Western Michigan University

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Engler selects Pero
for Board of Trustees

Pero, a Flint native, served as Engler's chief of staff. After leaving state government, he managed former Tenet-Kaiser facilities in Kohrman and McCracken halls and continue the renewal of the University's East Campus. The legislature requires WMU to provide 25 percent of the $50 million cost of the projects. As specific projects are identified, the University will seek private support to meet its $12.5 million share.

The University will assume ownership of grounds and facilities housing the Kalazomaz Psychiatric Hospital after negotiations are completed with the state Department of Management and Budget. The process is expected to begin soon and continue during the coming year. WMU will deed the property from the state and then lease for $1 per year.

Legislature approves outlay funds, property transfer

The state Legislature approved measures last month allowing WMU $37.5 million in capital outlay funds and transferring Kalamazoo Psychiatric Hospital buildings and grounds.

"We are very grateful to the Legislature and to Gov. Engler for their support in both of these major initiatives," said Dan Pero, president and executive director of the Great Lakes Mental Health Partnerships. "Their support will provide much-needed funds for our mental health programs and facilities.

"The stature of the University is experiencing remarkable growth...under your administration," said Keith A. Boldi, a board member for the Glowing Embers Foundation and a member of the Western Michigan University Board of Trustees at its meeting Dec. 13. Haenicke has given WMU his raise every year since 1988 except for 1992, when he refused to accept any raise because of tight state budgets.

In addition to these cash gifts, Haenicke has given the University a deferred gift of $100,000, bringing their total contributions to $37.5 million.

Bender chosen to lead fund-raising efforts

Carl M. "Bud" Bender has been named vice president for external affairs and director of the Western Michigan University Foundation. Since 1991, Bender has been vice president and executive director of the Borghess Foundation in Kalamazoo. He previously worked in fund-raising positions at the University of Missouri at Columbia.

"We are delighted to have a person of Bud Bender's abilities and experience join our development team," said Keith A. Pretty, vice president for external affairs and general counsel. "He will provide excellent leadership for our fund-raising activities.

Bender served as director of development for the School of Law at Missouri from 1980 to 1991 and was director of development and annual giving at the University of Missouri from 1983 to 1988. He also served as assistant director of alumni relations there between 1981 and 1985.

An active member of the Kalamazoo community, Bender currently serves as a board member for the Glowing Embers Foundation and as president of the Southwestern Michigan Chapter of the Arthritis Foundation, Downtown Kalamazoo Inc. and the Hospital Hospitality House of Southwest Michigan.

Bender earned his bachelor's degree in commerce and engineering from St. Louis University and master's degrees in cultural anthropology and in community development from the University of Missouri at Columbia. He has been certified by the National Society of Fund Raising Executives and is a member of that organization.

Bender replaces Sondra C. Shaw, whose resignation, effective Dec. 2, 1996, was accepted by the Board of Trustees.

Trustees praise Haenicke; he donates raise to WMU

"I appreciate the board's confidence in me," Haenicke said. "I regard the board's action as an endorsement of the direction WMU is taking as an ascending national university.

Nearly 50 percent of the University's student body is comprised of students from other states and countries.

Did you know?

- The departments with the largest number of graduate students last fall were: nursing with 314; and English with 104.
- The departments with the largest number of undergraduate students last fall were: psychology with 215; social work with 247; and business administration with 369; and educational leadership with 314; and public health with 105; and English with 104.
- The graduate curriculum with the most students was the master of business administration degree program with 596.

Did you know?
Two January 9, 1997 Western News

New degree intended to meet needs of professionals

In an effort to meet the growing staff development needs of professionals in the public and private sector, the Department of Administrative Development will offer a new master of arts degree program with a concentration in human resource development.

The new degree is a continuation of a degree previously offered by the Department of Educational Leadership. It has been substantially revised to meet new demands in the field. The degree was approved by the Board of Trustees at its Dec. 13 meeting and will be offered immediately.

"The human resources development field is growing rapidly," says Jerry W. Gilley, education and professional development coordinator of the new initiative. "Employers are spending more money on improving organizational effectiveness and change. In addition, the pressures to be competitive have never been greater. This program is designed to prepare people to become agents of change, responsible for improving the overall organizational performance and productivity."

The new program represents a fundamental shift from the worker-training aspect often associated with the human resource profession. Instead of training workers, the program will emphasize using learning to enhance change within an organization.

"Gilley says 'transfer learning,' or teaching people how to transfer what they've learned to their job, will be a critical feature of the new curriculum. "Last year, industry spent $85 billion on training and we can only justify about 30 percent of that as having an impact on the job," Gilley explains. "A profession we can no longer accept such a low level of efficiency, and so we are building courses around learning transfer. As far as we're concerned, learning transfer is the best way to improve organizational effectiveness." Gilley notes the new program is tailored for a variety of individuals, whether they're business executives, educators or other leaders in the public or private sector. He says he's especially interested in attracting students who are currently in positions that give them the potential to change organizations. In fact, the program requires applicants to have at least three full years of work experience.

Since the original human resources development program was first offered in 1977, the program has graduated more than 300 master's students who hold leadership positions in companies like Pharmacia & Upjohn, General Motors and Steelcase, as well as numerous non-profit organizations.

The new initiative is part of a larger effort to redesign the master's-level programs within the Department of Education and Professional Development to meet changing needs of educational leaders in schools and organizations. In the future, the department plans to integrate master's degrees around a core set of teaching and learning principles with specially designed areas of concentration.

The new master's in education and professional development with a concentration in human resources development has been approved through the University's curricular review process and has been endorsed by the academic officers of the Presidents Council of State Universities.

Workshop offered for staff at Covey's seven habits

WMU staff members are invited to start the new year by improving their effectiveness, management and communication skills at a management program offered at the Fetzer Center.

"The Seven Habits of Highly Effective People," based on the book by Dr. Stephen R. Covey, will be presented at a discounted rate for WMU staff Wednesday through Friday, Jan. 21-23. Course materials include all materials, lunch and breaks. Each session will run from 8 a.m. to 4:30 p.m. at the Fetzer Center.

Covey's seven habits through cognitive learning and application exercises so that participants integrate the basic, practical, interpersonal principles into their lives. Instructors will be certified Covey Leadership Center facilitators, Kathy O. Krieg, assistant professor, and Richard P. Atwell, Fetzer Center.

The workshop is limited to 24 participants. For more information or to register, please call 7-3223.

Retirements of five staff members approved

The Board of Trustees Dec. 13 approved the retirements of five staff members.

They are, along with their years of service and effective dates: Mary Ann Bowman, faculty development services, 18 years, effective June 30, 1997; Charles G. (Bud) Donnelly, associate dean of students, 34 years, effective June 30, 1997; George Tarver, maintenance service and effective Jan. 31, 1997.

German exchange available

Faculty members interested in work overseas are invited to apply for the 10th annual Faculty Exchange Program with the University of Passau in Germany.

Those selected will spend one month lecturing and/or researching in Bavaria in winter 1997-98. Participants must be prepared to offer scholarly presentations of interest to the faculty of the host institution, but are not required to teach.

The application deadline is Tuesday, Feb. 16. For more information, please contact the Office of International Affairs at 7-3951.

Agreement ratified with power plant employees

The Board of Trustees Dec. 13 ratified a collective bargaining agreement with the Michigan State Employees Association. The board approved a three-year agreement with the union, which represents 23 employees of the University's power plant.

Members of the MSEA ratified the contract Nov. 13.

The agreement, which was made effective Nov. 5, calls for across-the-board increases of 3 percent in each of the first two years. In the third year, the contract will be reopened for wage negotiations only.

The new contract also calls for minor modifications in fringe benefits. In addition, it provides for the establishment of a joint training committee to formulate procedures and performance measures for power plant operators. The power plant has been undergoing an extensive renovation and this committee is intended to help employees deal with the new technology being implemented," said Doreen A. Brinson, WMU's contract administrator.

In other action, the trustees approved a borrowing resolution and authorized the amending of a note agreement for $9.5 million with First of America-Michigan National Association. The 20-year note will be used to finance utility, heating, ventilating, air conditioning and energy conservation projects on campus.

Darnell named Bronco head football coach

Gary Darnell, the defensive coordinator at the University of Texas and a former assistant defensive coordinator at the University of Notre Dame and the University of Illinois, has been named WMU's new head football coach.

Darnell joined the Texas staff as special teams coach in 1992 and became defensive coordinator in 1994.

A former Iowa State coaching veteran previously served as assistant head coach/defensive coordinator at Notre Dame (1990-91) and as defensive coordinator at Florida (1988-89); Wake Forest assistant head coach/defensive coordinator (1985-87); assistant head coach/defensive coordinator at Kansas State (1978-82) and at his alma mater, Oklahoma State (1971-72).

Darnell becomes the 13th head coach in Bronco grid history. He replaces Al Molde, coach since 1986, whose contract was not renewed following the 1996 season.
On campus

AF AIR FOR THE ARTISTIC

Linda K. Judy has interests in mediums ranging from ceramics to watercolors. Her flair for the artistic comes in handy in her job as a graphics specialist at the Kalamazoo Institute of Arts, Medieval Publications and New Issues Press, her primary duties involve designing the book covers and accompanying marketing pieces for the press. "This is an excellent opportunity of doing book covers based on medieval designs as well as very contemporary covers mentioned with New Issues Press," says Judy, who has worked at the University for 15 years and in her present position for six years.

She also designs posters, T-shirts, mugs and book bags sold at the annual Medieval Fair and the University's museum shop. "It's a good way to support the Kalamazoo Institute of Arts, where she sells some of her works. Besides pottery and painting, her hobbies include bicycling and hiking.

Zest for Life

There are many Zest for Life programs being offered this winter 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, are scheduled at various times throughout the week starting Monday, Jan. 13. See the Zest for Life 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 exercise science specialist between 8 and 8:30 a.m. Mondays, Wednesdays and Fridays between 9 and 9:30 a.m. and 3:30 and 6 p.m. Mondays through Thursdays.

Balance and Flexibility, a class designed to help people of all skill levels relieve stress and achieve peace of mind. It will focus on standing poses, floor work, breathing and meditation and meets from 5:30 to 6:30 p.m. Wednesdays in 1630 Oakland Gym.

New this winter is Self Defense, which meets from 5:30 to 6:30 p.m. Tuesdays in 3522 Clyde R. Morris.

Exchange

WANTED — Female roommate for two-bedroom house in Vicksburg. Own room, washer and dryer, very nice. $250 per month plus utilities. Call 7-5845.

ORANGE PARK — 1900 Mitsubishi Montero. Four-door, four-wheel drive, recently rebuilt 3.0L V-6 engine, $8,900. Call 848-2836 or 372-4507 after 5 p.m.

Obituaries

Albert A. Jackman, emeritus in geology, was 88. He died Jan. 3 in Concord, Mass. He came to WMU in 1959 as a professor of mineralogy in the Department of Geology and Geography, and has served until recently on the WMU Foundation.

The family is planning a memorial service at a later date. Memorial contributions may be made to the WMU Foundation.

Margaret Morrison, emeritus in finance and commercial law, died Dec. 17. He was 82.

Morrison was a partner in the firm of Morrison, Conn, Kass, Anderson and Conn in Kalamazoo.

Galen Consumers' Village, Emerson Hospice, and the Hospice Program, Emerson Hospice, have been notified of his passing.

Morrison was a member of the board of directors of the Village for People in Kalamazoo, and served as chairman of the Kalamazoo County Council.

As the recipient of the WMU Faculty Service Award in 1982 from the Michigan Chapter of the American Society for Public Administration for his dedication to public service, Morrison contributed to the WMU Foundation.

He received the Department of Finance and Commercial Law award in 1985 for his contributions to the Department of Finance and Commercial Law.

Morrison was a member of the board of the Galen Consumers' Village and served as president of the Village for People in Kalamazoo, and served as chairman of the Kalamazoo County Council.
**Calendar**

The master calendar maintained by the Office of Marketing, Public Relations and Communications for use in Western News to available through Gopher on the VMSCluster. Currently, there are three calendars available: January events; February events; and future events. The calendars can be viewed through December of this year. You can access the 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. The calendars are also available through WMU’s home page on the World Wide Web under University Information.

**Thursday, January 9**

(thur 24) Exhibition, “Mail Art Show” by Department of Art, Sangren Hall shows, weekdays, 7 a.m.-10:30 p.m. Saturday, 6 a.m.-10:30 p.m. and Sundays, noon to midnight.

(thur 28) Exhibition, handmade books and lithographs by Jo Anna Poehlman, Milwaukee artist, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

**Meeting. Faculty Senate, Ferrer Center, 5 p.m.**

**Friday, January 10**

Educational leadership seminar, “Perspectives on the Secondary Principalship,” Dean Frank Rapoza, Rapoza, and E. Cooledge Connie Ruhl-Smith, both educational leadership, 3310 Sangren Hall, 3 p.m.

(thur 12) Performance, “42nd Street,” Miller Auditorium: Jan. 10, 8 p.m.; Jan. 11, 8 p.m. and Jan. 12, 2:30 p.m.

**Saturday, January 11**

*Hockey, WMU vs. the University of Alaska at Fairbanks, Lawson Arena, 7 p.m.*

**Sunday, January 12**

Performance, Kalamos Symphony Orchestra ensembles, Dalton Center Recital Hall, 3 p.m.

**Monday, January 13**

(thru 21) Exhibition, ceramic and mixed media sculpture by Katherine Ross, Chesterton, Ind., artist, Space Gallery, Knauss Hall, Mondays thru Thursdays, 10 a.m.-4 p.m.

(thru 17) Exhibition, “3+3=7,” a collaboration of U. of M. and WMU ceramics students, Red Arrow Southouth Gallery, East Hall, weekdays, 10 a.m.-5 p.m.; reception, Friday, Jan. 17, 6-8 p.m.

Physics lecture, “Teaching and Learning Science in the 21st Century,” Chun Ming Cheung, Department of Physics, Applied Physics and Astronomy, Rensselaer Polytechnic Institute, 1100 Rood Hall, 4 p.m.

**Tuesday, January 14**

Opening session for the spring, forum of doctoral dissertations, specialist projects and master’s theses, Graduate College Conference Room, Seibert Administration Building, 3-4:30 p.m.; to register call 7-3569.

Physics colloquium, “Theoretical Studies of Cosmic Dust: Some Recent Advances.”

**Russian urban planner to speak Jan. 15-17**

An expert in urban planning from Russia will speak on campus Wednesday through Friday in the Bernhard Center to the Visiting Scholars and Artists Program.

Naum I. Naimark, a leading researcher and professor of Central Research Finance and Commerce at the Cuban school and Planning Institute for Urban Development in Moscow, will present three addresses.

He will discuss “The Geography of Perestroika and Evolution of Russian Regions in the Context of the Transition to a Market Economy” at noon Wednesday in 204 Bernhard Center. At 12:30 Thursday, the professor and a School of Public Affairs and Administration colloquium on “Russian Urban Planning: The Evolution of Propagation of the Depression is topic of talk**

An economist will present his ideas on the Great Depression during a lecture on a campus Wednesday, Jan. 15.

James S. Fackler, professor of economics and co-sponsor of the Department of Economics, will present a lecture on campus Wednesday, Jan. 15.

**Snow removal crews ready to serve campus**

Assignments have been made and winter hours have begun for snow removal crews who will cover snow and ice removal activities 24 hours a day, seven days a week.

They are deemed to be a convenience rather than a necessity when it comes to mobility on campus during the ice and snow season should call landscape services at 7-8557. Schedules can be adjusted to accommodate needs, MacNeill said.

**APA meeting is Jan. 16**

A session of which issues the Ad- ministrative Professional Association should pursue in 1997 will be on the agenda of the organization’s winter general mem- ber meeting Thursday, Jan. 16.

Members attending the event, set for noon to 1 p.m. in 157-159 Bernhard Cen- ter, will hear an “update, refine and solidify the agenda for action in 1997,” according to Tony E. Griffin, WMUK, who is APA president.

**25 YEAR CLUB — Twenty-eight faculty and staff members were recognized for a quarter century of continuous service to the University at the 25 Year Club banquet Dec. 5 in the Bernhard Center. Checking out a display of "historical" photographs of the new inductees with Anne E. Thomas, chairperson of the Department of Psychology, were, from left: John D. Satterfield, physical plant-maintenance services; Douglas H. Dommer, Sinedore Health Center; and Sanushali Dutta-Sandhu, political science. The club now has 317 active and 279 retired members.”

Ching Ming Cheung, Department of Physics, Applied Physics and Astronomy, Rensselaer Polytechnic Institute, 1100 Rood Hall, 4 p.m.; refreshments, 2202 Everett Tower, 1:30 p.m.

*Performance, “On Broadway,” starring Ben Vereen and Leslie Uggams, Miller Auditorium, 8 p.m.*

**Wednesday, January 15**

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

Visiting Scholars and Artists Program lecture, “The Geography of Perestroika and Evolution of Russian Regional Planning During the Transitions to Market Economy,” Naum I. Naimark, leading researcher and professor, Central Research and Planning Institute for Urban Development, Moscow, Russia, 204 Bernhard Center, noon.

Economics lecture, “Propagation of the Depression: Theories and Evidence,” James S. Fackler, professor of economics, the University of Kentucky, 3760 Knauss Hall, 3 p.m.

*Men’s basketball, WMU vs. the University of Akron, University Arena, 7 p.m.*

**Thursday, January 16**

Meeting, Administrative Professional Association, 157-159 Bernhard Center, noon-1 p.m.

Visiting Scholars and Artists Program lecture, “Russian Urban Planning: The Evolution of Bureaucracy,” Naum I. Naimark, leading researcher and professor, Central Research and Planning Institute for Urban Development, Moscow, Russia, School of Public Affairs and Administration Conference Room, Walhalla Hall, 12:30 p.m.

*Admission charged*

**Jobs**

(Continued from page three)

Science, 96/97-206, 1/7-1/13/97.

(R) Associate Professor (Tenure Track; Academic Year), 1-20, Science, 96/97-210, 1/7-1/13/97.

(R) Assistant Professor (Tenure Track; Academic Year), 1-30, Psychology, 96/97-227, 1/7-1/13/97.

(S) Assistant/Associate Professor (Tenure Track; Academic Year), 1-20, Electrical Engineering, 96/97-232, 1/7-1/13/97.

(S) Assistant/Associate Professor (Tenure Track; Academic Year), 1-30, Psychology, 96/97-214, 1/7-1/13/97.

(S) Assistant/Associate Professor (Tenure Track; Academic Year), 1-30, Philosophy, 96/97-215, 1/7-1/13/97.

(R) Assistant Professor (Tenure Track; Academic Year), 1-20, Political Science, 96/97-212, 1/7-1/13/97.

(R) Assistant Professor (Tenure Track; Academic Year), 1-30, Philosophy, 96/97-214, 1/7-1/13/97.

(S) Assistant/Associate Professor (Tenure Track; Academic Year), 1-30, History, 96/97-218, 1/7-1/13/97.

(S) Assistant/Associate Professor (Tenure Track; Academic Year), 1-20, History, 96/97-219, 1/7-1/13/97.

(S) Assistant/Associate Professor (Tenure Track; Academic Year), 1-30, Mathematics and Statistics, 96/97-228, 1/7-1/13/97.

(R) Assistant/Associate Professor (Tenure Track; Academic Year), 1-30, Mathematics, 96/97-226, 1/7-1/13/97.

(R) Assistant/Associate Professor (Tenure Track; Academic Year), 1-30, Computer Science, 96/97-238, 1/7-1/13/97.

(R) Assistant/Associate Professor (Tenure Track; Academic Year), 1-20, Computer Science, 96/97-238, 1/7-1/13/97.

(R) Assistant/Associate Professor (Tenure Track; Academic Year), 1-30, Communication, 96/97-239, 1/7-1/13/97.

(R) Assistant/Associate Professor (Tenure Track; Academic Year), 1-20, Political Science, 96/97-241, 1/7-1/13/97.

(R) Assistant Professor (Tenure Track; Academic Year), 1-30, Geology, 96/97-216, 1/7-1/13/97.

(R) Assistant Professor (Tenure Track; Academic Year), 1-30, Psychology, 96/97-235, 1/7-1/13/97.

(R) Assistant Professor (Tenure Track; Academic Year), 1-20, Physics, 96/97-244, 1/7-1/13/97.

(R) Assistant Professor (Tenure Track; Academic Year), 1-30, Geography, 96/97-244, 1/7-1/13/97.

(R) Assistant Professor (Tenure Track; Academic Year), 1-30, Family and Con- sumer Sciences, 96/97-245, 1/7-1/13/97.

(R) Assistant Professor (Tenure Track; Academic Year), 1-30, Art, 96/97-253, 1/7-1/13/97.

Please call the Applicant Information Service at 7-3669 for up-to-date in- formation on the Job Opportunity Program and vacancies available to external appli- cants.

**New**

(R) Replacement, WMU in an EO/AA employer