



WESTERN NEWS

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Engler selects Pero for Board of Trustees

Gov. John Engler has named WMU alumnus Dan Pero of Ada to the Board of Trustees. He replaces Lana L. Boldi of Kentwood for a term that expires Dec. 31, 2004.

Pero, who earned his bachelor's degree in political science in 1973 and pursued graduate studies here for a year, is president of Pero Inc. His company specializes in issues management and strategic planning for community, government and public affairs.

"I am very pleased with the appointment of Dan Pero to our Board of Trustees," said President Haenicke. "He will bring to the board not only the skills of an outstanding political leader but also his experience as a graduate of our University. I appreciate his willingness to serve his alma mater and the people of Michigan, and I look forward to working with him."

Pero, a Flint native, served as Engler's campaign director in 1990 and again in 1994. Between the two elections, he was the governor's chief of staff. After leaving state government, he managed former Tennessee Gov. Lamar Alexander's campaign for the 1996 Republican presidential nomination.

"Dan is a dynamic individual who has made a career out of motivating people and organizations to reach higher levels of achievement," Engler said. "As someone who has known him personally for many years, I could not be more confident in Dan's leadership abilities. He'll serve his alma mater well."



Pero

Legislature approves outlay funds, property transfer

The state Legislature approved measures last month giving WMU \$37.5 million in capital outlay funds and transferring Kalamazoo Psychiatric Hospital buildings and grounds to the University.

"We are very grateful to the Legislature and to Gov. Engler for their support in both of these major initiatives," said Keith A. Pretty, vice president for external affairs and general counsel. "Each will strengthen the University substantially."

WMU officials said the capital outlay funds would be used to renovate engineering facilities in Kohrman and McCracken halls and continue the renewal of the

University's East Campus.

The legislation 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 Kalamazoo 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 be deeded the property from the state and then lease for \$1 per year

some building space to the state Department of Community Mental Health for the continued operation of the hospital, Pretty said.

"It has been one of our major long-term goals to incorporate this contiguous property into our campus as it becomes available," he said. "This is a significant development for the future of the University."

The property includes about 120 acres and 20 buildings, one of which already houses the School of Nursing. The property adjoins the University's East Campus along Oakland Drive and Howard Street.

Trustees praise Haenicke; he donates raise to WMU

Continuing a practice he started in 1988, President Haenicke once again this year will give his annual raise to the WMU Foundation. This brings to more than \$70,000 the total in cash gifts he has given WMU.

Haenicke received a raise of \$10,000 and a favorable performance evaluation by the 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 and his wife, Carol, have given the University a deferred gift of \$100,000, bringing their total contributions to date to WMU to \$170,000.

He began the practice with a pledge that he would give any salary increase to WMU whenever the University was required to raise tuition above the rate of inflation. In recent years, the University has raised tuition only modestly. Tuition went up just 2.6 percent last year and 2.8 percent this year.

"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. Clearly, our academic reputation is growing in every quarter."

In its annual evaluation of his performance, the Board of Trustees praised Haenicke's commitment and leadership, as expressed by Trustee Lana L. Boldi of Kentwood, who headed the board's evaluation and compensation committee.

"We wish to thank you for the leadership you continue to provide for our University," she told Haenicke during the board meeting. "Your commitment to the advancement of this institution is unwavering, as demonstrated very clearly by the progress that has been made in the past 11 years."

Boldi pointed to new and improved academic programs, including WMU's schools of nursing and of aviation sciences, and new facilities for science research. "Our buildings are state-of-the-art in many areas and the campus, overall, has never looked better," she said.

She also cited record levels of private gifts and research grants to WMU as well as efforts by Haenicke to keep costs as low as possible for students. These have resulted in an enhanced reputation for the University and increased state support, she said.

"The stature of the University is experiencing remarkable growth under your administration," Boldi told Haenicke. "Recognition of this significant growth can be seen in ever greater legislative support."

Boldi also singled out the important role played by Carol Haenicke in the success of the University. "As in the past," Boldi said, "we are also

thankful for your wife Carol, who gives so much of herself to the University. Our recognition of you must also include our recognition of Carol, for all that she is and for all that she does."

Haenicke said he appreciated the board's kind words for Carol Haenicke. "Ours is truly a team effort," he said. "I appreciate the board's explicit acknowledgment of the sometimes difficult but always rewarding role of the president's spouse."

Haenicke's salary for 1996-97, effective retroactively to July 1, becomes \$170,000.

Senate to meet tonight

The Faculty Senate will meet at 5 p.m. Thursday, Jan. 9, in the Fetzer Center.

Agenda items include remarks by President Haenicke and Provost Light as well as a progress report by Light on initiatives to internationalize the University. In addition, Diane K. Swartz, dean of students, will present an interim report on the Martin Luther King Jr. Day Committee, which she chairs.

Action items on the agenda include two recommendations: to endorse the transition to Research II of the Carnegie Classification as an official goal for the University; and to establish specified conditions for the approval of mass exams.

Bender chosen to lead fund-raising efforts

Carl M. "Bud" Bender has been named assistant vice president for external affairs and director of development. His appointment, effective Jan. 2, 1997, was approved Dec. 13 by the Board of Trustees.

Since 1991, Bender has been vice president and executive director of the



Bender

Borgess 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, to whom he will report. "He will provide excellent leadership for our fund-raising activities."

Bender served as director of development for the School of Law at Missouri from 1988 to 1991 and he was director of development and annual giving at the University of Missouri from 1985 to 1988. He also was 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 Girl Scout Council, the Southwestern Branch of the Michigan Chapter of the Arthritis Foundation, Downtown Kalamazoo Inc. and the Hospital Hospitality House of Southwest Michigan.

Bender earned his bachelor's degree in business management from St. Louis University and master's degrees in cultural anthropology and in community development, both 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.

Did you know?

■ The departments with the largest number of graduate students last fall were: counselor education and counseling psychology with 498; education and professional development with 437; public administration with 369; educational leadership with 314; and social work with 247.

■ Rounding out the top 10 were: industrial and manufacturing engineering with 215; psychology with 133; mathematics and statistics with 114; sociology with 105; and English with 104.

■ The graduate curriculum with the most students was the master of business administration degree program with 596.



SPREADING HOLIDAY CHEER—President Haenicke and the Board of Trustees sponsored their annual holiday reception for faculty and staff Dec. 13 in the Bernhard Center. Here, Alfred L. Edwards of Ann Arbor, standing, chairperson of the board, chatted with, from left, University libraries employees Marsha H. Santow, Julie Hayward and Judy A. Kirk.

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 Education and Professional Development will offer a new master of arts degree program with a concentration in human resources 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, who is one of the co-directors 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."

Gilley says the new program represents a fundamental shift from the worker-training aspect often associated with the human resources profession. Instead of training, 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 actually having an impact on the job," Gilley explains. "As 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 began in 1987, it 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 the changing needs of educational leaders in schools and organizations. In the future, the department plans to integrate all 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.

Darnell named Bronco head football coach

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



Darnell

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

The 23-year college coaching veteran previously served as: assistant head coach/defensive coordinator at Notre Dame (1990-91); defensive coordinator/interim head coach at Florida (1988-89); Wake Forest assistant head coach/defensive coordinator (1986-87); Tennessee Tech head coach (1983-85); assistant head coach/defensive coordinator at Kansas State (1978-82); North Carolina linebackers coach (1976-77); and linebackers/head freshman coach at Southern Methodist (1973-75) 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.

32 faculty members granted sabbatical leaves

A total of 32 faculty members were granted sabbatical leaves Dec. 13 by the Board of Trustees.

Granted leaves for the entire 1997-98 academic year were: Michael W. Bahr, special education; John M. Carney, art; Ronald B. Chase, geology; James P. D'Mello, finance and commercial law; Donald L. Fixico, history; William B. Harrison III, geology; Barbara S. Havira, history; Peter M. Judd, social work; Emanuel Y. Kamber, physics; Donna Kaminski, computer science; Trent P. Kynaston, music; Michael E. McCarville, chairperson of chemistry; Donald J. Meyer, economics; Dalia Motzkin, computer science; Allen J. Schwenk, mathematics and statistics; John A. Tanis, physics; Ralph Tanner, industrial and manufacturing engineering; James VanDePolder, industrial and manufacturing engineering; and Huizhong Zhou, economics.

Sabbatical leaves for these faculty members also were approved: Susan Caringella-MacDonald, sociology, for fall 1997; Jo-

seph S. Ellin, philosophy, for winter 1998 and winter 1999; John W. Gesink, electrical and computer engineering, for fall 1997; Edward L. Harkness, art, for winter 1998; Edward Jayne, English, for fall 1997; Robert O. LaDuke, blind rehabilitation, for winter 1998 and winter 1999; Richard W. Malott, psychology, for winter 1998 and winter 1999; Richard M. Oxhandler, University Counseling and Testing Center, for fall 1997; Michael S. Pritchard, philosophy, for fall 1997; Kenneth E. Reid, social work, for fall 1997 and fall 1998; Larry E. Syndergaard, English, for fall 1997; Von H. Washington, theatre, for winter 1998; and Mark V. Wheeler, economics, for winter 1998.

Faculty members taking one-year sabbaticals receive 75 percent of their base salary, while those leaving for one semester receive 100 percent of their base salary. Sabbaticals are granted only to tenured faculty members and may be taken not more than once every seven years.

In other action, the board approved a leave of absence for Shirley Clay Scott, chairperson of English, for the 1997-98 academic year. The trustees also approved a return to the faculty of William H. Fenn, chairperson of physician assistant, effective Oct. 28, 1996. In addition, they accepted the resignation of Charles F. Howard, associate dean of the College of Health and Human Services, 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 June or July. 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. 18. For more information, persons should contact the Office of International Affairs at 7-3951.

Workshop offered for staff on Covey's seven habits

WMU staff members are invited to start the new year by improving their effectiveness through a management development program offered at the Fetzer Center.

"The Seven Habits of Highly Effective People," based on the book by Stephen R. Covey, will be presented at a discounted rate for WMU staff Wednesday through Friday, Jan. 22-24. The \$397.50 fee includes all materials, lunch and breaks. Each session will run from 8 a.m. to 4:30 p.m.

The goal of the workshop is to teach the seven habits through cognitive learning and application exercises so that participants integrate these basic, transformational principles into their lives. Instructors will be certified Covey Leadership Center trainers Kathy O. Kreager, employee assistance program, and Richard P. Atwell, Fetzer Center.

The workshop is limited to 24 participants. For more information or to register, persons should call 7-3232.

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 29, 1997; Charles G. (Bud) Donnelly, associate dean of students, 34 years, effective June 30, 1997; George Tarver, physical plant-maintenance services, 31 years, effective Dec. 31, 1996; Joyce Vandemaele, development, 28-1/2 years, effective Dec. 31, 1996; and Edith M. Yahr, Graduate College, 11 years, effective Dec. 31, 1996.

Donnelly will be retiring with the honorary title of associate dean of students emeritus.



Bowman



Donnelly



Tarver



Vandemaele



Yahr

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 powerplant. 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 completion 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.

Showcasing centennial suggestions



Students in a course on "Local History Research Techniques" spent last semester developing ways to highlight the physical changes on campus during the coming centennial celebration. Class members made a presentation on their recommendations Dec. 10 at University Archives — the site of their semester-long research efforts. Examining some of the documentary photos assembled to show "the big picture" of campus physical development were, from left: Kristin M. Szylyan, history, who taught the class; Sharon L. Carlson, archives; and students Stephanie A. Wood, a senior from Flint, and Paul C. Stainforth, a senior from Saginaw. According to Szylyan, the fact that the University's centennial celebration is still more than six years away did not prove daunting to the students in her class. "A number of them are quite disappointed that they'll be finished and gone before the celebration," she said, "but they still were very enthusiastic about the project." Besides the display of physical changes, the class prepared dramatizations about the founding of the University and reactions to the event by local citizens as well as recommendations for exploring campus transportation patterns and residential issues.

WESTERN NEWS

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WESTERN MICHIGAN UNIVERSITY
A WORLD OF DIFFERENCE

Libraries

Waldo Library recently has acquired an especially significant reference work, The Dictionary of Art, published in 1996 by Grove.

Edited by Jane Turner, these 34 volumes were written during the last 12 years by 6,700 scholars from all over the world. This set resembles another monument of scholarship, Grove's Dictionary of Music and Musicians, whose 20 volumes were last revised in 1980.

This work comprehensively covers all forms of visual art (except film) including, besides the fine arts of painting, sculpture and architecture, decorative arts, photography, performance art and multimedia art. Articles are scholarly, but usually written so that a non-specialist can understand them.

Of the 45,000 entries, 20,800 are biographies of artists or people associated with art. There also are articles on every country in the United Nations, all ancient civilizations, cities and towns, archaeo-

logical sites, monuments, art styles, movements, schools, forms, themes, subject matter, building types, materials, techniques and theories.

Some articles are book-length. Even the short articles usually contain bibliographies. Thousands of cross-references guide readers to related articles. Popular art forms like graffiti art are treated just as objectively and seriously as traditional "high art" subjects like Renaissance painting.

The 750,000-item index in the last volume makes this set much more accessible than the Grove's Dictionary of Music, which lacks an index. Each volume includes many illustrations although, to save on costs, few of these are in color.

Anyone interested in art from any country in the world from prehistoric times to the present should be intrigued by this encyclopedia. It is available in Central Reference in Waldo Library.

Service

These faculty and staff members were recognized for five, 10, 15 and 20 years of service to the University in December:

20 years — Ralph C. Chandler, public affairs and administration; and Richard G. Cooper, occupational therapy.

15 years — Gaylene Luhman, University computing services; Bruce L. Paananen, University computing services; Kamlesh Sharma, science studies; Trudy W. Stauffer, Faculty Senate; and D. Terry Williams, chairperson of theatre.

10 years — Deborah M. Coder, physical plant-maintenance services; Duane R. Hampton, geology; Guy Q. Harrison, University computing services; Walter

Jennings, physical plant-building custodial and support services; Lonnie L. Page, physical plant-building custodial and support services; Mark W. Stafford, physical plant-maintenance services; Cindy A. Walton, physical plant-building custodial and support services; and Carl A. Woloszyk, family and consumer sciences.

Five years — Deborah L. Cronkright, Henry/Hoekje/Bigelow dining service; Ida F. Lee, Office of the Vice President for Student Affairs; Virginia D. Lytle, Valley III dining service; Muralitharan Shanmugam, University libraries; Jimmy Stacy, public safety; and Carol Sundberg, Center for Developmental Disabled Adults.

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) **Business Manager**, P-04, Miller Auditorium, 96/97-246, 1/7-1/13/97.

(R) **Painter**, M-5, Physical Plant-Maintenance Services, 96/97-254, 1/7-1/13/97.

(R) **Activity Coordinator** (Term Ends 2/28/97; Renewable) S-08, Center for Developmentally Disabled Adults, 96/97-255, 1/7-1/13/97.

(R) **Environmental Control Person** (First or Second Shift) M-5, Physical Plant-Maintenance Services, 96/97-258, 1/7-1/13/97.

Media

Karen R. Blaisure, counselor education and counseling psychology, discusses military families 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, Jan. 11, 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.

"It's Your Money," a program presented by the Federal Reserve Board and the U.S. Securities and Exchange Commission, will air on EduCABLE, the University's cable television system, during January. The show features experts from the Federal Reserve Board, the Securities and Exchange Commission, TIAA-CREF and Money magazine discussing the basics of sound investment practices. It will air on Channel 36 at noon on Monday, Jan. 13; Thursday, Jan. 16; Wednesday, Jan. 22; and Tuesday, Jan. 28.

On campus



A FLAIR FOR THE ARTISTIC — Linda K. Judy has interests in mediums ranging from ceramics to watercolors to graphics. Her flair for the artistic comes in handy in her job as a graphics specialist for the Medieval Institute, Medieval Publications and New Issues Press. Her primary responsibilities are designing the book covers and accompanying marketing pieces for the presses. "I like the variety of doing book covers based on medieval designs as well as very contemporary covers connected with New Issues Press," says Judy, who has worked at the University for 16 years and in her present position for six years.

She also designs posters, T-shirts, mugs and book bags sold at the annual International Congress on Medieval Studies that takes place on campus each year. In addition, she handles the book production accounts and makes sure orders are filled for New Issues Press. Judy has degrees in technical industrial communications and in painting. She also has studied ceramics and has taught pottery classes at the Kalamazoo Institute of Arts, where she sells some of her work. 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 for Fitness classes 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 an exercise science specialist between 6 and 8 a.m. Mondays, Wednesdays and Fridays, between 11:30 a.m. and 1:30 p.m. Mondays through Fridays or between 3:30 p.m. and 6:30 p.m. Mondays through Thursdays.

Yoga-Strength, Flexibility and Balance is 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 16 Oakland Gym.

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

16 Oakland Gym. Instructors will introduce movements from a variety of martial arts and explain the general concepts and principles of self defense.

Introduction to Meditation is also back! Meditation has wide personal potential to calm the mind and body. It is an important ingredient in nurturing the inner life and can encourage spiritual growth. Introduction to Meditation meets from 5:15 to 6:30 p.m. Tuesdays in 242 Bernhard Center.

Massage Therapy is an enjoyable, relaxing experience that can improve the physical and mental well-being of many individuals. Zest for Life will provide the expertise of certified massage therapists to perform individual, private sessions between 3:30 and 7 p.m. Mondays and Wednesdays. Appointment options include 30 minutes for \$20 and 60 minutes for \$35. Sessions may be scheduled by calling 7-8362 during Zest Room hours. Payment is due at time of the appointment.

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

Each class is taught by a certified instructor and meets for 40 minutes, six times. Classes meet Saturday mornings, Jan. 18-Feb. 22 or March 15-April 19 (there will be class March 29) and cost \$30 per session.

Level I classes will run from 10:30 to 11:10 a.m. and Level II classes from 11:20 a.m. to noon. For more information about Learn to Swim, call Kim Moored at 7-3543.

Exchange

WANTED — Female roommate for two-bedroom house in Vicksburg. Own room, washer and dryer, very nice. \$250 per month plus utilities. Call 7-5485.

FOR SALE — 1990 Mitsubishi Montero. Four-door, four-wheel drive, recently rebuilt 3.0 liter V-6 engine. \$8,900. Call 384-2836 or 372-4507 after 5 p.m.

(R) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Anthropology, 96/97-201, 1/7-1/13/97.

(R) **Assistant Professor** (Tenure Track; Academic Year), I-30, Mathematics and Statistics, 96/97-202, 1/7-1/13/97.

(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, Black Americana Studies, 96/97-203, 1/7-1/13/97.

(R) **Chairperson/Professor** (Tenured; Fiscal Year), I-10, Chemistry, 96/97-204, 1/7-1/13/97.

(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, Communication, 96/97-205, 1/7-1/13/97.

(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, Anthropology, 96/97-206, 1/7-1/13/97.

(R) **Professor/Associate Professor** (Tenured; Fiscal Year), I-10/20, Public Affairs and Administration, 96/97-207, 1/7-1/13/97.

(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, College of Arts and

(Continued on page four)

Obituaries

Albert A. Jackman, emeritus in geography, died Jan. 3 in Concord, Mass. He was 88.

Jackman came to WMU in 1959 as a professor of military science, commanding the University's ROTC unit. The recipient of a bachelor's degree from Princeton University and a doctoral degree from Clark University, he retired from the U.S. Army in 1962 and joined the Department of Geography. He served as head of the department from 1964 to 1972.

Jackman's interests included military geography and Arctic geography. He retired from the University in 1978.

Memorial contributions may be made to the Hospice Program, Emerson Hospital, Concord, MA 01742 or to the Appalachian Mountain Club, 5 Joy St., Boston, MA 02108.

Cornelius B. MacDonald, the University's first comptroller, died Dec. 17 in Kalamazoo at age 95.

MacDonald began working at WMU in 1923 as a stocker and receiving clerk immediately after earning his teaching cer-

tificate. He went on to complete a bachelor's degree from WMU in 1930 and a master's degree from the University of Michigan in 1944.

MacDonald was named business manager of all residence halls and Walwood Union in 1938 and WMU's first comptroller 10 years later. He held that position until he retired in 1962.

During his WMU career, MacDonald served as chairperson of the Athletic Board and as president of the Mid-American Conference.

Persons may make memorial contributions to the Friends Fund of Friendship Village in Kalamazoo, the American Cancer Society or the charity of their choice.

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

Morrison earned his bachelor's and law degrees from the University of Iowa. He was an attorney in Iowa City for some 20 years — as well as an Iowa state legislator — before joining the WMU faculty in 1959. He was chairperson of the Depart-

ment of Finance and Commercial Law when he retired in 1985.

Morrison was the first recipient of the WMU Alumni Association's Teaching Excellence Award in 1966 and he continued to teach as an adjunct professor after his retirement. He served as president of the



Morrison

WMU Faculty Senate, as chairperson of the Kalamazoo County Republican Party and as chairperson of the Michigan Consumers' Council.

He received the Distinguished Service Award in 1982 from the Michigan Legislature for his dedication to the University and the community and the Michigan Public Service Award in 1985 from the Michigan Capital Area Chapter of the American Society for Public Administration for his dedication to public service.

Memorial contributions may be made to the WMU Foundation.

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: January events; February events; and future events, which run from March through December. 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, January 9

(thru 24) Exhibition, "Mail Art Show" by Department of Art alumni, Sangren Hall showcases, weekdays, 7 a.m.-10:30 p.m., Saturdays, 6 a.m.-10:30 p.m. and Sundays, noon to midnight.
(thru 28) Exhibition, handmade books and lithographs by Jo Anna Poehlmann, Milwaukee artist, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.
Meeting, Faculty Senate, Fetzer Center, 5 p.m.

Friday, January 10

Educational leadership seminar, "Perspectives on the Secondary Principalship," Dean Frank Rapley, education, and Van E. Cooley and Connie Ruhl-Smith, both educational leadership, 3310 Sangren Hall, 3 p.m.
*(thru 12) Performance, "42nd Street," Miller Auditorium: Jan. 10, 8 p.m.; Jan. 11, 3 and 8 p.m.; and Jan. 12, 3 and 7 p.m.
*Kalamazoo Film Society showing, "Kansas City," directed by Robert Altman, 2750 Knauss Hall: Jan. 10-11, 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, Kalamazoo Symphony Orchestra ensembles, Dalton Center Recital Hall, 3 p.m.

Monday, January 13

(thru 30) 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," a collaboration of U. of M. and WMU ceramics students, Rotunda and South Galleries, 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 Leung, Department of Physics, Applied Physics and Astronomy, Rensselaer Polytechnic Institute, 1104 Rood Hall, 5 p.m.

Tuesday, January 14

Formatting workshop for the preparation 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, Jan. 15-17, as part of the Visiting Scholars and Artists Program.
Naum I. Naimark, a leading researcher and professor at the Central Research and Planning Institute for Urban Development in Moscow, will present three addresses.
He will discuss "The Geography of Perestroika and Evolution of Russian Regional Planning During the Transition to a Market Economy" at noon Wednesday in 204 Bernhard Center. At 12:30 p.m. Thursday, he will present a School of Public Affairs and Administration colloquium on "Russian Urban Planning: The Evolution of Bureaucracy" in the school's conference room in Walwood Hall.
Naimark will give his third lecture, titled "The Development of Russian Urban Planning Cadastre," during a Department of Finance and Commercial Law colloquium Friday, Jan. 17. The time and place for the event is yet to be announced.
Naimark is the author of more than 100 research articles and book chapters on such topics as the development of Soviet cities, settlement patterns and regional planning.
His visit to campus is being coordinated by the Department of Geography. For more information, persons may contact Eldor C. Quandt, chairperson of the department, at 7-3410.

Propagation of the Depression is topic of talk

An economist will present his ideas on the Great Depression during a lecture on campus Wednesday, Jan. 15.
James S. Fackler, professor of economics at the University of Kentucky, will speak on "Propagation of the Depression: Theories and Evidence" at 3 p.m. in 3760 Knauss Hall. He also will lead a morning seminar for professional economists and graduate students.
The free talk is part of the Department of Economics' 33rd annual guest lecture-seminar series titled "The Economics of the Great Depression." The year-long series focuses on the various facets of the worldwide economic hard times that began with the 1929 stock market collapse.
Fackler will discuss why the Depression lasted so long and why it went so deep. The author of more than 30 published works, he has been an economist at the Federal Reserve Bank of New York and a visiting scholar at the Federal Reserve Bank of Kansas City. He also was a research fellow at the Brookings Institution and a junior economist with the President's Council of Economic Advisors.
The Department of Economics co-sponsors the series with the W.E. Upjohn Institute for Employment Research in Kalamazoo. The series is directed by Mark V. Wheeler, economics.

Snow removal crews ready to serve campus

Assignments have been made and winter hours have begun for snow removal crews at the University. Their schedules cover snow and ice removal activities 24 hours a day, seven days a week.
"Providing we do not have major snow storms, most areas will be clear of snow and ice prior to students, faculty and staff arriving on campus," said Paul MacNellis, physical plant-landscape services. "Various steps around the campus that are deemed to be a convenience rather than a necessity have been closed for the winter. This allows the crews to concentrate on major access areas and provide better service for ice and snow removal."
Students, faculty and staff members with special needs 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, MacNellis said.

APA meeting is Jan. 16

A discussion of which issues the Administrative Professional Association should pursue in 1997 will be on the agenda of the organization's winter general membership meeting Thursday, Jan. 16.
Members attending the event, set for noon to 1 p.m. in 157-159 Bernhard Center, will be asked to help "create, 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. 3 in the Bernhard Center. Checking out a display of "historical" photographs of some of the new inductees with Anne E. Thompson, right, human resources, were, from left: John D. Satterfield, physical plant-maintenance services; Douglas H. Dommert, Sindecuse Health Center; and Suhashni Datta-Sandhu, political science. The club now has 317 active and 279 retired members.

Chun Ming Leung, Department of Physics, Applied Physics and Astronomy, Rensselaer Polytechnic Institute, 1110 Rood Hall, 4 p.m.; refreshments, 2202 Everett Tower, 3:30 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 Transition to a 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, Walwood Hall, 12:30 p.m.
*Admission charged

Jobs (Continued from page three)

- Sciences, 96/97-208, 1/7-1/13/97.
(R) **Associate Professor** (Tenure Track; Academic Year), I-20, Science Studies, 96/97-209, 1/7-1/13/97.
(R) **Assistant Professor** (Tenure Track; Academic Year), I-30, Science Studies, 96/97-210, 1/7-1/13/97.
(N) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Psychology, 96/97-211, 1/7-1/13/97.
(N) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Political Science, 96/97-212, 1/7-1/13/97.
(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, Psychology, 96/97-213, 1/7-1/13/97.
(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, Physics, 96/97-214, 1/7-1/13/97.
(N) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Philosophy, 96/97-215, 1/7-1/13/97.
(R) **Assistant Professor** (Tenure Track; Academic Year), I-30, Mathematics and Statistics, 96/97-216, 1/7-1/13/97.
(N) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, History, 96/97-217, 1/7-1/13/97.
(N) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, History, 96/97-218, 1/7-1/13/97.
(N) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, History, 96/97-219, 1/7-1/13/97.
(R) **Assistant Professor** (Tenure Track; Academic Year), I-30, Geology, 96/97-220, 1/7-1/13/97.
(R) **Assistant Professor** (Tenure Track; Academic Year), I-30, English, 96/97-222, 1/7-1/13/97.
(N) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, English, 96/97-223, 1/7-1/13/97.
(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, English, 96/97-224, 1/7-1/13/97.
(N) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Computer Science, 96/97-225, 1/7-1/13/97.
(N) **Associate Professor** (Tenure Track; Academic Year), I-20, College of Arts and Sciences, 96/97-226, 1/7-1/13/97.
(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, Psychology, 96/97-227, 1/7-1/13/97.
(R) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Mathematics and Statistics, 96/97-228, 1/7-1/13/97.
(R) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Music, 96/97-236, 1/7-1/13/97.
(R) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Computer Science, 96/97-238, 1/7-1/13/97.
(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, Communication, 96/97-239, 1/7-1/13/97.
(R) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Political Science, 96/97-241, 1/7-1/13/97.
(R) **Associate Professor** (Tenure Track; Academic Year), I-20, Physician Assistant, 96/97-242, 1/7-1/13/97.
(N) **Assistant Professor** (Tenure Track; Academic Year), I-30, Geography, 96/97-244, 1/7-1/13/97.
(R) **Assistant Professor** (Tenure Track; Academic Year), I-30, Family and Consumer Sciences, 96/97-245, 1/7-1/13/97.
(R) **Assistant/Associate Professor** (Tenure Track; Academic Year), I-30/20, Art, 96/97-253, 1/7-1/13/97.
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.
(N) New
(R) Replacement
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