



WESTERN NEWS

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February 27, 1997

New program adds global perspective to faculty ranks

WMU's long-standing commitment to international education is being infused with new energy from a successful program that recruits faculty with experience abroad.

In 1993, President Haenicke implemented a special hiring program to increase the international expertise of the faculty. Each year, the president sets aside a special allocation that is sufficient to hire four to six tenure track assistant or associate professors. These positions are available to any department above and beyond the positions authorized by the deans and the provost.

"The possibility of attracting new and additional positions provides a strong incentive for departments to look aggressively for candidates who meet the specific criteria for this special talent pool," Haenicke said. "At the current rate of hiring, we expect that in 10 years we shall have added to our regular faculty at least another 50 colleagues with strong international credentials and expertise."

Haenicke said he began the program because the University had begun to lose some of its faculty with international expertise to retirement and he felt there was a need to broaden the scope of the faculty to coincide with other internationalization efforts.

In the 1960s, the University made a concerted effort to attract faculty members with international expertise. WMU became home to some of the most distinguished scholars in the world focusing their research on countries that included Korea, Nigeria and Pakistan.

"When I came to WMU in 1985," Haenicke said, "the composition of our faculty was beginning to change. Many of those international experts hired in the '60s were approaching retirement age. We needed to take a hard look at our recruitment efforts and to put in place a program that would permanently guarantee the presence of a cadre of international experts on our faculty."

"I am a strong believer in the striking educational benefits a university derives from a culturally diverse student and faculty body," he continued. "I have seen firsthand the improved understanding that results from exposure to culturally different points of view. Students have told me

how much better they are prepared for careers in a global economy because of international education."

Since the program began, 12 faculty members have been hired. The faculty members must speak, read and write fluently in another language; must have lived, studied or worked for an extended period in another country; and must apply half of their teaching load to instruction in an international or comparative subject.

The goal has been to position the faculty in geographical areas that correspond to University priorities, which are, in order, Europe, Asia, Latin America and Africa. Because WMU already has a large number of European specialists, hiring has been most vigorous in the Asian and Latin American areas.

About half of the recent hires were born in other countries; the other half are Americans who have lived and studied abroad. Here is brief background on some of the faculty members the University has attracted recently:

- Catherine Julien is a Phi Beta Kappa graduate of the University of California at Berkeley who is an expert on Latin American history. She specializes in Incan history and archaeology and sixth century South America. She has spent half of the past 15 years abroad in Spain, Germany and Bolivia. Recently, she was a faculty member at the University of Bonn, where she also spent two years as a Humboldt Fellow.

- Qianshen Bai is an art historian who was born in China and studied at Peking, Rutgers and Yale universities. An expert in Chinese and Japanese art, he won first prize in the National Calligraphy Competition for University Students in China. His calligraphy has been widely published and exhibited.

- Ann Miles is an anthropologist who has conducted research on gender and class in southern Ecuador and on popular health conceptions and the political economy of alternative medicine. She studied anthropology at the University of Chicago and Syracuse University and public health at Columbia University. Her teaching specialties include medical anthropology and the cultures of Latin America.

- Gunther Hega is a political scientist who specializes in comparative politics, European politics and international relations. A native of Germany, he was educated at the University of Tübingen and Washington University in St. Louis. His research interests include economic, industrial and education policies in Europe as well as European integration.

- Julie Fischer is an American-born geographer whose research interests include natural resource tenure and management systems in Guinea, West Africa. She has spent several years working at a land tenure center in West Africa and is fluent in

(Continued on page four)

Educators from across state here for equity conference

Educators from all 15 Michigan public universities and six other Michigan colleges will gather here March 13-14 to explore classroom teaching strategies designed to keep minority students on track for graduation.

"Equity Within the Classroom VII: Graduating Minority Students" is the focus of the conference at the Bernhard Center that will attract up to 300 faculty members, deans, department chairpersons and administrators eager to explore classroom strategies that will improve minority retention and graduation rates. The Office of Equity in the Michigan Department of Education organizes the annual event, which for the first time in the conference's seven-year history is being held on the campus of one of the sponsoring institutions.

Those attending will hear from Pulitzer Prize-winning journalist Roger Wilkins and Grand Rapids food store executive Robert A. Woodruff, who will both deliver keynote talks at the conference. Participants also will be able to attend two of a series of eight concurrent workshops presented by specialists on such topics as Hispanic and Native American student retention, political issues surrounding diversity and strategies for bringing underrepresented minority students into science and engineering fields.

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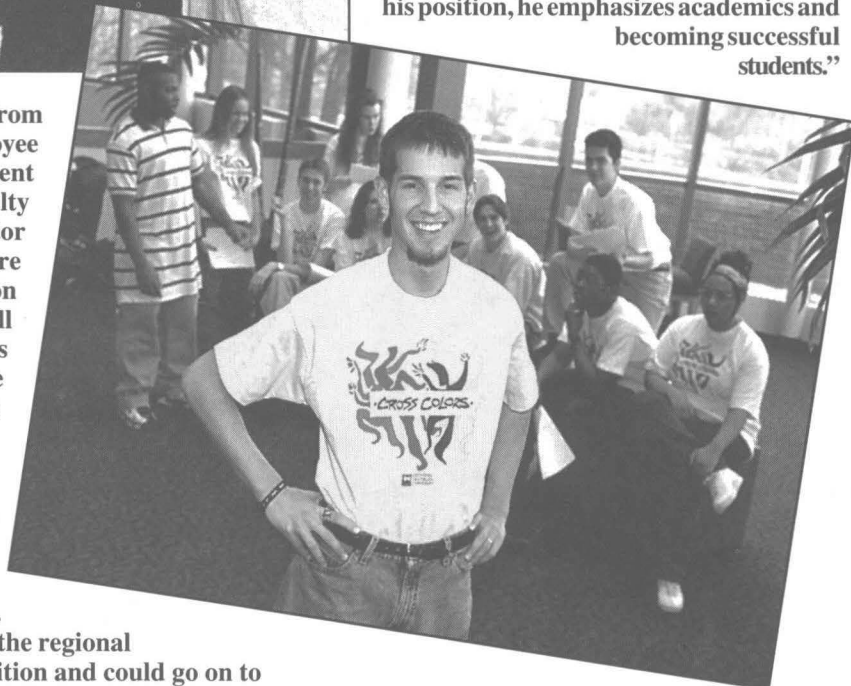
All in a day's work



The significant contributions student employees make to the University were recognized during the 11th annual Student Employment Week Feb. 10-14. As part of the celebration organized by the student employment referral service, two members of the University community were honored as "Student Employee of the Year" and "Supervisor of the Year." LEFT: Kevin Knutson (holding plaque), residence hall life/facilities, is surrounded by some of the students he supervises as director of Garneau/Harvey Halls. In nominating him for "Supervisor of the Year," one student wrote, "Kevin makes daily contributions to student growth and development. He is caring, supportive and flexible. During one-on-ones with staff, he encourages goal setting and conflict resolution. In the programming aspect of his position, he emphasizes academics and becoming successful students."

RIGHT: Christopher L. Totten, a junior from Kalamazoo, was chosen as "Student Employee of the Year" for his work in the Department of Theatre. He is a student assistant to faculty member James Martz, the student director of Cross Colors, a multicultural theatre troupe, and the head of the student audition process. "Christopher is extremely well organized, willing to help, always acts professionally, has respect for the theatre faculty, staff and fellow students, and has a wonderful sense of humor," wrote one nominator. That attitude came in handy this past fall, when he was recovering from a serious automobile accident in which he broke his neck. He continued working while sporting a "halo" brace with four screws attached to his skull.

Totten's nomination will be entered into the regional "Student Employee of the Year" competition and could go on to a national contest. In addition to a plaque, the winners received a basket of goodies donated by local businesses at a tea Feb. 14 at the Oaklands.



Did you know?

- The Department of Blind Rehabilitation is the oldest, largest and one of the best-known blindness programs in the world and each year attracts visitors from around the world as well as requests from other nations for help in building their own blindness programs.

- The Department of Occupational Therapy offers a new graduate certificate program in hippotherapy — the use of horses and riding to accomplish specific therapeutic objectives. The program is the first of its kind in the nation and the only University-based program in the world.

- The Graduate Certificate Program in Alcohol and Drug Abuse was the first such program of its kind in the nation and today is internationally known as a leader in substance abuse education.

Mainframe moving to computing center

The University's administrative mainframe computer system, which provides access to the University libraries systems and the telephone registration systems, will be down from 11 p.m. Friday, Feb. 28, until noon Sunday, March 2.

The system is being relocated from the basement of the Seibert Administration Building to the first floor of the University Computing Center. It will be returned to service as soon as the relocation has been completed.

A consolidation of all computing operations has been a goal since the computing center was completed five years ago, according to Richard A. Wright, associate vice president for academic affairs. However, the old mainframe equipment required an elaborate water cooling system and the old tape and disk drive storage systems were too large for available space in the new building. Now, the equipment has been upgraded to state-of-the-art, requiring no water cooling, and the floor space needed is a

fraction of the old.

"The move will finally achieve the University's goal to fully unify and integrate all computing services into one unit, under a single director, in a single building," Wright said.

The move also will allow operations staff to expand their knowledge and skills, since the IBM and Digital (VAX) equipment will all be in one place. Operators and systems personnel will be able to cross train on the "other" system, he said.

"We are all very excited about the move and hope that the result will be improved service capability for the University community," Wright said. "The move has been carefully planned, and the majority of campus users should not even see a disruption in their service."

Telephone numbers for the administrative operations and production control staff will remain the same. All report distribution will now be at the new location.

Seminar for office personnel marks 25th year

For 24 years, WMU has presented an annual public seminar as a way of helping all levels of office personnel adapt to workplace changes. This wealth of experience will be brought to bear Thursday, March 27, when the Department of Business Information Systems sponsors its 25th annual Seminar for Office Personnel.



Miller

Entitled "Surviving and Thriving in a World of Change," the seminar will run from 8:30 a.m. to 4:30 p.m. in the Fetzer Center. It is open to the public and will focus on how key changes in the work place are affecting employees and what these employees can do to survive and thrive.

"People need a better understanding of the process of change itself as well as of how to manage their careers, adapt to new office technologies, and recognize different communication styles and personality types," says Joel P. Bowman, chairperson of business information systems.

"Today's skills, technology and career strategies will soon be obsolete," he says. "By developing new skills and strategies, employees can keep pace with the changes happening around them and gain more control over their professional lives."

The upcoming seminar is a concentrated, hands-on program that features a high-energy, thought-provoking keynote address in the morning and three concurrent workshops in the afternoon.

The keynote address, "Chaos in the Work Place: Flourishing in Times of Change," is open to all seminar participants. It encourages employees to toss their ideas of "job" and "career" out the window and deal more constructively with current realities, opportunities and risks.

It will be presented by Jennifer Miller, president of SkillSource, a consulting and

training firm in Grand Rapids that helps organizations develop their work force, which Miller describes as an organization's "key strategic asset."

Miller will be featured again in the afternoon workshop called "Career Strategies for the New Millennium." Other afternoon workshops will be: "Shaping Your Communication with Geometric Psychology" with Linda Comerford, owner of Comerford Consulting in Indianapolis; and "Survival Skills for Women in the Modern Office" with Inge M. Klopping, assistant dean for information services in the College of Business Administration at Bowling Green State University.

A special feature of the seminar will be the brief welcome and 25th anniversary celebration that kicks off the program, Bowman said.

"When we began presenting our seminar 25 years ago, the standard piece of equipment on office desks was not a computer but a typewriter," he noted. "Most mail went in an envelope instead of over telephone lines, and organizations had not yet started on the seemingly endless round of downsizing, rightsizing, merging and reorganizing."

The seminar costs \$99 for those reserving before March 15 and \$125 for those reserving after March 15. If approved, WMU employees may complete an intra to transfer the registration fee. The fee includes lunch, refreshments and all materials.

To reserve a place or obtain additional seminar details, contact the Department of Business Information Systems at 7-5410.

Health center one of 10 in country to participate in pilot program to evaluate new oral HIV test

Beginning Monday, March 10, WMU students will have a chance to participate in a ground-breaking study designed to evaluate the ease and convenience of a new oral HIV test.

The Sindecuse Health Center is one of 10 campus health centers across the country that have been chosen to partner with SmithKline Beecham Consumer Health-Care in a pilot program to have college students evaluate OraSure, a new oral HIV-1 antibody testing system.

The OraSure system, approved by the Food and Drug Administration on June 3, 1996, is a painless, non-invasive alternative to the traditional HIV antibody blood test. The Sindecuse Health Center will assist with the evaluation of OraSure as a tool to strengthen HIV testing programs on college campuses. In addition, it will participate in the development of national standards for HIV antibody counseling and testing for institutions of higher education.

"The revolutionary OraSure technology provides a safe, effective and highly accurate means of testing for HIV antibodies without the need for blood or needles," said Christine G. Zimmer, Sindecuse Health Center.

Instead of testing saliva, Zimmer explained, it tests a sample of oral mucosal transudate from the gum that may contain high concentrations of HIV antibodies and is free of most contaminants found in saliva.

"Collecting a sample is painless and easy," Zimmer said. "A specially treated pad attached to a small handle is placed between a person's lower cheek and gum for two minutes. The pad draws the transudate through the gum to the pad. The pad is then placed in a vial with a preservative and is sent to a laboratory for testing in the same way blood samples have been tested."

According to Zimmer, an extensive review of data from a large, multicenter trial published in the Jan. 15, 1997, issue of the Journal of the American Medical Association reinforces that OraSure is a highly accurate alternative to blood testing. Overall, testing of OraSure samples gave the correct result or triggered appropriate follow-up testing in 99.97 percent of the cases.

"The Sindecuse Health Center is look-

ing for students willing to participate in the OraSure HIV antibody testing process and willing to provide us with opinions regarding its ease and convenience," Zimmer said.

The cost of HIV antibody testing at the health center is \$10, she said, but the first 100 students choosing to be tested with OraSure will be reimbursed this amount after completing a brief questionnaire during their test results appointment. Students interested in participating in this national marketing study are encouraged to call the Sindecuse Health Center for an HIV antibody testing appointment.

The other schools selected to participate in the pilot project are: the Universities of Florida, Southern California and Connecticut, and Brown, Jackson State, James Madison, Ohio State, Oklahoma State and San Francisco State universities.

Zimmer said HIV antibody testing at the health center is an anonymous process, ensuring that the test results are not associated with a person's identity. HIV antibody testing is encouraged for anyone who has had sexual intercourse without barrier protection or has been diagnosed with another sexually transmitted infection.

"Being sure of your HIV status offers you the opportunity to make safer personal choices in the future, lead a healthier life, and protect yourself and your loved ones from the virus associated with AIDS," Zimmer said.

"Testing negative can be a great relief and allows you to modify your behavior to protect yourself in the future," she said. "If your test is positive, there are now more effective measures to help slow the progression of HIV infection and improve your quality of life."

For more information on anonymous HIV counseling and testing or for an appointment, call the Sindecuse Health Center at 7-3277. For more information about the pilot testing project, call Zimmer at 7-3263.

Next News out March 13

Western News will not be published next week during spring break. The next issue will be published Thursday, March 13. The deadline for that issue is noon Tuesday, March 11.

Athletes to compete in goal ball tournament

Some of the best visually impaired athletes from the United States and Canada, including six participants from the 1996 Atlanta Paralympics, will gather on campus Saturday and Sunday, March 1-2, to compete in the 14th annual Kalamazoo Invitational Goal Ball Tournament.

Sanctioned by the U.S. Association for Blind Athletes, the goal ball tournament

will feature men's and women's teams from California, Colorado, Indiana, New Jersey, Tennessee and Ontario as well as several teams from Michigan. At least six of the athletes represented either the United States or Canada in the 1996 Paralympics in Atlanta. Three of the paralympians are WMU team members Sherry Gordon and Shawn Donaldson of Kalamazoo and Ed McInnis of Saginaw.

The competition for trophies and medals will begin at 8 a.m. Saturday and continue through noon Sunday at the Student Recreation Center. WMU's men's team, the reigning national champion, will attempt to avenge its second place finish to Ontario in last year's Kalamazoo tournament. The WMU women are among those favored to win the women's division, although they face a stiff challenge from Colorado, which has won the tournament for three consecutive years.

Goal ball is a fast-paced, goal-oriented, physical sport similar to hockey or soccer, and is exclusively played by visually impaired or blindfolded players. It was originally developed in Eastern Europe by blind veterans following World War II and came to the United States in the 1970s.

Playing on a surface the size of a volleyball court, competitors use a 3.5-pound ball that contains a bell so they can hear it. Three offensive players face three defensive players and use their bodies to try and move the ball across the goal line. The ball may travel at speeds of up to 50 miles per hour, sometimes covering the court in less than one second.

Several volunteers make the annual Kalamazoo Invitational possible. Those interested in volunteering should contact Paul E. Ponchillia, blind rehabilitation, who is coordinating the event, at 7-3455.



MUSIC FESTIVAL — The film scores and themes from 20 years of movies that reflect the true-to-life experiences of African Americans were the focus of an annual WMU music festival that celebrated its 10th anniversary this month. Exposition II: "'Claudine' to 'Waiting to Exhale:' 1974-1997" was presented Feb. 21-22 by the Black Americana Studies Program as part of the University's African American History Month observance. From left, students Ibrahim B. Sodawalla, a freshman from Warren, and Stephen Jones, a senior from Detroit, had a chance to meet participants Randy Scott of the Southfield-based Randy Scott Band and Horace Boyer, professor of music and dance at the University of Massachusetts at Amherst, before the event on Saturday in the Dalton Center Recital Hall.

WESTERN NEWS

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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

OT Research Day observes two anniversaries

Mentoring will be the conference topic, but occupational therapy history also will be on the minds of researchers from across the Midwest as they gather at WMU March 14-15 for an event that will help mark two professional milestones.

The Annual Midwest Deans' Occupational Therapy Research Day will return to the campus of its origin to celebrate both the 10th anniversary of that event and to launch activities marking the 75th anniversary of WMU's Department of Occupational Therapy. More than 100 researchers and students from six Midwestern states are expected to attend activities which will take place in the University Medical and Health Sciences Center and the Fetzer Center.

The two-day event will focus on the topic of mentoring and will include a day-long workshop on Friday, March 14. Following the workshop, a reception and tours of WMU's Unified Clinics will be offered. The day will conclude with a banquet and the Bill Burian Memorial Lecture—named for the founding dean of WMU's College of Health and Human Services who also initiated the annual Deans' Research Day. Presentations, roundtable discussions and a luncheon on Saturday, March 15, will complete the weekend's program of activities.

This is the first time the Deans' Research Day has been held at WMU since it began in 1987. The purpose of the annual event is to promote occupational therapy research, to advance the research capabilities of occupational therapy academic programs and to stimulate collaborative research among faculty members.

The Friday workshop and Bill Burian Memorial lecture will be presented by Charlotte B. Royeen, professor and assistant dean for research in the Department of Occupational Therapy at Creighton University.

For information on fees or to register, persons should contact Hazel L. Starcher in the College of Health and Human Services at 7-2654.

The Deans' Research Day is part of 75th anniversary activities for WMU's Department of Occupational Therapy. A

department-sponsored birthday party is planned for WMU alumni, students and friends attending the national meetings of the American Occupational Therapy Association, which will take place in Orlando, Fla., in April. A major on-campus celebration is set for Oct. 24-25 and will include workshops, clinic and campus tours, and a banquet honoring outstanding alumni. Department alumni from around the nation are expected to attend those events.

The occupational therapy program at WMU ranks among the nation's two or three oldest academic programs in the field. The department founder was Marion R. Spear, director of occupational therapy at the Kalamazoo Asylum who began an OT training program to fill the post-World War I demand for therapists. The first collaboration between her training program and Western State Teachers College began in 1927.

Nominations due March 5 for service excellence awards

Nominations for Staff Service Excellence Awards are due Wednesday, March 5.

Under the new format for this awards program, up to 12 individuals may be selected from those nominated to receive a prize of \$100 (less taxes) and a commemorative certificate. The selection committee will not know the names of the nominators or nominees. Consideration will be based solely on the information contained in the nomination. For this reason, be sure to include as much detail as possible explaining how your nominee has performed in true excellence when you make a nomination.

The committee will be looking for employees who have far exceeded their normal expectations in service to the University.

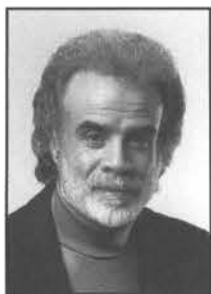
To make a nomination, use the form included in the flyer that was sent out last week, or contact the Department of Human Resources (7-3620) to obtain a form. Nominations may also be submitted by memo or by e-mail to Anne E. Thompson, human resources (anne.thompson@wmich.edu).

Winners for this round of semi-annual awards will be announced in early April.

Therapist to present Young Scholars lecture

A family therapist with a special interest in treatment of the poor will speak Thursday, March 13, as part of its 26th annual Whitney Young Jr. Scholars Program.

Harry J. Aponte, associate clinical professor at the Allegheny University of Health Sciences in Philadelphia, will discuss "The Spiritual Basis for Therapy with Poor Families" at 7:15 p.m. in the Dalton Center Recital



Aponte

Hall. During the program, certificates and monetary awards will be presented to seniors and master's degree students for their scholastic achievement, community service and recognition.

Aponte also is director of the Family Therapy Training Program of Philadelphia. He previously was director of the Philadelphia Child Guidance Clinic and a teacher and supervisor at the Menninger Clinic in Topeka, Kan.

He trains therapists to work with the similarities and differences between themselves and their clients in socio-economic status, personal life experience and values. He is the author of "Bread and Spirit: Therapy with the New Poor: Diversity of Race, Culture and Values." This book puts families' life choices based on their ethnicity, culture and spirituality at the heart of their therapy, an issue of particular importance in the work with today's poor.

The Whitney Young Jr. Scholars Program was established by WMU's School of Social Work in 1971 as a memorial to Young, an internationally known social worker who died that year. At the time of his death, he was the executive director of the National Urban League. As president of the National Association of Social Workers, Young was the convocation speaker at the dedication of WMU's School of Social Work in 1968.

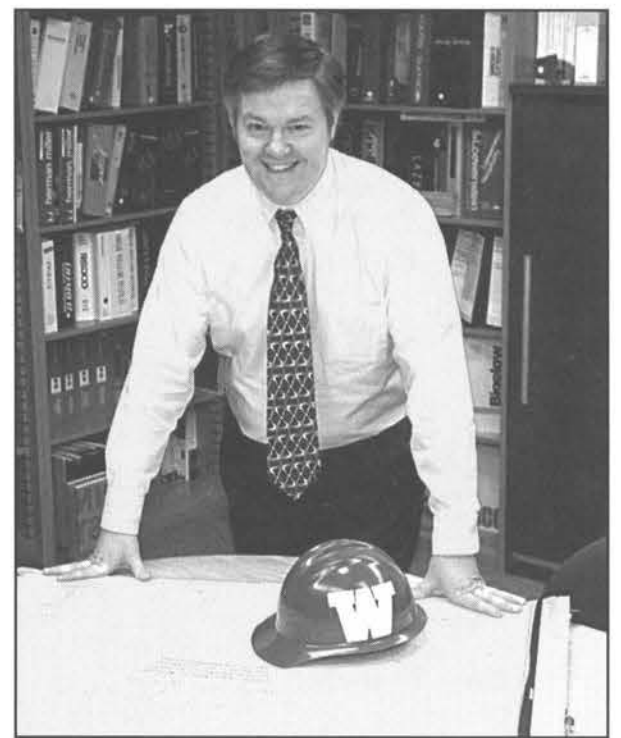
The lecture is being sponsored by the WMU School of Social Work and the Kellogg Community Training Association Project. For more information, persons may contact Linwood H. Cousins, social work, at 7-3173.

Exchange

FOR SALE — 1995 Pontiac Grand Am SE, V-6, white, many options, 52,000 miles, excellent condition. \$10,000. Call 381-5168.

On campus

PLANNING AHEAD — David D. Smith has a better idea of what the campus will look like a few years down the road than most employees. He's the manager of architecture and interior design in the Office of Campus Facility Development. Smith and two other managers and their staffs are part of an office that has in-house capabilities in interior design, architecture, engineering and construction administration. "Our projects run from purchasing furniture for individual offices to overseeing projects like the power plant renovation and science facilities construction." He and his staff handle most of the design phase for projects, meet with faculty and staff to



assess needs and develop budgets and schedules. Usually, an outside architecture and engineering company is hired to do the design. But sometimes Smith and his staff handle the projects, such as the recent renovation of the customer account services area on the first floor of the Seibert Administration Building. Other projects in which Smith is currently involved include: a study to renovate more areas in Ellsworth Hall; the construction and renovation taking place at the W.K. Kellogg Airport in Battle Creek for the School of Aviation Sciences and the subsequent installation of a wind tunnel at the University's facilities at the Kalamazoo/Battle Creek International Airport; and the inspection of older buildings for weather tightness, roofs, windows and accessibility. "I like meeting the people," says Smith, who has been on the job here for four years. "I work with people from almost every college. I like finding out about what they need and designing facilities to respond to that." Smith is a licensed architect and has a degree in architecture from Lawrence Technological University. When not at work, he's putting his skills to work restoring a historic home in Rockford. He and his wife are expecting their first child in April.

Nature Conservancy representative to speak

An official from the Nature Conservancy will discuss work the organization is doing in Michigan during two lectures on campus Tuesday and Wednesday, March 11-12.

David Ewert, director of science and stewardship at the Michigan field office of the Nature Conservancy in East Lansing, will lead a free public presentation at 7:30 p.m. Tuesday in the Kirsch Auditorium of the Fetzer Center. His topic will be "The Nature Conservancy in Michigan."

He also will present a lecture as part of the Department of Biological Sciences seminar program at 4 p.m. Wednesday in 5270 McCracken Hall. The seminar is titled "Migrant Landbirds and Landscape Interactions Along Lake Huron, Mich."

In the first lecture, Ewert will describe some of the Nature Conservancy's 37 Michigan preserves, which include dunes, marshes, prairies and forest. He will discuss the organization's efforts to protect the preserves, such as controlled burning to maintain prairie, as well as its research on endangered species and cooperative conservation ventures with other groups and government agencies.

Ewert's second lecture will cover research he is conducting on neotropical migrant landbirds, which nest in the United States and Canada and migrate to wintering grounds in Central and South America. Populations have been declining in several well-known species in this category, such as the Scarlet Tanager and Ovenbird.

The Nature Conservancy is perhaps the

most successful conservation organization in the world. Founded in 1951, its aim is to protect endangered species and habitats by buying the lands and waters they need to survive. With the help of its 828,000 members and 1,500 corporate sponsors, it has set aside more than 1,500 preserves in the United States alone. It has field offices in all 50 states plus many countries in Latin America, the Caribbean and the Pacific Rim.

Ewert's lectures are supported by the Theodosia Hamilton Hadley Fund in the Department of Biological Sciences, the Southwest Michigan Land Conservancy and the Audubon Society of Kalamazoo. For more information, persons may contact Richard D. Brewer, emeritus in biological sciences, at 375-8465.

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) **Programmer/Analyst**, X-05, University Computing Services, 96/97-278, 2/25-3/3/97.

(N) **Network Manager**, X-05, Physical Plant-Maintenance Services, 96/97-284, 2/25-3/3/97.

(R) **Residence Hall Director** (1-5 Positions), R-05, Residence Hall Life/Facilities, 96/97-320, 2/25-3/3/97.

(R) **Placement Coordinator**, P-03, Career Services, 96/97-321, 2/25-3/3/97.

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

WMU is an EO/AA employer

Media

Two faculty and staff 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: Neil A. Pinney, political science, on term limits, March 1; and George R. Kohrman, University computing services, on Internet traffic, March 8. "Focus" is also used on a regular basis by WKZO-AM (590), WGVU-FM (88.5) and several other radio stations around Michigan.

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: February events; March events; and future events, which run from April 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, February 27

(and 28) Exhibition, painting by Peter Middleton and Andrew Snyder, Rotunda and South Galleries, East Hall, weekdays, 10 a.m.-5 p.m.; reception, Friday, Feb. 28, 5-8 p.m.

*Management development program, "Positive Discipline: A Primer on Problem-Solving Employee Relations," Fetzer Center, 8:30 a.m.-noon; to register call 7-3232. Satellite videoconference, "Educational Technology '97: Anything, Anytime, Anywhere, with Anyone," Stewart Tower Conference Room, third floor, University Computing Center, 2:30-4 p.m.; to register call 7-5305.

*(thru March 1) University Theatre production, "Ten Little Indians," Shaw Theatre, 8 p.m.

Friday, February 28

Seventh annual Professional Development Conference for Physical Educators and Coaches, Student Recreation Center, 8 a.m.-2:45 p.m.; to register call 7-2705.

Saturday, March 1

(and 2) 14th annual Kalamazoo Invitational Goal Ball Tournament, Student Recreation Center, 8 a.m. Saturday-noon Sunday.

*Men's basketball, WMU vs. Ohio University, University Arena, 2 p.m.

Monday, March 3

(thru 9) Spring break.

*(thru 7) Management development program, "Train-the Trainer," Fetzer Center, 8:30 a.m.-4:30 p.m.; to register call 7-3232.

Tuesday, March 4

*Management development program, "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.

Wednesday, March 5

Breakfast and presentation, "Emotional Intelligence: Restoring Balance in a Chaotic Environment," Byron Stock, performance improvement consultant, Fetzer Center, 7:30-9 a.m.; to register call 7-4174.

Monday, March 10

(thru 14) Exhibition, graphic design by BFA candidates Wendy Morgan, Cheryl Jipping and Kelly Krumm, Rotunda and South Galleries, East Hall, weekdays, 10 a.m.-5 p.m.; reception, Friday, March 14, 5-8 p.m.

Doctoral oral examination, "A Systems Approach to Performance Quality: An Application to Higher Education," Tobias LaFleur, psychology, 208 North Hall, 10 a.m.

Tuesday, March 11

(thru 27) Exhibition, sculpture by John Payne, University Park, Ill., artist, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

Conference (Continued from page one)

The conference will open at 7 p.m. Thursday, March 13, with welcoming remarks by Earl Nelson, director of the DOE's Office of Equity. Welcoming remarks also will be made by Richard A. Wright, WMU associate vice president for academic affairs, and Martha B. Warfield, director of WMU's Division of Minority Affairs and WMU's campus delegation coordinator for the conference.

Thursday evening activities also will include Equity Award Presentations and a talk by Ephraim Issac, director of Semitic studies at Princeton University who also will be a workshop presenter for the conference.

Friday activities, which will run from 8:30 a.m. to 3 p.m., will include both keynote addresses and morning and afternoon workshop sessions.

Wilkins will deliver the morning keynote address at 8:45 a.m. He is currently professor of history and American culture at George Mason University and also serves as a commentator for National Public Radio.

Wilkins served as assistant attorney general during the Lyndon Johnson administration and worked for the Ford Foundation and the U.S. Agency for International Development before launching a distinguished career in journalism. He has worked at both the New York Times and the Washington Post and as a network radio commentator for both CBS News and the Mutual Broadcasting System. While working at the Washington Post, he shared the 1972 Pulitzer Prize for Watergate coverage with Robert Woodward, Carl Bernstein and Herblock. He is a past chairman of the Pulitzer Prize Board and is currently chairperson of the board of trustees of the African American Institute and a member of the board of the NAACP Legal Defense Fund.

Woodrick will deliver a 12:15 p.m. luncheon address to conference participants. He is the chairman of D&W Food Center Inc., which has its headquarters in Grand

Rapids. In recent years, Woodrick has been an activist in the areas of healing racism and expanding diversity in the workplace. His work has resulted in numerous awards, including the 1996 Civic Commitment Award from the Anti-Defamation League and Ernst & Young's Michigan Socially Responsible Entrepreneur of the Year award in 1995.

Woodrick has been responsible for establishing a series of Healing Racism Institutes devoted to helping people confront their feelings about racism. The institutes have taken place at locations across West Michigan including WMU, where an ongoing effort began last fall.

Workshop presenters will come from across the country. Besides Princeton's Issac, they will include: Robert Barr, director of institutional research and planning at Palomar College; Patricia Mendoza, regional director of the Mexican American Legal Defense and Education Fund; Beverly A. Moore, director of WMU's Institute for the Study of Race and Ethnic Relations; David Staddon, president of the Inter-Cultural Consulting Corp.; Peck Cho and Bill Predebon of Michigan Technological University; Donald Williams Sr., Michelle Viara, Eduardo Sanchez-Rojas and Elizabeth Maschewski of Grand Valley State University; and Judy Hooper and Terry Doyle of Ferris State University.

The conference is co-sponsored by the state's 15 public universities and by the General Motors Institute, Lawrence Technological University, Madonna University, Marygrove College, Olivet College and the University of Detroit Mercy. Each of the sponsoring institutions has been allotted 15 seats at the conference.

As the host institution, WMU will be able to accommodate on-site registrations by interested members of the campus and local community. For more information about specific times and registration procedures, persons should contact the Division of Minority Affairs at 7-4421 or Warfield at 7-4429.



BOOKIN' IT — Waldo Library is a popular spot for students to spend their study time surrounded by stacks.

"Enhancing Teaching with Technology" program, "Using the Web to Teach Seminar-sized Classes," Luis R. Gamez, English, Stewart Tower Conference Room, third floor, University Computing Center, noon-1 p.m.; to register call 7-5430.

Lecture, "The Nature Conservancy in Michigan," David Ewert, director of science and stewardship, Michigan field office, the Nature Conservancy, Kirsch Auditorium, Fetzer Center, 7:30 p.m.

*Performance, "Chorovaya Akademia," 15-man a cappella choir from Moscow, Miller Auditorium, 8 p.m.

*Dalton Series concert, Meridian Arts Ensemble, Dalton Center Recital Hall, 8 p.m.

Wednesday, March 12

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

(thru April 17) Exhibition, drawings, computer imaging and painting by new art faculty members Cat Crotchett, Charles LoVerme and Jan Reeves, Space Gallery, Knauss Hall, Mondays thru Thursdays, 10 a.m.-4 p.m.; reception, Thursday, March 13, 4-6 p.m.

Doctoral oral examination, "Outcomes Related to the Quality of Life of Oncology Patients Aged 65 and Older Following Initial Cancer Treatment," Rosemary C. Zivic, public administration, 211-E Walwood Hall, 2 p.m.

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.

Biological sciences seminar, "Migrant Landbirds and Landscape Interactions Along Lake Huron, Mich.," David Ewert, director of science and stewardship, Michigan field office, the Nature Conservancy, 5270 McCracken Hall, 4 p.m.

Thursday, March 13

Faculty development services videoconference, "How To Teach Through Socratic Questioning, Part 1: Asking Questions that Take Thinking Apart," Richard Paul, director, Center for Critical Thinking, Sonoma State University, Stewart Tower Conference Room, third floor, University Computing Center, 3-4:30 p.m.; to register call 7-5305.

(and 14) Conference, "Equity Within the Classroom VII: Graduating Minority Students," Bernhard Center: Thursday, 7-8:30 p.m.; and Friday, 8:30 a.m.-3 p.m.; to register call 7-4421.

26th annual Whitney Young Jr. Scholars Program lecture, "The Spiritual Basis for Therapy with Poor Families," Harry J. Aponte, associate clinical professor, Allegheny University of Health Sciences, Dalton Center Recital Hall, 7:15 p.m.

*Admission charged

International (Continued from page one)

Fula, the language spoken there.

When the University first began advertising these positions, it was not always easy to find the caliber of faculty members sought. As word has spread about WMU's unique criteria and serious commitment to internationalization, the quality of the applicant pool has improved dramatically.

"In addition to strengthening our instruction," Haenicke said, "the hiring of these faculty members has had a spillover effect on most of our other international initiatives. With their expertise and networks, the faculty are giving us contacts abroad who help us find more overseas study sites and recruit more international students.

"Furthermore," he continued, "they are setting an example for our students by demonstrating the benefits of studying abroad. They are building self-confidence in students by showing that they are comfortable working in another language and operating in another society. They also are adding to the global nature of our campus by bringing in colleagues to speak and organizing lecture series and colloquia."

The faculty hiring program is just one part of WMU's recent internationalization efforts. Other initiatives include increas-

ing the number of international students and boosting the opportunities for WMU students to study abroad.

This year, the University has 1,742 students from 90 other countries, representing 6.8 percent of total enrollment. The University is second only to Florida International University among Carnegie Doctoral I institutions with the number of international students enrolled in degree programs and is among the top 50 universities in the country with its international population. In Michigan, WMU has the largest number of undergraduate international students among all colleges and universities.

In 1991-92, the University had exchange agreements with three universities in Germany and one in Japan, and it sponsored none of its own study abroad programs. Today, WMU has exchange agreements with four universities in Germany and seven universities in Japan as well as one each with universities in Sweden, Norway and the Netherlands. The University now sponsors study abroad programs of its own in Mexico, France, Russia and Malaysia. The number of WMU students who studied abroad for credit increased from 171 in 1991-92 to 243 in 1995-96.