environment. "I can't picture myself in an industrial setting," he says. "As long as my work is done on time and with reasonable quality, I get to be my own boss. I wouldn't get that in industry." He also likes being the expert in his area in the department. "It kind of levels the playing field," he says. "Even though I'm dealing with people who have their Ph.D.s, my opinion is respected." Bashaw holds a certificate in television repair and associate's degree in electronics technology from Grand Rapids Community College and his bachelor's degree in industrial technology from WMU. When not at work, he enjoys spending time with his wife, Connie, who works in the Career English Language Center for International Students. His hobbies include building audio equipment, fishing, camping and cross country skiing.



Human resources

Final training on new forms offered

Do you prepare P-006s for your department? Did you attend a training session in September for the new transaction and appointment forms that replace the P-006?

If for any reason you have not had training in the use of those new forms, please plan to attend the final training session from noon to 1 p.m. Friday, Oct. 18, in the Faculty Dining Room of the Bernhard Center.

Training for the new forms is essential for anyone who has reason to use them — including anyone who previously prepared the P-006s that the new forms replace. Please make a reservation to attend by calling Amy at 7-3620. For this brown bag session, please bring a sack lunch or purchase one from the cafeteria prior to the noon starting time.

Open enrollment is through Oct. 18

Open enrollment for health-medical insurance is under way and will continue through Friday, Oct. 18. During open enrollment, benefits-eligible employees and retirees (under the age of 65) can change health-medical plans, add eligible dependents to their coverage or change HMO primary care physicians.

If you would like to make any of these changes to your health-medical insurance, open enrollment is your once-a-year opportunity to do so. There is a small amount

of paperwork that must be completed to initiate any of these changes.

All the necessary forms can be found on a table outside the human resources benefits office, 1310 Seibert Administration Building. Employees can stop by at their convenience to complete the appropriate forms. Changes will take effect Nov. 4, and any change in payroll deduction will begin with the Nov. 26 paycheck.

Nominations due for awards

Nominations for the second quarter Staff Service Excellence Awards are due Tuesday, Oct. 15.

There are many outstanding employees worthy of this award designed to recognize excellence. Do you work with such an employee? By nominating this peer, supervisor or support person for a Staff Service Excellence Award, he or she becomes eligible to win a \$50 gift certificate to a designated University facility and a commemorative certificate. Your nomination helps the Staff Service Excellence Committee honor our outstanding WMU staff.

All regular part- and full-time staff members are eligible for nomination. Nomination forms can be obtained from the Department of Human Resources at 7-3620. Completed forms should be submitted to Anne E. Thompson, human resources, before 5 p.m. Oct. 15. You also can also submit a nomination by e-mail (anne.thompson@wmich.edu).

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) **Administrative Assistant**, P-01, Intercollegiate Athletics, 96/97-135, 10/8-10/14/96.

(R) **Internal Auditor**, P-06, Internal Audit, 96/97-136, 10/8-10/14/96.

(C) **Occupational Therapist II**, P-04, Center for Developmentally Disabled Adults, 96/97-137, 10/8-10/14/96.

(R) **Appliance Repair Person**, M-5, Physical Plant-Maintenance Services, 96/97-138, 10/8-10/14/96.

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

(C) Conversion

(R) Replacement

WMU is an EO/AA employer

Obituary

Jean Malmstrom, emerita in English, died Oct. 1. She was 88.

A WMU faculty member from 1948 to 1978, she was the author or co-author of 10 textbooks and many articles on linguistic applications in the teaching and learning of secondary and college language arts. She received both the WMU Alumni Teaching Excellence Award and the Michigan Council of Teachers of English's Charles C. Fries Award in recognition of her superior classroom skills.

Malmstrom served as president of MCTE and as a director of the National Council of Teachers of English. She was active on several committees for both councils, and also was a member of many other professional organizations.

Persons may make memorial contributions to the Malmstrom Scholarship Fund in care of the WMU Foundation.

Exchange

FOR SALE — Motorola cellular bag phone. Excellent condition. \$50. Call Michelle at 7-5286.

Calendar

The master calendar maintained by the Office of Marketing, Public Relations and Communications for use in Western News is available through Gopher on the VMScluster. Currently, there are three calendars available: October events; November events; and future events, which run from December 1996 through December 1997. 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. The calendars also are available through WMU's home page on the World Wide Web under University Information.

Thursday, October 10

- (thru 13) Exhibition, Homecoming photos, memorabilia and promotional materials, third floor, Waldo Library.
- (thru 23) Exhibition, paintings by the late Sebastian Buffa, 1978 WMU graduate, showcases, Sangren Hall, weekdays, 7 a.m.-10:30 p.m.; Saturdays, 6 a.m.-10:30 p.m.; and Sundays, noon to midnight.
- (and 11) Exhibition, sculpture by Julian Stark, BFA candidate, Rotunda and South Galleries, East Hall, 10 a.m.-5 p.m.
- (thru 16) Exhibition, "WMU Department of Art Faculty Show," Dalton Center Multi-Media Room, Mondays thru Saturdays, 10 a.m.-4 p.m.
- (thru 23) Exhibition, graphic design for book, "Transcendence," by Gary Koepke, Koepke International, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.
- (thru 31) Exhibition, mixed media sculpture by Margaret Wharton, Chicago artist, Space Gallery, Knauss Hall, Mondays thru Thursdays, 10 a.m.-4 p.m.
- "Gathering of Women," Faculty Dining Room, Bernhard Center Public Cafeteria, noon-1 p.m.
- Visiting Scholars and Artists Program lectures, Jyl Lynn Felman, writer, cultural activist and performance artist: "Multiple Identities in the College Classroom: Sex, Race, Class and Gender, fourth floor, Moore Hall, 9 a.m.; and "Navigating Multiple Identities in a Multicultural World: Sexism, Racism, Homophobia and Anti-Semitism," 208 Bernhard Center, 7 p.m.
- Visiting Scholars and Artists Program lecture, "String-Theory, Elliptic Curves and Cohomology," Haynes R. Miller, professor of mathematics, Massachusetts Institute of Technology, Commons Room, sixth floor, Everett Tower, 4 p.m.
- *Guest artist/faculty recital, jazz duo Gene Bertoncini, guitar, and Thomas Knific, bass, Dalton Center Recital Hall, 8 p.m.

Friday, October 11

- Hispanic Heritage Month lecture, "Minorities in the Workplace and the Glass Ceiling," Ray Suarez, host of National Public Radio's "Talk of the Nation," South Ballroom, Bernhard Center, 10:30 a.m.
- Faculty development services New Faculty Colloquium Series, Lynne C. McCauley, Center for Academic Support Programs, and Cindy Overly, Academic Skills Center, 159 Bernhard Center, noon-1 p.m.; to register call 7-5305.
- Brown bag Bible study group, "The Experience of Racism," Kanley Chapel Social Room, noon-1 p.m.
- Doctoral oral examination, "Integrity of Digraphs," Robert Vandell, mathematics and statistics, Commons Room, sixth floor, Everett Tower, 3:10 p.m.; refreshments, 2:45 p.m.

Annual Peace Week scheduled for Oct. 12-21

Boston-based writer and lecturer Holly Sklar will give the keynote address during the 15th annual Peace Week at the University Saturday through Monday, Oct. 12-21. She also will present the sixth annual Winnie Veenstra Peace Lecture during the week.

Peace Week is organized by a coalition of campus and community peace and justice organizations. The theme this year is "If you want peace, work for justice."

Sklar's keynote address, "Your Future Is at Stake: Seeking Solutions — Not Scapegoats — For the Dying American Dream," is scheduled for 8 p.m. Thursday, Oct. 17, in 2303 Sangren Hall. She will present the Winnie Veenstra Peace Lecture, featuring a showing of the film "Holding Ground," at 3:30 p.m. the same day in 3760 Knauss Hall.

Sklar is the author of several highly acclaimed books, a columnist for Z Magazine and a contributor to numerous anthologies, newspapers and magazines such as The Nation, the Philadelphia Inquirer and USA Today.

Peace Week will start with two special events. "Indigenous Peoples Day Celebration" is scheduled for 6 to 9 p.m. Saturday, Oct. 12, to mark the grand opening at 246 N. Kalamazoo Mall of World Tree, Kalamazoo's new multi-cultural community center for peace, justice and mother earth. At 2 p.m. Sunday, Oct. 13, there will be an "Interfaith Service to Celebrate Kalamazoo's Children" at Mount Zion Baptist Church, 120 Roberson.

Three other lectures also will be featured as part of Peace Week: "Non-violent Struggles for Justice in the Sudan" by Julia Aker Duany, activist and women's studies scholar from Sudan, Monday, Oct. 14, in 2302 Sangren Hall; "Jobs with Justice: The Detroit Newspaper Strike" by Damon Hartley, international award-winning photographer from the Detroit Free Press, Tuesday, Oct. 15, in 2304 Sangren Hall; and "Rwanda and Burundi: Lessons To Be Learned" by a speaker to be announced Monday, Oct. 21, in 2302 Sangren Hall. All begin at 7:30 p.m.

most prestigious awards given by the association.

Despite the significant amount of time he spends on research, Poling is also known in the Department of Psychology for his teaching abilities. He teaches a variety of classes during the course of the academic year and also spends a great deal of time helping WMU students develop their potential as researchers.

"Even more important as a teacher is his contribution to the development of the writing and research skills of our graduate students," wrote a colleague. "From him they learn to conduct research, to critique the research of others, to identify appropriate journals and to prepare their results for publication. Before they leave our program, they also learn from him a great deal about obtaining research funding. In our graduate program, he clearly functions as a highly effective model and tutor with respect to scholarly and scientific behavior."

Poling (Continued from page one)

He is the recipient of five grants totaling more than \$500,000 from agencies that include the National Institute on Drug Abuse, the National Institute on Mental Health and the National Institutes of Health. Competition for these federal funds is fierce, with only the top applicants receiving grants. Poling's success in this area has been called "remarkable."

"As one surveys Alan's work, what is most impressive is the consistently high quality of his academic accomplishments and the unflagging constancy of productivity," wrote a colleague from another institution. "He is a phenomenon."

The breadth and quality of Poling's accomplishments have been recognized by two divisions of the American Psychological Association, which have granted him Fellow status. Only those psychologists who have made the most significant scholarly contributions to the disciplines are honored with this status, one of the



ALL ABOARD THE BRONCO BUS — Students participating in Homecoming activities Friday afternoon climbed aboard the new Metro Transit Bronco Bus for its inaugural ride around campus. The bus, unveiled during Homecoming festivities in Goldsworth Valley, is painted brown and features a special treatment of the WMU seal in gold along with the University's new theme, "A World of Difference." "Our goal is to stimulate and reflect campus spirit and extend it to the larger community through the Bronco Bus," said Theresa A. Powell, vice president for student affairs. Her office initiated the project with the support of the Office of the President and the other vice presidents through the University's CommUniverCity and Presidential Spirit committees. The bus will be rotated through all 19 Metro Transit routes over the course of the next year.

Educational leadership seminar, "Site-Based Decision-Making: Dealing with White Water," Robert D. Spencer, superintendent, Battle Creek Lakeview School District, 3310 Sangren Hall, 3 p.m.

*(thru 12 and 17 thru 20) University Theatre production, "The Secret Garden," Shaw Theatre: Oct. 11, 8 p.m.; Oct. 12, 2 and 8 p.m.; Oct. 17-19, 8 p.m.; and Oct. 20, 2 p.m.

*Performance, recording artist Johnny Cash, Miller Auditorium, 8 p.m.

*(thru 13) Kalamazoo Film Society showing, "Cold Comfort Farm," directed by John Schlesinger, 2750 Knauss Hall: Oct. 11-12, 8 p.m.; and Oct. 13, 2:30 p.m.

Saturday, October 12

Visiting Scholars and Artists Program lecture, "Elliptic Moduli in Algebraic Topology," Haynes R. Miller, professor of mathematics, Massachusetts Institute of Technology, 1110 Rood Hall, 11 a.m.

Office for Lesbian, Bisexual and Gay Issues National Coming Out Day videos, 3770 Knauss Hall: "The Incredibly True Adventures of Two Girls in Love," 3 p.m.; and "The Sum of Us," 5 p.m.

*Hockey, WMU vs. the University of Toronto, Lawson Arena, 7 p.m.

Sunday, October 13

Concert, University Symphony Orchestra, Miller Auditorium, 3 p.m.

Monday, October 14

*(thru 16) Management development workshop, "The Seven Habits of Highly Effective People: A Three-Day Workshop," Fetzer Center, 8:30 a.m.-4:30 p.m.; to register call 7-3232.

(thru 18) Exhibition, painting by Geoff Mitchell, BFA candidate, Rotunda and South Galleries, East Hall, weekdays, 10 a.m.-5 p.m.; closing reception, Friday, Oct. 18, 5-8 p.m.

"Enhancing Teaching with Technology" program, "Using Web Resources to Create Effective Undergraduate Research Assignments," Judith M. Arnold and Elaine Jayne, both University libraries, Stewart Tower conference area, University Computing Center, noon-1 p.m.; to register call 7-5430.

Doctoral oral examination, "Gender Discourse in Small Learning Groups of College-Level Developmental Mathematics Students," Allen Emerson, mathematics and statistics, Commons Room, sixth floor, Everett Tower, 2 p.m.

Peace Week lecture, "Non-violent Struggles for Justice in the Sudan," Julia Aker Duany, activist and women's studies scholar from Sudan, 2302 Sangren Hall, 7:30 p.m.

Tuesday, October 15

Doctoral oral examination, "The Mediating Effects of Religiosity and Irrational Beliefs in the Differential Experiences of Depression and Guilt in Gender-Traditional and Gender-Nontraditional Men," Daniel L. Snyder, counselor education and counseling psychology, 3208 Sangren Hall, 8 a.m.

Meditation group, Kiva, Faunce Student Services Building, 8-8:30 a.m.

"Rediscovering Latin America" lecture series, "The Moral Value of Work: Devil Stories and Class Identity in Cuenca, Ecuador," Ann Miles, anthropology, Lee Honors College, 7 p.m.

*Volleyball, WMU vs. Valparaiso University, University Arena, 7 p.m.

Peace Week lecture, "Jobs with Justice: The Detroit Newspaper Strike," Damon Hartley, international award-winning photographer from the Detroit Free Press, 2304 Sangren Hall, 7:30 p.m.

Concert, 20th annual Western String Festival, Miller Auditorium, 7:30 p.m.

Wednesday, October 16

School of Music Convocation Series concert, Student Musicale, Dalton Center Recital Hall, 2 p.m.

Women's soccer, WMU vs. Lewis University, WMU Soccer Complex, 3 p.m.

Thursday, October 17

"Gathering of Women," Faculty Dining Room, Bernhard Center Public Cafeteria, noon-1 p.m.

Events with Natalya Antonova, piano, guest artist from the Eastman School of Music, Dalton Center Recital Hall: master class, 3 p.m.; and recital, 8 p.m.

Peace Week lectures by Holly Sklar, author and activist: "Creating Peace by Working for Economic Justice," 3760 Knauss Hall, 3:30 p.m.; "Your Future Is at Stake: Seeking Solutions — Not Scapegoats — For the Dying American Dream," 2303 Sangren Hall, 8 p.m.

Slide lecture, "Transcendence," Gary Koepke, Koepke International, 2302 Sangren Hall, 7 p.m.; reception following in Gallery II.

*Admission charged