



WESTERN NEWS

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November 21, 1996

Project helps grandparents who become parents again

Between 1982 and 1992, Census Bureau figures show the number of grandparent-headed households in this country increased by 40 percent. Experts estimate that grandparents have stepped in to rescue more than 3.2 million of their grandchildren from faltering families, drugs, physical abuse and violent crime.

To help grandparents as they return to the role of care-givers, representatives of WMU and Kalamazoo education and social service agencies have developed a new set of materials that will be available Dec. 1 for use by grandparent support groups around the state.

The Michigan Family Independence Agency's Strong Families/Safe Children Program awarded a \$65,000 grant to the Kalamazoo community last spring to support the 10-month project, which is based at WMU. The eight-unit course focuses on topics crucial to those who have become either partially or wholly responsible for the care and well-being of their grandchildren. Areas covered include the legal, physical and emotional hurdles that grandparents who are care-givers may encounter.

Gap two generations wide

"When you become a parent, you have nine months to get ready and then you get an infant who sleeps 12 hours a day," says Linda L. Dannison, chairperson of family and consumer sciences and co-director of the project. "For grandparents unexpectedly assuming the role of parents to their own grandchildren, the only warning may be a phone call or knock on the door in the middle of the night. And then, all of a sudden they are dealing with children of various ages and with personalities and problems of their own. We're not talking about a generation gap. We're talking about a gap that is two generations wide."

Co-directing the project with Dannison is Ann Nieuwenhuis, director of the Kalamazoo County Extension of Michigan State University Extension. The pair worked in cooperation with the Kalamazoo

County Strong Families/Safe Children Coordinating Council, which represents 30 community organizations. Also involved in the work are Kalamazoo County family and social service professionals, an area attorney and local senior citizens who either serve in an administrative capacity with senior service organizations or who have experience parenting their own grandchildren.

Concrete information needed

Nieuwenhuis, who worked with a local grandparent focus group that developed the idea of producing a curriculum to address such problems, says the eight members of the focus group were all care-giving grandparents with a clear understanding of the needs.

"They need concrete information. They need knowledge. And they need help putting it all together," Nieuwenhuis says. "They told us their number one need is respite and, while the curriculum can't provide that, one chapter focuses on building relationships that can provide relief. Their other major needs are information about legal and financial issues."

While no one knows the exact number of Kalamazoo area grandparents who have partial or total responsibility for raising their grandchildren, Nieuwenhuis says, they can be found in all segments of society and in ages ranging upward from the mid-30s.

Grandparents are called on to act as parents again when their own children die, become ill or are unable to parent because of substance abuse, mental health or other problems, Dannison notes. About 5 percent of all American families are families with children headed by grandparents.

"It is something that we've always seen, but it is now becoming a nationwide trend," Dannison says. "For many of our nation's youth, grandparents serving as custodial parents are the unsung heroes that may well save our children."

To help those unsung heroes adjust to the demands of becoming parents again,

project staff members designed a curriculum that will make the growing number of grandparent support groups more effective. Because custodial grandparents don't have a convenient network of other parents, such support groups are critical in helping grandparents negotiate the demands of being a parent again, Dannison says. Churches, continuing education programs and senior services centers are among the organizations that most frequently sponsor a grandparent support group.

Since grandparents are often unprepared for the financial, emotional and physical toll of parenting the second time around, the curriculum is designed to step them through the parenthood maze as well as learn to handle the emotional, physical and legal ramifications of dealing with children in the midst of family crisis. Curriculum materials include both a guide for leaders of grandparent support groups as well as a textbook for group participants.

"Particularly in the legal areas, we've provided them with some things that have

(Continued on page four)

Libraries launch two-year project to train faculty and students in emerging technology

A two-year project designed to boost faculty and student use of the Internet and World Wide Web has been launched by University libraries and will be in full swing during the winter semester.



Healy

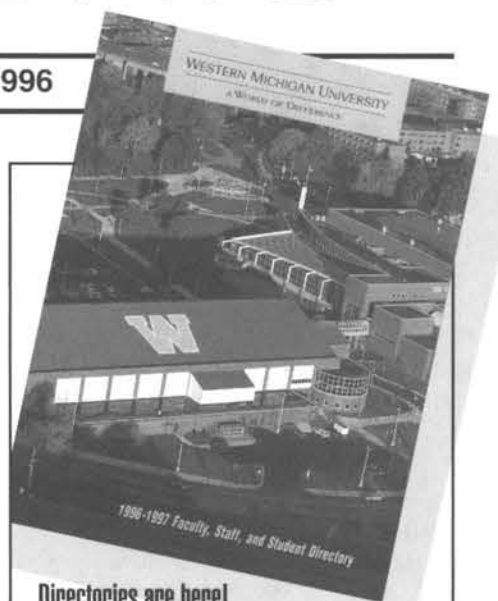
Helen Healy, University libraries, has been assigned to direct the Internet Training Project, which will use a series of hands-on training events to help individuals become aware of discipline-specific resources on the Internet and proficient in the use of those resources. The project will utilize a variety of formats ranging from day-long and multi-day training sessions to "early bird" workshops, brown bag lunches, classroom presentations and individual training sessions.

The focus of each session will be learning to use the Internet and the Web as a research, communication or teaching tool.

"It's our sense that we're hitting right at a point of high demand," Healy says. "There's a critical mass right now in terms of awareness and it is becoming imperative that today's students and faculty are not only aware of the Internet and its capabilities but proficient in its use."

Healy says a few workshops have been offered through the project this semester, but a much wider array of events already are set for the winter semester. "Early bird" workshops, scheduled for 9 to 11 a.m., will be offered every two to three weeks this winter. The first several will be devoted to delivering specific information about available resources in the health sciences, the sciences, on-line funding sources for research and use of the FirstSearch system databases. A series of workshops on using the Internet for teaching and research also is being developed for members of the College of Education.

Healy notes that early efforts will concentrate on faculty members and graduate students. At some later point, undergraduates also will be offered workshops tailored to their needs. Healy says she is open to suggestions for workshops on specific topics as well



Directories are here!

The 1996-97 Faculty, Staff and Student Directories have been published and are being distributed on campus. Compiled by the Department of Telecommunications and the Office of Marketing, Public Relations and Communications, the books feature a shot of the Read Fieldhouse/Student Recreation Center complex on the cover. Offices that receive too few — or too many — copies should contact Jean M. Cheever, telecommunications, at 7-2329.

Bronco bins

Bright yellow recycling bins soon will be springing up on campus like brown-eyed Susans. The first shipment of the new bins is enough to cover about half the campus, according to Carolyn R. Noack, recycling, shown here surrounded in her office. The receptacles, which have brown lettering that says,

"WMU Recycles," will be phased in and more purchased as funds become available. At the top of the list to receive them are the Seibert Administration

Building, Schneider Hall, the Bernhard Center, the University Computing Center, Waldo Library, Miller Auditorium and Sangren Hall. Last year, the University recycled about 1,600 tons of materials (for more recycling facts, see "Did you know?" on this page).



Did you know?

- In 1995-96, the University recycled about 1,600 tons of materials.
- That 1,600 tons accounted for 34 percent of the total waste stream of some 4,700 tons.
- It would have cost the University about \$46,000 to send the recycled materials to a landfill. It cost less than \$29,000 to recycle those materials.



INFORMATION DAY — Potential master's and doctoral students had the opportunity to find out about graduate studies at WMU during the Graduate College's annual Graduate Information Day for Diversity Students Nov. 13 in the Bernhard Center. Griselda Daniel, left, Graduate College, who organized the event, encouraged students to use the occasion to network as well. Pictured with her are, from right: Tasha R. Paul, who holds her bachelor's and master's degrees from WMU and currently is a social worker with the Grand Rapids Public Schools; Eric M. Smith, a senior from Detroit; and Maria de los Angeles Almaguer, a graduate student from Kalamazoo. The session, which included a complimentary lunch, covered topics such as assistantships, admission, financial aid, entrance examinations, and various programs and requirements.

Book chronicles 60 years of health care in the region

Sixty years of West Michigan health care are explored through the words of some of the area's best known names in medicine in a book just published by historians at WMU.

"Progress in the Practice of Medicine, 1930 to 1990," Volume 3 in the Alexander Oral History Project, was published in October by the Department of History. The book includes information compiled by the late C. Allen Alexander who, during the 1980s, taped more than 150 hours of interviews with 25 of his health care colleagues. The interviews were done with such well-known area physicians as pediatrician Frederick J. Margolis, pharmaceutical executive E. Gifford Upjohn and internal medicine specialists John Littig and Doyle E. Wilson.

Alexander, Kalamazoo's first black surgeon, lived just long enough to see his autobiography printed before he died last December at age 95. "C. Allen Alexander, M.D., An Autobiography" was the first book in the projected three-volume series. Volume 2, "Social Changes in Western Michigan, 1930 to 1990," will be published next year. The books are being published with the support of the Irving S. Gilmore Foundation of Kalamazoo.

Edited by Robert J. Hahn, emeritus in history, the latest book includes interviews with 19 physicians in various specialties, two nurses, two hospital administrators and two representatives of the pharmaceutical industry. Their discussions cover the introduction of new diagnostic tools and improved medicines as well as advanced surgical techniques and technologies that dramatically reduced suffering and extended human life.

Upon his retirement in 1977, Alexander set out on an ambitious oral history project.

His aim was to trace the vast changes he had witnessed in his lifetime, which exactly spanned the 20th century. He taped his own memoirs as well as the interviews with colleagues in the medical profession and representatives of the various ethnic groups he had encountered in his practice.

The new book focuses on the extraordinary progress achieved in medical science and practice during the mid- to late-20th century, says Paul L. Maier, history, who is directing the oral history project. The result, he says, is a very honest portrait of 20th century medicine that will be helpful to historians and sociologists as well as those in the medical professions.

"Convinced that his medical colleagues would otherwise carry their memories of early medical practice in West Michigan to their graves," Maier says, "Alexander undertook an ambitious series of tape-recorded interviews of generalists and specialists in the field of medicine in which they responded to his penetrating questions about health care 'then and now.'"

Alexander's interview subjects range from physicians like Robert A. Fabi, Marshall A. MacDonald and James C. Breneman, who are still practicing in the Kalamazoo area today, to a number of retired specialists. Nearly all spent their professional careers in West Michigan, but a few had only loose ties to the area. Several have died since the mid-1980s and early-1990s, when the interviews were done. They include Alexander's close friend and medical school colleague Leonidas H. Berry. Berry, who had a distinguished career at Provident Hospital in Chicago, died just two hours after Alexander on Dec. 4, 1995.

The interviews from a decade ago, Maier notes, revealed the emergence of major problems that have become critical issues today. These include the escalating costs of medical care, deteriorating doctor/patient relationships, wasteful competition between hospitals and physicians, intrusion into medical practice by insurance companies and the government, skyrocketing malpractice insurance costs caused by litigation, and disenchantment among some physicians.

Interviews touch on topics as varied as the frequency and eventual demise of house calls, the fight for fluoridation of drinking water, changes in the public's perceptions of mental diseases, advances in obstetrics and the growth of such physician specialties as cardiology and family practice. The issue of duplication of medical facilities is explored in several discussions including one sure to trigger the memories of Kalamazoo area readers — the "helicopter

Weaver says Molde's contract will not be renewed

Athletic director Jim Weaver has announced that he will not renew the contract of head football coach Al Molde when it expires Dec. 31. Molde is finishing his 10th year as head coach of the Broncos.

Weaver made the announcement at a news conference Nov. 20. His recommendation was approved Nov. 19 by President Haenicke.

Weaver said that the decision was not based on win-loss records. "It is the fact that the recruiting process has been severely damaged," said Weaver in a prepared statement. "This recruiting damage is the result of the past month's very public debate about private discussions that I had with the coach concerning his future." This

was in reference to a private discussion in which Weaver offered Molde an option of entering athletic administration after the season if his contract was not renewed.

When asked about Molde's assistant coaches, whose contracts are up for renewal at the end of February, Weaver stated that the new coach would assemble his own staff and that he would be encouraged to interview the current assistants if they had an interest in staying at WMU.

"I will be starting the search for a new head football coach beginning today," Weaver said. "I hope to have that new coach in place just as quickly as I can, so that we can restore confidence in the recruiting process and actively recruit student athletes."

Senior Pakistani officials tap HCOB expertise

The Haworth College of Business has added another international client to the growing list of organizations that are taking advantage of its expertise in providing specialized professional training.

The Pakistan Audit Department has awarded a \$54,000 grant to fund an on-campus executive seminar series developed by Inayat U. Mangla, finance and commercial law, and Jarnshed Y. Uppal, a finance professor at Catholic University of America in Washington, D.C.

The series, "Human Resource Management in the Information Age," is designed

to improve the audit department's financial reporting and auditing procedures. Specially tailored to the department's needs, it began Nov. 16 and will run through Dec. 13. Mangla, director of WMU's master of business administration degree program, and Uppal are co-directing the series.

Eight senior Pakistani officials are participating in the four-week program, which consists of three seminars supplemented with site visits to private and public organizations, invited speakers and related professional development activities. Seminar faculty come from all Haworth departments and include representatives from other areas of the University as well as Pharmacia & Upjohn.

Both Mangla and Uppal are Pakistan natives and formerly worked for the government of Pakistan. They proposed the series after learning of an initiative launched by Pakistan's auditor general in association with the World Bank and the International Development Association. Known as the Project for Improving Financial Reporting and Auditing, the initiative is being supported by a multi-million-dollar award to Pakistan from the World Bank.

The project's three- to five-year goal is to provide Pakistan's federal and provincial governments with reliable and relevant information in a more timely fashion through increased use of information technology and standardization. WMU's grant was in the area of human resource management.

(Continued on page four)



Promoting quality service

Employees of the maintenance services division of the physical plant learned the keys to providing quality service to customers during half-day training sessions last week at the Fetzer Center.

Some 120 tradespersons, supervisors and residence hall directors participated in a program called "At Your Service." The presentation by Competitive Shopping Services of West Bloomfield was sponsored by maintenance services, residence hall facilities and the Office of Quality Management.

"The reason for this training program is twofold," said Peter J. Strazdas, manager of maintenance services, who is pictured here, from right, with carpenters Patrick L. Lem and Stacie J. Dineen and trainer Kay T.C. Clifford of Competitive Shopping Services. "We wanted to give our employees the opportunity to learn how to better deliver services to meet customer needs. We also wanted them to better understand the internationalization of our campus."

The practical, results-oriented seminar was specifically developed for maintenance employees. Goals included raising the awareness of the importance of customer service, developing sensitivity to cultures of international students and staff, and providing additional strategies to respond to campus customers with a positive customer service approach.

WESTERN NEWS

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Western News is distributed without charge to faculty and staff members, retirees and friends of the University, and is available at several campus locations.

Deadline: Items to be considered for publication should be submitted to the Office of Marketing, Public Relations and Communications by noon Tuesday of the week of publication. Offices that receive too many copies — or too few copies — are asked to call 387-8400. WMU is an equal opportunity/employer/affirmative action institution.



WESTERN MICHIGAN UNIVERSITY

A WORLD OF DIFFERENCE

28 eligible for induction into 25 Year Club

Twenty-eight faculty and staff members who have completed 25 years of continuous service at the University are eligible for induction into the 25 Year Club at the annual banquet Tuesday, Dec. 3, in the North Ballroom of the Bernhard Center.

The club, which will now have 317 active and 279 retired members, was founded in 1982 with 98 charter members.

Those eligible for induction at this year's banquet are: Michael B. Atkins, industrial and manufacturing engineering; Steven T. Berger, aviation sciences; Robert G. Bowsher, Jr., physical plant-building custodial and support services; Regina E. Buckner, University libraries; Michael J. Clark, speech pathology and audiology; Seamus A. Cooney, English; Suhashni Datta-Sandhu, political science;

Douglas H. Dommert, Sindecuse Health Center; Robert W. Felkel, interim chairperson of foreign languages and litera-

tures; James M. Ferreira, history; Stephanie A. 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 Business and Finance; Robert R. Lassiter, physical plant-maintenance services; Gerald E. Markle, sociology; John L. Mason, electrical and computer engineering;

David H. McKee, University libraries; Joseph J. Odehnal, physical plant-maintenance services; Thomas K. Pfau, chemistry; John D. Satterfield, physical plant-maintenance services; Joseph P. Stoltman, geography; Robert F. Wait, sociology; S. Gwen West, comparative religion; Edgar J. Zumburs, physical plant-administrative services; and Ramon Zupko, music.

The 25 Year Club was established by the Board of Trustees as a way to recognize the valuable contributions made to the University by its employees who have committed their careers to WMU. New members receive a 25-year service pin and framed certificate, and they may choose from a selection of commemorative gifts. New, active and retired members are guests of the University for the evening.

No News next week; final fall issue Dec. 5

There will be no Western News published Thursday, Nov. 28, because of the Thanksgiving holiday. The last issue of the News for the fall semester will be published Thursday, Dec. 5. The deadline is noon Tuesday, Dec. 3.

Workshop scheduled on finding funding on WWW

Using the World Wide Web to find external funding for research will be the topic of a free faculty workshop Friday, Nov. 22.

The hands-on workshop, scheduled for noon to 1:30 p.m. in 2033 University Computing Center, will explore program guidelines, awards lists and forms that are available on the Web as well as tips for proposal writing. Wil B. Emmert, research and sponsored programs, will lead the workshop which, will cover such topics as National Science Foundation forms available on line, the Illinois Research Information Service database of funding opportunities and the Federal Register.

The workshop is open to the first 10 persons who register by calling John Willsea in the Office of the Vice President for Research at 7-8298.

Service

These employees are recognized for five, 10, 15, 20 and 25 years of service to the University in November:

25 years — Richard L. Piper, logistical services.

20 years — Greg J. Brown, logistical services-stores; Charles J. Dineen, physical plant-maintenance services; Diana L. Garnaat, physical plant-building custodial and support services; and Janice R. Harbach, occupational therapy.

15 years — William L. Jones, physical plant-building custodial and support services; and Betty L. Kirk, physical plant-building custodial and support services.

10 years — Vimla Bafna, admissions and orientation; Berwin Bergman, physical plant-maintenance services; Elizabeth A. Campbell, biological sciences; Shirley J. Campbell, archives; Barbara E. Cook, College of Engineering and Applied Sciences; Doreen Cooks, Henry/Hoekje/Bigelow dining service; Steven Cowley, physical plant-maintenance services; Bess Hubbard, counselor education and counseling psychology; Susan H. Mundo, Henry/Hoekje/Bigelow dining service; Anita L. Tums, teacher certification; Stacy L. Vallier, external affairs-development; Cindy A. Volk, residence hall facilities; and Lucille M. Johnson, physical plant-building custodial and support services.

Five years — Chad H. Avery, physical plant-landscape services; Timothy R. Cobbs, physical plant-maintenance services; David F. Florida, University computing services; Cynthia K. Johnson, physical plant-building custodial and support services; Vivian I. Pankey, physical plant-

building custodial and support services; Randy A. Randt, physical plant-building custodial and support services; Mark L. Smith, power plant; Robin L. Wall, Sindecuse Health Center; Janice L. Wilson, College of Health and Human Services; and John N. Worthy, physical plant-building custodial and support services.

Recycling

With the arrival of the new Faculty, Staff and Student Directories on campus, offices are asked to recycle their old campus telephone books by placing them in boxes near recycling bins and marking them for recycling.

In addition, persons who don't plan to use the America Online diskette wrapped with the directories should reformat it for other uses rather than throwing it away.

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) **Financial Clerk IV**, S-06, Intercollegiate Athletics, 96/97-172, 11/19-11/25/96.

(R) **Secretary III** (20 Hours/Week; Term Ends 5/31/99), S-06, Mathematics and Statistics, 96/97-173, 11/19-11/25/96.

(R) **Secretary I**, S-04, Admissions and Orientation, 96/97-174, 11/19-11/25/96.

(R) **Research Associate** (20 Hours/Week; Term Ends 6/30/97), P-04, Center for Science Education, 96/97-175, 11/19-11/25/96.

On campus



SLICE OF LIFE — Sheryl L. Nickel brings to her position as director of residence hall life experience in many different areas of the student housing field. She joined the WMU staff in 1987 as a residence hall director. Since then, she also has worked on the operations side of the shop as assistant manager of residence hall facilities, then as assistant director of residence hall life and as acting director of residence hall life before being named to her present position in 1993. She's responsible for the overall direction and leadership of the residence hall life office, which oversees 22 residence halls and about 5,600 student residents in collaboration with the Office of Residence Hall Fa-

cilities. She and her staff plan programs and other activities designed to complement students' academic and personal development. They give direction to and support several organizations in the halls, such as hall councils, the Residence Hall Association and the Bronco Buddies, creating opportunities for students to become involved in issues that affect their lives. Nickel also works with student judiciaries and the University Counseling and Testing Center on such issues as conflict resolution, student conduct and crisis intervention. An emerging area in the residence halls involves tying them even more closely with the academic mission of the institution, Nickel says, intentionally emphasizing student learning and connecting the residence halls to the curriculum. She cites the First-Year Initiative program launched last fall in Garneau-Harvey halls in cooperation with the Center for Academic Support Programs and several other departments on campus. The effort encompasses several sections of University 101 which are taught in the halls, along with numerous on-site Academic Skills Center programs and services, such as college success sessions, Supplemental Instruction and content area tutoring. Nickel says she especially enjoys teaching one of those 101 sections as well as making presentations at other classes. "That gets me more in tune with what issues are important to students," she says. She also maintains an open door policy and makes every effort to see students as soon as possible. A graduate of the University of Wisconsin-La Crosse, Nickel earned her master's degree from the University of Wisconsin-Stout. She was a hall director at the University of Wisconsin-Eau Claire for six years before joining the WMU staff. When not at work, she enjoys spending time with her three-year-old son Zach, gardening, hiking, playing piano, traveling and serving as a host to international visitors.

Human resources

MPSERS sets pre-retirement meeting

The Michigan Public School Employees Retirement System (MPSERS) will play host to a pre-retirement informational meeting from 4 to 6 p.m. Wednesday, Dec. 4, in Rooms A, B and C at the Kalamazoo Valley Intermediate School District office.

Any University employee who has a MPSERS retirement plan is invited to attend free of charge. The session will be particularly helpful to those employees planning to retire within two years. A question-and-answer period will follow a presentation on these topics:

- Requirements to receive a pension
- How to compute a monthly pension
- How to apply for a pension
- How to earn service credit

- How to buy additional service credit
- Health, dental and vision insurance
- Benefits available to survivors

The Kalamazoo Valley Intermediate School District building is located at 189 E. Milham in Portage. If the building is closed due to inclement weather, the meeting will be canceled. Any questions about the meeting can be addressed to Don Dimitroff at (517) 322-6086. If you have speech or hearing difficulties and need assistance, please contact the Michigan Relay Center at 1-800-649-3777. If you have other disabilities and require special assistance, please contact MPSERS at (517) 322-6000.

Media

Two faculty members will be guests in the coming weeks on "Focus," a five-minute interview produced by the Office of Marketing, Public Relations and Communications. "Focus" is scheduled to air on these Saturdays at 6:10 a.m. on WKPR-AM (1420) with the following speakers and topics: Maureen A. Pettitt, aviation sciences, on the influence of human factors on aviation safety, Nov. 23; and Joseph J. Belonax, marketing, on how grocery stores are looking for new ways to attract customers, Nov. 30. "Focus" is also used on a regular basis by WKZO-AM (590), WGUV-FM (88.5) and several other radio stations around Michigan.

Zest for Life

Is the stress of the holidays and work starting to get to you? If so, plan to attend Zest for Life's December Expert Express on massage therapy from noon to 12:30 p.m. Wednesday, Dec. 4, in the Faculty Lounge of the Bernhard Center.

Teresa E. Brady, a Zest for Life graduate assistant, will provide an interactive discussion and demonstration on massage. Brady also is completing her certification in massage therapy at the Kalamazoo Center for the Healing Arts.

Exchange

FOR SALE — Toshiba BD 9110 copy machine with 25 bin sorter. \$1,000. Call Judy in the admissions office, 7-2014, 8 a.m. to 5 p.m. Mondays through Fridays.

FOR SALE — Smith-Corona word processor with 14-inch monitor. MS-DOS compatible. Used once. \$225. Call 372-1951.

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: November events; December events; and future events, which run from January 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, November 21

*Management development workshop, "Selecting and Interviewing Employees: Effective Hiring Practices," Fetzer Center, 8:30 a.m.-4:30 p.m.; to register call 7-3232. President Haenicke's open office hours, 3060 Seibert Administration Building, 9-11 a.m.
(and 22) Exhibition, painting by Jacqueline Moses, Chicago artist, Gallery II, Sangren Hall, 10 a.m.-5 p.m.
Exhibition, video, film and photography by Sandra Binion, Chicago artist, Space Gallery, Knauss Hall, 10 a.m.-4 p.m.
(thru 26) Exhibition, painting by Dawn Peters and Susan Murphy, BFA candidates, Rotunda and South Galleries, East Hall, weekdays, 10 a.m.-5 p.m.; reception, Friday, Nov. 22, 5-8 p.m.
Doctoral oral examination, "The Relationship Between Course Outcomes and the Factors of Retention as Determined by Webb's Model of Student Persistence," Jan K. Fields, educational leadership, 3514 Sangren Hall, 1:30 p.m.
Student recital, Russell Brown Brass Quintet, Dalton Center Recital Hall, 5 p.m.
Guest artists recital, Larissa Dedova and Mikail Volchok, piano duo, Dalton Center Recital Hall, 8 p.m.
*(thru 24) University Theatre production, "Fortunes of the Moor," Shaw Theatre: Nov. 21-23, 8 p.m.; and Nov. 24, 2 p.m.

Friday, November 22

Dance showing, Dalton Center Dance Studio B, noon.
Workshop, "Electronic Sponsored Research Resources," Wil B. Emmert, research and sponsored programs, 2033 University Computing Center, noon-1:30 p.m.; to register call 7-8298.
Mathematics and statistics colloquium, "The Cordic Algorithms," Don Girod, Canisius College, Commons Room, sixth floor, Everett Tower, 4 p.m.; refreshments, 3:45 p.m.
Student recital, Jessica Gardner, bassoon, and Rachel Field, flute, Dalton Center Lecture Hall, 5 p.m.
*(and 23) Women's basketball, Western Michigan Tournament, University Arena: Friday, WMU vs. Northeastern Illinois University, 6 p.m., and the University of Michigan vs. the University of Kentucky, 8 p.m.; and Saturday, 2 and 4 p.m.
*Performance, Kalamazoo Symphony Orchestra, "Madame Butterfly," featuring Guiping Deng, Miller Auditorium, 8 p.m.

Saturday, November 23

Faculty/guest artist recital, the Windermere Trio, Dalton Center Recital Hall, 1 p.m.
*Performance, recording artist Aretha Franklin, Miller Auditorium 8 p.m.

Sunday, November 24

Concert, University Symphonic and Concert bands, Miller Auditorium, 3 p.m.
Graduate recital, James Becker, trumpet, Dalton Center Recital Hall, 5 p.m.

Tuesday, November 26

Physics colloquium, "Solitons, Schrodinger Cats and Lasing Without Inversion: A Report of the 1996 Annual Meeting of the Optical Society of America," Alvin S. Rosenthal, physics, 1110 Rood Hall, 4 p.m.; refreshments, 2202 Everett Tower, 3:30 p.m.
*Men's basketball, WMU vs. Purdue University, University Arena, 7 p.m.
Concert, University Symphony Orchestra, Dalton Center Recital Hall, 8 p.m.

Wednesday, November 27

*Women's basketball, WMU vs. Butler University, University Arena, 7 p.m.

Thursday, November 28

(and 29) Thanksgiving holiday.

Monday, December 2

(thru 13) Exhibitions by Michael Dunn, MFA candidate: printmaking, drawing and art books, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m. and Saturday, Dec. 7, 10

First quarter gifts to WMU top \$4.5 million

More than \$4.5 million in cash gifts was donated to the University in the first quarter of the fiscal year, according to a report presented to the Board of Trustees at its Oct. 25 meeting.

July gifts of \$243,765, August gifts of \$1,221,932 and September gifts of \$3,051,979 brought the total of current and deferred cash gifts received to \$4,517,676. That figure is \$3,321,946 more than the \$1,195,730 total for the same three-month period last year.

Major gifts received during the period included \$2.8 million from the late Helen Stewart Frays of Kalamazoo. That was part of a previously announced donation totaling more than \$5.8 million, the largest single gift in WMU history.

Other major gifts made during the period included an anonymous \$415,625 gift to support the Carol Ann Haenicke Collection of American Women's Poetry, which is named for the Portage librarian who is the wife of President Haenicke.

In addition to the Frays bequest, two other bequests were reported to the board. The Haworth College of Business received \$125,000 in unrestricted funds from the estate of Nancy A. Sharp. Sharp earned a bachelor's degree in business education from WMU in 1952 and worked for 35 years as a business teacher in the Hazel Park (Mich.) public schools. She died in July 1995.

A \$20,000 gift from the estate of

Katharine D. Rogers, emerita in English, will be used to support the Frederick J. Rogers Memorial Shakespeare Award in the Department of English. Rogers established the award, made annually to a graduate or undergraduate student, as well as an annual Shakespeare Festival at WMU in the name of her late husband, Frederick J. Rogers. He was chairperson of the Department of English from 1956 to 1966 and died in 1984. Katharine Rogers died in April 1996.

Also reported was an anonymous \$46,625 gift from a WMU alumnus. The gift will be added to a previously endowed fund that supports scholarships awarded on the basis of academic merit to full-time students majoring in chemistry, computer science, mathematics and statistics or physics.

Several corporate and foundation gifts also were reported. A \$10,000 gift in July from the Chrysler Corp. of Detroit will support the Integrated Supply Management Program, a joint academic effort by the Haworth College of Business and the College of Engineering and Applied Sciences. Haworth Inc. of Holland gave \$15,000 in July to help fund the WMU/Muskegon Community College Engineering Initiative. In August, Wal-Mart Stores Inc. of Bentonville, Ark., gave \$15,000 to support the University's Food Marketing Program. The Pharmacia & Upjohn Foundation of Kalamazoo also gave \$20,000 in September to the University's Annual Fund.



STATUS OF SOUTH AFRICA — Several South African activists were on campus Nov. 18 to lead a symposium titled "President Nelson Mandela and the Rising Expectations of Young South Africans." The intent of the event was to address the topic of reconstruction and development in South Africa after the legal dismantling of apartheid, according to Benjamin C. Wilson, black Americana studies, who coordinated the event. Wilson, right, ran through the program ahead of time with, from left: Thami Ngwenya, youth center director in Durban; Stephen L. Johnson, a WMU senior from Detroit; Justice Ngidi, mayor of Alexandra and Sandton; and Thabo Mnisi, director of the Alexandra Health Clinic. The symposium, sponsored by the W.K. Kellogg Foundation of Battle Creek, was part of a series of events centered around the rising expectations of South Africa's youth two years after the election of Nelson Mandela.

a.m.-4 p.m.; and painting, Student Art Gallery, East Hall, weekdays, 10 a.m.-5 p.m. and Saturday, Dec. 14, 10 a.m.-4 p.m.; receptions, Friday, Dec. 6: Gallery II, 4-6 p.m.; and Student Art Gallery, 6-8 p.m.

Tuesday, December 3

Meditation group, Kiva, Faunce Student Services Building, 8-8:30 a.m.
*Management development workshop, "Riding the Wave of Change: How To Build Resiliency in Times of Change," Fetzer Center, 8:30 a.m.-4:30 p.m.; to register call 7-3232.

Recital, graduate woodwind and brass quintets and the Western Winds, Dalton Center Recital Hall, 8 p.m.

*Performance, "Marie Osmond's Magic of Christmas," Miller Auditorium, 8 p.m.

Wednesday, December 4

Zest for Life Expert Express, "Massage Therapy," Teresa E. Brady, graduate assistant, Faculty Lounge, Bernhard Center, noon-12:30 p.m.
Concert, "A Choral Christmas," Treble Chorus and Collegiate Singers, Dalton Center Recital Hall, 8 p.m.

Thursday, December 5

*Management development workshop, "Conflict Management and Mediation Skills for Managers," Fetzer Center, 8:30 a.m.-4:30 p.m.; to register call 7-3232.
Retirement reception honoring F. Gregory Fisk, education and professional development and science studies, the Oaklands, 3-5 p.m.
*Admission charged

Grandparents (Continued from page one)

never been written down before," Dannison says. "Some of it is very complicated to explain to people."

Area attorney Charles Dannison, who also is an adult educator, oversaw the legal documentation that is included in the course materials. A family law specialist, he is one of only a few attorneys in Michigan who has successfully handled grandparent adoption cases. The legal materials include information on Michigan's court structure and hints about handling the legal problems grandparents encounter when enrolling children in school, arranging medical care or granting permission for school field trips.

Guiding the entire effort was an advisory committee of Kalamazoo area family counselors, WMU faculty members, clergy, medical personnel and representatives of such agencies as Senior Services, Friend of the Court, Family and Children Services and the American Association of Retired Persons.

The curriculum was pilot tested with two Kalamazoo area support groups over the summer, evaluated by an outside evaluator, rewritten to incorporate needed changes and printed on campus in November. The published text will be available at a nominal cost to interested leaders of grandparent support groups.

Nieuwenhuis says she expects the material to be of interest to similar groups in other states. The course is tailored to the particulars of Michigan's legal and social service structure and would not be completely applicable in other states, she notes. However, the project staff has tried to keep the information generic enough that a grandparent group leader in another state could easily use it by doing a little homework to

investigate state legal system differences.

In the future, the group hopes to develop corresponding materials that can be used by persons developing support groups for children who are in the custody of their grandparents. They also hope to secure funding to train personnel to provide leadership for both types of support groups.

"From the children's perspective, they feel like they've lost a grandparent and gained another parent. It's important to find other adults who can step in and play the role of grandparent for these kids," Nieuwenhuis says.

The Strong Families/Safe Children program is a federal initiative administered in Michigan by the Family Independence Agency.

Retirement reception set

A retirement reception for F. Gregory Fisk, education and professional development and science studies, is planned for 3 to 5 p.m. Thursday, Dec. 5, at the Oaklands. The University community is invited to attend.

Pakistan

(Continued from page two)

ment and information technology.

The seminar series focuses on human resource management issues that arise during and after periods of organizational change. Special emphasis is placed on issues relating to accounting, auditing and financial management functions.

Mangla hopes the series will be a precursor to WMU winning future such grants and to government officials from Pakistan enrolling in Haworth's master of business administration degree program.