



WESTERN NEWS

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Aviation program taking off in Detroit high schools

While many teens may dream of boarding an airplane and being whisked away to a sunny spring break in the Bahamas, some Detroit area high school students are taking steps to put themselves in the pilot seat for future commercial flights that will take them around the world.

Twice each week, they attend classes taught by two instructors who fly a Cessna 150 airplane from Kalamazoo to the Detroit City Airport to teach aviation classes at Benjamin O. Davis Aerospace Technical High School, which is adjacent to the airport. Aviation course work and flight instruction also is offered to students at Cass Technical High School and Detroit Northern High School through a two-year-old WMU program designed to open the world of aviation opportunities to minority students and women. It is made possible by an award from the W.K. Kellogg Foundation of Battle Creek.

The three Detroit schools have 50 sophomores, juniors and seniors involved in the program. The program also is offered at Covert High School in West Michigan's Van Buren County and at Battle Creek Central High School. Of the 74 students enrolled this year at all five schools, 81 percent are African American and nearly 40 percent are women.

Ground instruction covers career opportunities in the aviation industry, science experiments and lessons on the principles of flight and is offered one day each week. The second day of class is devoted to giving students flight instruction in the Cessna 150, which is part of the WMU School of Aviation Sciences' training fleet. Each participating student gets three to four hours of flight instruction. If the student decides to eventually pursue a pilot's license, that time is counted toward the 40 to 50 hours of flight time required for licensing.

"There's nothing quite like seeing the look in these kids' eyes when they actually fly a plane for the first time or make a take-off with the assistance of the flight instructor," says Dominic M. Nicolai, who with Thomas J. McLaughlin is an aviation program coordinator for the high school project. "They get a different view of the world from 2,000 feet in the air. It's a wonderful feeling."

That view, he says, can open up a whole new world of opportunity for students. About a third of the participating students come into the program because they already have an interest in and some knowledge of aviation careers. For the rest, the class is a way to try out something they've never seriously considered or even thought about.

"The goal of the program," says Joseph H. Dunlap, director of the School of Aviation Sciences, "is to address a real shortage of minorities and women in the aviation industry. When we started this effort, only about 1 percent of commercial pilots and



SKY'S THE LIMIT — Thomas J. McLaughlin, left, aviation sciences, discusses the uses of an altimeter with Betty-Jo Savoy and William Thomas, both students at Benjamin O. Davis Aerospace Technical High School in Detroit. McLaughlin helps coordinate a WMU program that takes aviation instruction into three Detroit area high schools each week. Its goal is to open the world of aviation opportunities to minorities and women.

flight engineers were black and just over 5 percent were women. We're addressing this problem by beginning our recruitment efforts early in high school. We want to get students interested in these careers while they are still in high school and provide scholarship assistance and support for them to pursue the college education they need to succeed."

Both the on-site instruction for high school students and a \$300,000 scholarship fund to help students attend WMU are

supported through a 1995 award to the University from the Kellogg Foundation. Nearly \$41,000 in scholarship aid was awarded last year to eight women and minority students interested in pursuing aviation careers. Last year's top award of \$16,000 went to Donald W. Davenport, a Davis graduate who is now a WMU freshman majoring in aviation flight science.

On April 19, 10 students recruited from

(Continued on page four)

Open office hours set for Monday, April 7

President Haenicke will conduct open office hours from 2:30 to 4:30 p.m. Monday, April 7, to provide students, faculty and staff members with the opportunity to stop by and visit with him on any topic of concern.

Haenicke plans to be available in his office, 3060 Seibert Administration Building. Individuals may visit without making an appointment and will not be restricted in time unless others are waiting. In that case, a time limit of 10 minutes will be imposed.

Persons may call the Office of the President at 7-2351 to make sure Haenicke is on campus prior to visiting during the allotted time.

Faculty and staff invited to help 'turn back time'

Haul out those bell bottoms and poodle skirts!

Faculty and staff members are invited to join students and experience a "blast from the past" Friday, April 11.

The Center Board is sponsoring a "Turn Back Time" party from 8 p.m. to midnight in the Bernhard Center. Those attending should come dressed in clothing from the '50s, '60s, '70s or '80s.

Bronco Mall merchants will be turning back prices to those years. Endless Summer, a band that features Beach Boys music, will perform on Center Stage and WFAT-FM will be doing a remote broadcast from the building. Other activities will include bowling and Twister and limbo contests.

The event is free, except for the food and bowling. For more information, call the Center Board office at 7-4888.

Faculty member commits future to enlightening the past

A WMU faculty member has embarked upon a literary journey that could take the next quarter century of his life.

Pierre A. Walker, English, is serving as co-editor of "The Complete Letters of Henry James," one of the largest scholarly editing projects ever undertaken.

James, an American-born novelist who lived from 1843 to 1916, is the author of such works as "The Portrait of a Lady," "The Bostonians" and "The Ambassadors." During his lifetime, he wrote more than 10,000 letters, only 3,000 to 4,000 of which have ever been published.

Walker and his colleague, Greg W. Zacharias, chairperson of the Department of English at Creighton University in Omaha, have taken on the monumental task of collecting and editing all of the letters for publication. They are expected to fill 25 to 30 volumes, with the first coming out in the year 2000. At that rate, the project will take 20 to 25 years to complete.

Walker calls James "one of the most important figures in American literature" and says the project will be well worth the time commitment because of the new information it will provide to scholars around the world. Many are interested in James' letters because he corresponded with some of the best-known writers and public figures of his time. Others are intrigued by the themes James explores, such as the differences between European and American culture and the experience of being an expatriate.

In fact, those themes first drew Walker to James' writings. "I was living in France when I finished college," Walker says.

"I'm partly French, partly American myself. About half of James' fiction is about problems of people from one place living in a different place.

"He was American-born but lived most of his adult life in Europe and much of his childhood was spent going back and forth between Europe and America," he contin-

'So many details of Henry James' life are unable to be known because of the difficulty of getting at the primary evidence. When all this is available, it'll be possible for people to understand the man in ways that they've never understood him before.'

—Pierre A. Walker

ues. "In much of his fiction, he has American characters living in Europe or Europeans living in America. His stories revolve around some of the problems and differences in customs, habits and manners that they encounter. When I was living abroad, it was really interesting to me to read such literature."

Walker holds his bachelor's degree from the University of Massachusetts at Amherst and his master's and doctoral degrees from

Columbia University. He wrote his dissertation on the novels of Henry James and maintained his interest in the author through membership in the Henry James Society and the editorial board of the Henry James Review. He has written several articles on James and is the author of a book, "Reading Henry James in French Cultural Contexts," published in 1995 by Northern Illinois University Press.

In 1993, Walker attended a conference celebrating the 150th anniversary of James' birth. He and other scholars heard a presentation by Fred Kaplan, the author of a biography of James, on the many obstacles he faced in conducting research by studying his letters.

James' letters are scattered around the United States and Europe, primarily in libraries. Some are in private collections.

"Anybody who's going to do serious historical work has the imposing problem of getting around and looking at all this material, two-thirds of which has not been published," Walker says. "In most cases, you can't walk into a library and find it on a shelf."

Following the conference, an advisory board was formed to look into the problem. Two years ago, Zacharias contacted Walker about serving as co-editor on the project. The two submitted a proposal to the University of Nebraska Press, which agreed to publish the volumes.

Creighton has established the Center for Henry James Studies to assist with the project, which is expected to cost \$5.8 million. Zacharias and Walker are seeking

(Continued on page four)

Did you know?

■ WMU has 132,879 addressable alumni.

■ A total of 69 percent of the University's alumni live in Michigan, while 3 percent live in the Chicago area.

■ Fifteen percent each of WMU's alumni hail from Kalamazoo County and from the Detroit area. Ten percent live in the Grand Rapids area.

Biologists lend expertise in fund-raising program

Four WMU biologists are participating in a unique program to raise funds for the Southwest Michigan Land Conservancy.

They are among 21 of the area's top naturalists who will lead trips to favorite field sites. The trips will be "won" by residents of the region who bid in a silent auction for their expertise. The money raised by the program will be used to acquire land and to provide stewardship for lands already owned by the land conservancy, a nonprofit organization dedicated to protecting natural, scenic and historic lands in nine Southwest Michigan counties.

Two current faculty members and two retirees from WMU's Department of Biological Sciences will be leading the trips. They are, along with their trip titles and dates: David P. Cowan, "Insects Are Everywhere," July 12; Richard Pippen, "A Wetland Walk," June 21; Richard D. Brewer, "Forest Wildflowers on a Spring Afternoon," May 3; and Joseph G. Engemann, "Aquatic Invertebrates of Lake Shallows," May 10.

A brochure describing the program and trips is available by calling 324-1600. The minimum bid for one of the trips is \$150. Each trip is limited to a family with children or a foursome of adults. Bids are due by Monday, April 7.



Reaching out for spring

Recent hints of warmer weather to come had some WMU employees taking care of a few "spring cleaning" chores around the campus. ABOVE: John Disbro, physical plant-landscape services, has been high up around the University in a cherry picker pruning trees. AT LEFT: Diane C. Campbell, physical plant-building custodial and support services, lets the sun shine through cleaner windows in the walkway that connects the Student Recreation Center with Read Fieldhouse.

Book liberates stories of German and American POWs during WWII

From the tale of a German teen facing an American firing squad to the story of one of the famed Tuskegee airmen battling both German captivity and racism, the drama, danger and drudgery of being a World War II prisoner is brought to life in a new book by a nationally known oral historian.

"We Were Each Other's Prisoners: An Oral History of World War II American and German Prisoners of War" by Lewis H. Carlson, history, has just been published by Basic Books, a division of Harper Collins Publishers. The 34 main narratives in the book were culled from interviews with more than 150 POWs from across the United States and Germany.

These conversations marked the first time many of the POWs had ever told anyone about their experiences. Carlson says advancing age, time to reflect and a realization that their stories could be lost forever triggered a new willingness to talk. Recent historical events such as Vietnam, the Iran hostage crisis and military efforts in the Gulf War and Somalia also have led the nation to a deeper and more sympathetic understanding of the POW experience, he believes.

"Most of the men wanted their stories told," Carlson notes. "Indeed, the very urgency with which they related their experiences left me feeling an awesome re-

sponsibility as collector and editor of their narratives. I will never forget one of them saying, 'Lew, my story is now in your hands.'"



Lewis H. Carlson, a faculty member since 1968, is director of the University's American Studies Program. He is the co-author of the award-winning 1988 book "Tales of Gold: An Oral History of the Olympic Games Told by America's Gold Medal Winners."

The Department of History has scheduled a reception in honor of the publication of his new book from 3 to 4:30 p.m. Friday, April 4, in the Lee Honors College lounge. The University community is invited to attend.

Carlson says he began the project to address a range of questions about the POW experience — what it means to become a prisoner for men whose cultures glorify individual heroism, what type of man is most likely to survive and why conditions in POW camps varied so widely on both sides of the Atlantic. He also wanted to explore the larger questions concerning repatriation and the long-term effects

of surviving such incarceration.

"When I started this project, I thought I would be able to generalize about what kind of person survives an experience like that and discover what is the best way to survive," Carlson says of the decade of work that went into the book. "I was hoping to build a profile. Now I don't think you can do that."

Nearly 95,000 Americans were taken prisoner by the Germans during the war and almost 380,000 Germans were shipped to the United States as prisoners of the Allies. The stories Carlson selected for inclusion in the book focused heavily on the common soldier on both sides of the conflict.

"The common man, whether German or American, seldom picks his nationality and he has few options when his political leaders determine he must serve his country," Carlson says. "The experiences of such ordinary men, who did most of the fighting and dying and who dominated the prison camps on both sides of the Atlantic, illustrate that national distinctions fall away when human beings are trapped by circumstances they neither control nor fully comprehend."

But Carlson found nothing common about the stories the veterans shared. They include the comic recollections of a reluctant German soldier who called the day of his capture his "personal liberation day" and who lived in fear that the Germans would recapture him.

The stories also include the horrific tale of a Jewish American soldier who was sent to a German slave labor camp as well as the account of a young American who was the subject of a 1945 Life magazine photo that

Carlson calls "the most unforgettable photograph of a World War II American POW." The image of the emaciated 19-year-old was captured on the day of his liberation as he lay in a camp hospital, weighing only 70 pounds and just days from certain death.

Besides revealing a range of emotions, the veterans' stories offer a wealth of information about POW life. Such details range from a look at a typical week's rations and the contents of Red Cross packages to the political organization within the POW camps and the reaction of surrounding civilian populations.

To organize the tales, Carlson grouped them into chapters that describe the most dramatic moments of each story. Chapter topics include the moment of capture, life in the prison camp, the myth of escape, Nazi politics in U.S. camps, the treatment of American Jewish POWs and, finally, prisoners' liberation and repatriation. More than 40 photos and illustrations also are included.

For all the former POWs, Carlson says, the war and their imprisonment was the central event of their lives, although many

went years without confronting the memories. Because those stories are so infrequently told, most Americans rely on popular culture to describe what being a POW is like, he says. The inaccuracies depicted in movies and television shows only strengthen the need to have true stories shared with a general public that believes the POW experience was one of mythic and heroic elements — the stuff of John Wayne movies.

Most former prisoners understand that those popular depictions have little to do with their own captivity, Carlson says. But often those portrayals made their return home and their transition to civilian life more difficult as they tried to sort out what was important about their personal experiences.

"Their legacy can be found in their struggle to retain a sense of decency and self-worth in the face of truly horrifying and debilitating circumstances," Carlson says. "Theirs is the legacy of survival itself."

"We Were Each Other's Prisoners" is available in bookstores for \$25.

Retired faculty member recounts capture and experiences in German POW camps

Robert H. Engstrom, emeritus in art, survived not only a series of German prisoner of war camps, but also an encounter with a notorious SS colonel who was later accused of the massacre of 70 American POWs.



Engstrom

"I don't know whether he was bluffing or not, but I think the fact I had the guts to go face to face with him may have made him change his mind about shooting us," Engstrom says of his response to the colonel's questioning just after his capture. It was only years later that Engstrom learned the officer's identity and the fact that he was tried later as a war criminal.

Engstrom, who taught in WMU's Department of Art from 1957 to 1984, provides one of 34 main narratives used in "We Were Each Other's Prisoners," a new book by Lewis H. Carlson, history.

Recounting his story in a chapter titled "Captured," Engstrom recalled landing on Omaha Beach just a few days after D-Day in 1944 as part of a replacement unit for earlier casualties.

He and his company awoke one December morning in a French farmhouse they thought was 10 miles behind the front only to find themselves surrounded by Germans who had parachuted in after the Battle of the Bulge began.

In quick succession, Engstrom watched as members of the French farm family were executed as collaborators, managed to plead ignorance when questioned by the SS colonel, survived a march through the cold as well as a brutal interrogation and spent Christmas locked in freezing box car enroute to a POW camp. Later that spring, just before liberation, Engstrom survived a forced 15-day march that Carlson calls reminiscent of the Bataan Death March.

Engstrom kept a souvenir of his imprisonment — his last day's ration of bread. A photo in the book shows him today with the meager fare and the primitive knife used to divide a loaf of bread among seven POWs.

In addition to teaching, Engstrom went on to a career as a successful designer and producer of fine jewelry after the war. When the U.S. government made medals available in 1988 to all U.S. servicemen who served as POWs, he offered to engrave the backs of those medals for free to others who survived ordeals like his.

WESTERN NEWS

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WESTERN MICHIGAN UNIVERSITY

A WORLD OF DIFFERENCE

Volunteers sought for special rec center hours

Faculty and staff volunteers are being asked to rally 'round and help students make it to the finish line this semester.

The Student Recreation Center will be the site of "Finals Finish" Sunday through Tuesday, April 20-22. The program, sponsored by the Presidential Spirit Committee along with several departments and employee organizations, is designed to help students refuel, relax and revive in preparation for final exams, which begin that Monday.

The center will remain open until 2 a.m. Sunday through Tuesday and will offer students study rooms, an open computer lab, a copier room, open recreation facilities and food — along with promotional items and prizes.

Amy J. Seth, University recreation programs and facilities, said faculty and staff volunteers are needed to help with the program.

"We're looking for a good representation of faculty and staff from a number of departments on campus," Seth said. "It's a great way for them to connect with the students."

Volunteers will serve on one or more committees as members of different "race crews," such as Lap Counters (checking student IDs) and the Refueling Crew (working with food distributors). Other responsibilities will include monitoring hallways and rooms and helping with equipment checkout.

"It will be nice for students to wander throughout the building and see many faculty and staff members," Seth said. "It shows them how much we care, and that we support them during a stressful time."

Volunteers will receive guest passes to the recreation center, a racing crew T-shirt, a free parking pass, sample food products and many other "freebies." Seth said it is also an opportunity for faculty and staff to see the recreation center if they haven't already done so.

Brochures have been mailed to faculty and staff members. Opportunities are available for them to sign up in two-hour blocks, beginning at 8 p.m., 10 p.m. and midnight Sunday through Tuesday.

For more information, persons may contact Seth at 7-3765.

1,000 WMU students take to the streets in three counties for annual spring cleanup

About 1,000 WMU students will spend Saturday, April 5, volunteering for spring cleanup duties in Kalamazoo neighborhoods and at public agencies in Allegan, Kalamazoo and Calhoun counties.

The third annual Spring Into the Streets effort will take place from 10 a.m. to 3 p.m., beginning and ending with gatherings in the pond area of Goldsworth Valley. The event will put students to work in five Kalamazoo neighborhoods and at 50 non-profit agencies.

Student cleanup and service work will take place in locations ranging from the yards of local senior citizens to the grounds of the Binder Park Zoo in Battle Creek. Students also will paint a mural at the Veteran's Administration Medical Center in Battle Creek and answer phones at an Allegan pet shelter.

One project, "Get Rid of Graffiti," will see 50 WMU students join forces with 50 younger students from the area to sandblast offending graffiti from neighborhood walls and streets. Projects in the Vine, Eastside, Northside, West Main Hill and Knollwood neighborhoods will be specifically targeted by this effort and several others during the event.

"Try it for a day, you may love it for a lifetime" is this year's theme of the project that is designed to encourage active volunteer work among college students. A new feature of this year's activities will be a free children's carnival in Goldsworth Valley that will offer competitive team games, a magician and balloon maker and puppet making. About 200 children from across Kalamazoo are expected to attend.

"The nice thing about this annual effort is that student involvement has increased right along with agency requests for help," says Terri Benton-Ollie, student volunteer services. "We have enough students participating to meet agency demands."

The event is being coordinated by Benton-Ollie and by Stevan J. Veldkamp, student life. Student volunteers for the work

will come from across the University, with a particularly large contingent coming from WMU's Greek student organizations. They will participate as part of their annual Greek Week celebration.

"This year, we're excited that the Greek sororities and fraternities have taken advantage of this collaborative opportunity," Benton-Ollie notes. Members of campus Greek organizations are helping to plan and organize the events, and Spring Into the Streets was timed to coincide with Greek Organization Love Day, the Greek Week day devoted to community service efforts.

Sielke elected to board of education finance group

Catherine C. Sielke, educational leadership, has been elected to a three-year term on the board of directors of the American Education Finance Association.

The organization has some 600 members, primarily in the United States but also in Canada, Central America, France and Japan. It publishes the Journal of Education Finance and an annual yearbook on current school finance topics.

The mission of the organization is to integrate the research, policy, information and discussion relating to critical issues in education finance. It serves as a forum and information network for the exchange of ideas concerning education finance among academic researchers, program administrators and policymakers.

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) **Secretary I** (.50 FTE; 20 Hours/Week), S-04, College of Engineering and Applied Sciences, 96/97-355, 4/1-4/7/97.

(R) **Academic Auditor**, S-04, Registrar's Office, 96/97-356, 4/1-4/7/97.

(R) **Financial Aid Administrator**, P-03, Student Financial Aid and Scholarships, 96/97-357, 4/1-4/7/97.

(R) **Manager, Faculty Resource Center**, X-06, University Computing Services, 96/97-358, 4/1-4/7/97.

(R) **Clerk II**, S-03, Human Resources, 96/97-360, 4/1-4/7/97.

(R) **Assistant Manager, Construction**,

On campus

DOWNTOWN DIGS—Finding Sandy S. Lemley's office takes more than a quick spin around campus. She's the secretary for WESTOPS, the University's Office of Public Service, which is in downtown Kalamazoo's Columbia Plaza building. The office location is perfect for the type of work WESTOPS does. Used by businesses, organizations and governments throughout West Michigan, WESTOPS acts as a clearinghouse for the extensive resources of WMU, other Michigan universities, state agencies and the private sector. Lemley handles the telephone calls, referring people who call for anything from a market study to answers to demographic questions. She also works with the office budget, and she takes care of compiling information packets and coordinating workshop registration for people starting their own businesses. "I like the people I work with and I like being downtown," says Lemley, who has been a University employee for 11 years. "I also like meeting people in the business community as well as on campus." Lemley has been working on her bachelor's degree at WMU and recently was accepted into the School of Social Work. She currently volunteers with the juvenile court, and eventually would like to serve as a juvenile probation officer or to work with at-risk students. Lemley has been married for 33 years and has two grown daughters, one granddaughter and two more grandchildren on the way.



Several selected for student recognition awards

The Office of Student Life has selected the recipients of awards in its annual student recognition program. The individuals and student organization will be honored for their outstanding contributions to the University at a luncheon Monday, April 7.

The winners are: "Student Organization of the Year" — Native American Student Organization; "Adviser of the Year" — George M. Eskro, residence hall life, who advises the Residence Hall Association; and "Student Leaders of the Year" — Jason R. Sager, president of the Western Student Association, and Scott M. Sirl, president of Campus Activities Board.

The Native American Student Organization was recognized for its growth in membership over the past two years and for its sponsorship of a number of activities that promote unity and cultural awareness.

Eskro was described by Residence Hall Association members as "dependable, accessible and honest." Through his help, the RHA has been successful in settling debt through fund raising and in organizing leadership conferences.

Sager was recommended for the "Student Leader of the Year" award for his vision, energy and leadership with the WSA. He was cited for his ability to build coalitions and his work to address issues

important to students.

Sirl was nominated to share that award for his organizational skills, creative insights and ability to foster new ideas within others. He was particularly noted for his work this year as the student coordinator for Bronco Bash and Homecoming.

Commencement ideas needed by PR office

Do you know someone who's graduating in April and has an interesting story to tell about their experience at WMU? How about a student who has overcome a particular challenge on the way to finishing his or her degree?

The Office of Marketing, Public Relations and Communications is looking for such ideas. Please call Michael J. Matthews at 7-8423 or e-mail your information to michael.matthews@wmich.edu.

WMU to play host to counseling conference

Nearly 200 students, faculty members and clinicians from Michigan and five other states will gather in Kalamazoo Friday and Saturday, April 11-12, for the 10th annual Great Lakes Regional Conference for Counseling Psychology.

The conference represents Division 17 of the American Psychological Association and will take place at the Radisson Plaza Hotel. WMU's Counseling Psychology Program within the Department of Counselor Education and Counseling Psychology will act as host for the event.

The conference includes a day and a half of presentations and workshops devoted to research and clinical topics of interest to psychologists and mental health care professionals. Pre-conference workshops on such topics as campus violence and managed care will run from 8:30 a.m. to 12:45 p.m. Friday and will be followed by afternoon sessions and an evening dinner program. Sessions on Saturday are scheduled for 8:30 a.m. to 1:30 p.m.

The keynote address for the conference will be presented at 2:15 p.m. Friday by Gerald L. Stone, president of Division 17 of the American Psychological Association. He is director of the University counseling services and professor of counseling psychology at the University of Iowa. His topic will be "Mental Health Issues on Campus: Policy and Practice Dilemmas."

For more information and registration, persons may contact Mary Z. Anderson, counselor education and counseling psychology, at 7-5113.

Exchange

FOR SALE — 1994 Olds Silhouette (van). Loaded, leather, rear heat, 45,000 miles, excellent condition. \$14,900. Call 353-9636 after 5:30 p.m.

Media

William S. Kern, economics, discusses the economic impact of sports ventures on communities 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, April 5, 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.

Human resources

"Positive Employee Relations" will be presented by Anne E. Thompson and Doreen A. Brinson, both human resources, at the next brown bag informational meeting from 12:10 to 12:55 p.m. Wednesday, April 9, in 157 Bernhard Center.

When it comes to positive employee relations, there is no one more important in any organization than the individual supervisor and manager. In the minds of the employees who work for you, you are the employer. How they perceive you will determine how they perceive the organization.

All managers and supervisors should attend this session to learn how they can have a substantial, positive impact on the success of their employees. Call 7-3620 to register.

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: April events; May events; and future events, which run from June 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, April 3

- *(and 10) Management development program, "Team Action: Techniques for Increased Productivity and Improved Service Quality," Fetzer Center, 8:30 a.m.-4:30 p.m.; to register call 7-3232.
- (and 4) Exhibition, graphic design by BFA candidates Mike Pierce, Bill Bogue and Michael Knaggs, Rotunda and South Galleries, East Hall, 10 a.m.-5 p.m.; reception, Friday, April 4, 5-8 p.m.
- (thru 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.
- (thru 17) Exhibition, mixed media drawings by Curtis Rhodes, art, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.
- *Concert, GCII, Dalton Center Recital Hall, 8 p.m.
- Student recital, Jill M. Sligay, clarinet, Dalton Center Lecture Hall, 8 p.m.

Friday, April 4

- Department of Dance presentations by junior BFA candidates, Dance Studio B, third floor, Dalton Center, noon.
- Women's tennis, WMU vs. the University of Toledo, Sorenson Courts, 1 p.m.
- Workshop, "Healing Racism," 2204 Sangren Hall, 2-4:30 p.m.
- Reception honoring Lewis H. Carlson, history, and the publication of his new book, Lee Honors College lounge, 3-4:30 p.m.
- Mathematics and statistics seminar, "Generic Drugs: Can Statistics Contribute to Cheaper but Safer Pharmaceuticals?," Carl M. Metzler, retired Pharmacia & Upjohn statistician, Commons Room, sixth floor, Everett Tower, 4 p.m.
- Student recital, Shawn Sommer, double bass, Dalton Center Lecture Hall, 5 p.m.
- Student recital, Cori Somers, violin, Dalton Center Lecture Hall, 8 p.m.
- *Concert, New York Voices, Dalton Center Recital Hall, 8 p.m.
- *(thru 6) Performance, "Cats," Miller Auditorium: April 4, 8 p.m.; April 5, 3 and 8 p.m.; and April 6, 3 and 8 p.m.

Saturday, April 5

- *(and 6) Eighth annual pow wow, University Arena, 1-9 p.m.
- *Baseball doubleheader, WMU vs. Ball State University, Hyames Field, 1 p.m.
- Women's tennis, WMU vs. Eastern Michigan University, Sorenson Courts, 1 p.m.
- Student recital, Rebecca Kilgore, flute, Dalton Center Lecture Hall, 6 p.m.
- *17th annual Gold Company Invitational Vocal Jazz Festival, closing concert, Dalton Center Recital Hall, 8 p.m. (sold out).

Sunday, April 6

- *Baseball doubleheader, WMU vs. Ball State University, Hyames Field, 1 p.m.
- Department of Dance graduating presentations by senior BFA candidates, Dance Studio B, third floor, Dalton Center, 2 and 7 p.m.
- Student recital, Renee Carriere and Amy L. Schaub, sopranos, Dalton Center Lecture Hall, 2 p.m.
- Student recital, West Michigan Trumpet Quartet, 1115 Dalton Center, 2 p.m.
- *Concert, Orion String Quartet, Dalton Center Recital Hall, 3 p.m.
- Student recital, Waldir Bertipaglia, double bass, Dalton Center Lecture Hall, 4 p.m.
- Concert, Treble Chorus and Collegiate Singers, Dalton Center Recital Hall, 5:30 p.m.
- Student recital, Rachel L. Coosaia, cello, Dalton Center Lecture Hall, 6 p.m.
- Graduate recital, Keely A. O'Hara, horn, Dalton Center Recital Hall, 8 p.m.
- Graduate recital, Tracy Francis, violin, Dalton Center Lecture Hall, 8 p.m.

Monday, April 7

- (thru 11) Exhibition, graphic design by BFA candidates Kirsten Buck, Fermin Zelada and Jill Skiera, Rotunda and South Galleries, East Hall, weekdays, 10 a.m.-5 p.m.; reception, Friday, April 11, 5-8 p.m.
- (thru 11) Fourth annual Clothesline Project display on sexual violence, Promenade tent, 10 a.m.-4 p.m.
- "Enhancing Teaching with Technology" program, "Electronic Journals and Journals Published Electronically," Helen Healy, University libraries, Stewart Tower Conference Room, third floor, University Computing Center, noon-1 p.m.; to register call 7-5430.
- President Haenicke's open office hours, 3060 Seibert Administration Building, 2:30-4:30 p.m.

Walker (Continued from page one)

funding from foundations and other organizations, such as the National Endowment for the Humanities.

Some of the legwork on the project already has been completed. Steven Jobe, associate professor of English at Hanover College in Indiana, has been working for 10 years and is nearing completion of a catalog of all of James' letters. The computer database will list in chronological order every letter James wrote, along with such information as to whom it was written, where the manuscript resides and if and where it's been published.

"The hardest part of the job is already done because we know where the letters are," Walker says.

He, Zacharias and other colleagues will request copies or microfilms of the letters from the libraries and other collectors. They'll then make draft transcriptions from the copies. Finally, they'll take the draft transcriptions to the sites of the letters and compare the originals with them. They'll accomplish this either by traveling or working with colleagues around the world.

"We want people to be involved, and there are James scholars all over the country and in Europe," he says. "Our hope is that they'll be interested in helping out and

they'll get credit as participants."

The letters will be published along with introductions and extensive notes explaining references to people and places. Unlike many similar publications, the James volumes will contain everything in the original letters—including words and passages that were crossed out by the author. The letters will be published both in paper and electronic forms, along with a searchable database that will be available for a fee.

Walker says he expects the project will shed much needed new light on James as well as the period in which he lived.

"James is such an important American writer that not having this material available is equivalent to if you were studying American history and not having the correspondence of a George Washington or an Abraham Lincoln available, and yet still trying to draw conclusions about what the person was like, what the person's life was like and what the significance of his work was," he says.

"So many details of Henry James' life are unable to be known because of the difficulty of getting at the primary evidence," Walker says. "When all this is available, it'll be possible for people to understand the man in ways that they've never understood him before."



QUARTER CENTURY OF SEMINARS—The Department of Business Information Systems presented its 25th annual Seminar for Office Personnel March 27 in the Fetzer Center. For a quarter century, the department has been offering the seminar as a way of helping people adapt to change. The focus of this year's program suitably was "Surviving and Thriving in a World of Change." Standing from left, Joel P. Bowman, interim chairperson of business information systems, and keynote speaker Jennifer Miller, a WMU alumna and president of SkillSource, a consulting and training firm in Grand Rapids, discussed the topic here with, seated from left: Kathy McNew, WMU Southwest Regional Center in St. Joseph; Diane Oppenhuisen, Crown Vantage Paper Co. of Kalamazoo; Cindy Holton, Taylor and Son Inc. of Vicksburg; and Paula Armstrong, speech pathology and audiology.

Faculty recital, multimedia tribute concert in memory of Joelluin Masters, Jim Schwall, composer, Dalton Center Recital Hall, 8 p.m.

Tuesday, April 8

- Softball doubleheader, WMU vs. Central Michigan University, Ebert Field, 2 p.m.
- Panel discussion on applying for prestigious scholarships led by current and former candidates, Lee Honors College lounge, 4 p.m.
- Student recital, Carrie Bursch, piano, Dalton Center Lecture Hall, 5 p.m.
- Faculty recital, Jeffrey Foote, baritone, Dalton Center Recital Hall, 8 p.m.

Wednesday, April 9

- Meditation group, Kiva, Faunce Student Services Building, 8-8:30 a.m.
- Human resources brown bag luncheon for managers and supervisors, "Positive Employee Relations," 157-159 Bernhard Center, 12:10-12:55 p.m.; to register call 7-3625.
- *Baseball doubleheader, WMU vs. Central Michigan University, Hyames Field, 1 p.m.
- School of Music Convocation Series concert, student musicale, Dalton Center Recital Hall, 2 p.m.
- Biological sciences seminar, "Biotic and Abiotic Influences on Freshwater Benthic Community Structure," David Lodge, Department of Biological Sciences, the University of Notre Dame, 5270 McCracken Hall, 4 p.m.
- Doctoral oral examination, "Groundwater-Kalamazoo River Interaction Near the Parchment City Wellfield, Parchment, Mich.," W. Richard Laton, geology, 1110 Rood Hall, 4 p.m.
- Institute of Government and Politics lecture, "Building Institutions for Collective Action," Norman Uphoff, professor of government, director of the Cornell International Institute for Food, Agriculture and Development and director of the International Agriculture Program, Cornell University, 3508 Knauss Hall, 7 p.m.
- Concert, Western String Chamber Orchestra, Dalton Center Recital Hall, 8 p.m.

Thursday, April 10

- African studies brown bag seminar, "The Repatriation of Eritrean Refugees from the Sudan," Hagos Kafil, business consultant, Faculty Dining Room, Bernhard Center, noon.
- Student recital, Kevin Fagen, violin/viola, Dalton Center Lecture Hall, 5 p.m.
- *(thru 19) University Theatre production, "Amadeus," Shaw Theatre: April 10-12 and 17-19, 8 p.m.; and April 13, 2 p.m.
- *Concert, Grammy-nominated saxophonist Joe Lovano and his quartet, Dalton Center Recital Hall, 8 p.m.
- *Admission charged

Aviation (Continued from page one)

the high schools in the aviation program as well as other regional high schools will spend the day in Kalamazoo competing for this year's scholarships. Award amounts are expected to range from \$1,000 to \$16,000. Students will be judged on the basis of interviews with faculty members, group interaction skills, academic preparedness and interest in aviation. The competition will include two students who were enrolled last year as juniors in WMU's aviation programs at Davis and Northern.

"We expect the number of students competing for these scholarships to steadily increase," Nicolai says. "What we're doing now is planting seeds and we expect that to pay off in the future."

Those numbers may well increase, says a counselor at Davis who sees a keen interest among students wanting to get involved in the program. At Davis, a school of choice that draws students interested in aviation from across the city of Detroit, the program offers students their earliest opportunity for flight instruction and serves as a supplement to the flight instruction Davis offers to a limited number of students beginning in the 11th grade.

"It has been a real plus for our program, a chance to keep our younger students excited about aviation," says Barbara Tecos, a counselor at Davis. In addition,

she says, field trips that take students to WMU for campus visits have become a great new resource for the school and serve to energize students to continue their education beyond high school.

Pat Drummond, a counselor at Northern, says the program's primary benefit for students at his school has been the opportunity to explore a career option about which most students have little knowledge.

"It's given kids a chance to explore an option they wouldn't have had before," Drummond says. "Dominic and Tom have established a good rapport working with the youngsters. It's been a terrific program and a great situation for the kids."

WMU's School of Aviation Sciences, which offers the only four-year comprehensive aviation program in Michigan, has 550 students enrolled in four aviation programs. The school also is home to the Sky Broncos, a precision flying team that has captured top three finishes in national college flying competitions for five consecutive years. WMU will act as host April 29-May 3 to this year's National Intercollegiate Flying Association championship. The competition will take place at the School of Aviation Sciences' new home, which is just being completed at the W.K. Kellogg Airport in Battle Creek.