The U.S. Marine Corps, long adept at recruiting "a few good men" for its elite military force, has contracted with WMU to help it design a new personnel evaluation system that will ensure the force's best recruits receive promotions and continue their military careers.

Daniel L. Stufflebeam, Evaluation Center, WMU, has been awarded a six-month, $300,000 contract with the nation's famed military force to develop a personnel evaluation model that can be used to identify and promote the best and brightest of future generations of Marines. The contract marks the first time the Marines have gone outside the military for personnel evaluation work.

According to Stufflebeam, the corps recently examined its 50-year-old personnel evaluation system and determined that it was no longer sufficient for evaluating the modern day duties of Marines. Personnel requirements have changed greatly as technology has developed, he notes, and the requirements have changed greatly as technology has developed.

"The long-awaited $6 million in federal funds to renovate Battle Creek airport facilities for the School of Aviation Sciences has arrived and construction will start by the end of 1995. The school, now operating out of its Kalamazoo/Battle Creek International Airport facility, will move its entire operation to Battle Creek's W.K. Kellogg Airport, probably by the start of the winter 1997 semester, according to Joseph H. Dunlap, aviation sciences.

"In the beginning of this project there were many skeptics," Dunlap says. "I believe that there is now a general sense that the light at the end of the tunnel is within reach."

The grant from the U.S. Department of Defense was first approved by Congress in 1993. The money was released by the department a year ago but its use by the University was delayed by the Defense Department's search for a federal agency to administer the grant. The U.S. Economic Development Administration office in Chicago was selected for the task earlier this summer.

Work at the Battle Creek site will begin with renovation of the 10,000-square-foot terminal building, using $5 million in Battle Creek Tax Increment Financing Authority funds. The TIFA funds also will be used to complete all of the necessary site work at the airport.

The $6 million in federal funds will be used to renovate and enlarge the existing 32,000-square-foot hangar that formerly housed the Federal Aviation Administration, and to construct a new 16,000-square-foot classroom/office building. When all three building projects are completed, the school will officially move its entire operation to the Battle Creek site.

According to Evie Asken, campus planning, engineering and construction, asbestos removal will begin at the terminal in mid-October and will take about four weeks. During that time, the University will solicit construction bids for terminal renovation. That work should be under way by the end of the December. Bids for the classroom/office building and hangar renovation will be solicited in January, with a contract for that work awarded by the first of February.

The renovated terminal, which will be completed by August 1996, will house flight operations, flight dispatch and flight planning facilities as well as offices for flight instructors.

The remodeled hangar will include four laboratories for the study of power plant, airframe, hydraulics and electrical systems. It also will include engine test cells for reciprocating, turbine and jet engines and storage and maintenance facilities for the school's aircraft.

The new classroom/office building will house three classrooms, a computer laboratory, a flight simulator laboratory, a library and faculty offices.

The three construction projects and the school's move to Battle Creek constitute the first phase of plans developed by University and Battle Creek officials. The entire effort eventually will cost about $20 million.

Moving the school will allow it to expand from its current enrollment of about 500 students to as many as 800 students, according to Dunlap. The second phase of the project will involve development of an aviation academy that will train up to an additional 800 pilots for commercial air lines around the world. The academy could start operation in late 1997. The remaining piece of this jigsaw puzzle is staffing to accommodate existing programs and the new facilities, Dunlap says.

"We have identified requirements for an additional five faculty and five staff members."
Regulation of telecommunications industry is focus of 32nd annual economics seminar series

The first of six scholars who will present their views this year on regulation of the telecommunications industry will speak at the University Wednesday, Sept. 13. Robert W. Crandall, a senior fellow at the Brookings Institution in Washington, D.C., will kick off the Department of Economics’ 32nd annual seminar guest series. He will present a free public lecture titled “Is Total Deregulation of Telecommunications Out of the Question?” at 3:30 p.m. in 3700 Krauss Hall.

The theme of this year’s seminar series is “Telecommunications: Have Regulators Dailed the Wrong Number?” The topic is timely both in terms of economic issues as well as public policy issues that confront economists and public policy makers today, according to the series director, which is the series director, the series director, which is directing the series. Telecommunications issues, whether concerning economics or regulatory issues, are part of the discussion among the many scholars.

Crandall is nationally recognized for his many scholarly contributions to the field of applied microeconomic analysis and especially for his research on the economics of the telecommunications industry. He has written or edited nine books, including: “The Brookings Institution in Washington, D.C., will kick off the Department of Economics’ 32nd annual seminar guest series. He will present a free public lecture titled “Is Total Deregulation of Telecommunications Out of the Question?” at 3:30 p.m. in 3700 Krauss Hall.

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Boothroyd pens book on self-defeating behaviors

Individuals and organizations trapped in gridlock due to the practice of self-defeating behaviors can get directions for leaving their problems behind in a recent book by Counseling Center and University Substance Abuse Services, was published in May by Greenwood Associates of Delton.

In the book, he describes the task of recognizing the symptoms of the behaviors as a journey that can be fraught with detours and roadblocks, but one that will eventually lead to a psychic and spiritual rebirth. "Boothroyd says, "I have never met anyone who likes the heart and lungs can talk while the respiratory system sits out. Once the diagnoses are laid out, we can decide the best way to resolve the issues.""

An avid collector of "self-help" books, Boothroyd admits an aversion to actually reading some of the more lengthy tomes. "I believe the heart and lungs can talk while the respiratory system sits out. Once the diagnoses are laid out, we can decide the best way to resolve the issues," he notes.

Boothroyd is scheduled to air Saturday, Sept. 9, at 10 p.m. on WSKG.

There are no job postings for this week.

**Human resources**

**Invest in your future today—buy U.S. Savings Bonds**

The WMU annual U.S. Savings Bonds drive is underway. During this time, all regular full- and part- time employees will be sent a letter and brochure explaining the "The Savings Bond Plan," which allows employees to purchase U.S. Savings Bonds through payroll deduction.

Savings Bonds are a flexible financial product that is as safe and convenient as they come, yet offers savers competitive market rates while deferring Federal income tax.

**On campus**

**REARDY FOR RECREATION—All was quiet at the Student Recreation Center when this photograph was taken before fall classes began. But now, by the paces have picked up for Amy J. Seth, assistant director for Intramural/Recreational programs in University recreation programs and facilities. Seth coordinates some 28 programs a year that serve more than 6,000 students. Those range from unstructured programs for which she simply sets up the space to more structured programs, such as the new climbing wall that requires permission of a clinic in order to use. Seth is constantly evaluating her programs to see if they fit the needs of building users. Some new areas that she’s exploring include opportunities for faculty/staff and spouses who pay to use the center as well as Friday “family night” programs for building users and their children. Seth began her seventh year as the WMU staff say she likes working with the students and in the last year has especially enjoyed helping them learn to use the three-story climbing wall. “It provides a unique experience for college students and I think it gives them a sense of achievement,” she says. “It really gives them a chance to unwind.” Originally from Colorado, Seth earned her bachelor’s degree from Bethany College in Kansas and her master’s degree from Eastern Michigan University. When not on campus, she prefers to spend time outdoors biking and enjoying Lake Michigan. She also is a supporter of the Kalamazoo Civic Theatre.

**Jobs**

There are no job postings for this week.
Marines (Continued from page one) the way down the ranks that it is recruiting the best people and the right kind of organiza-"tion," he says. "What it wants now is a new system that ensures selection of the very best people to prepare for future promotion. The Marines are com-mitted to providing the kind of support needed for that goal.

To accomplish the design task in the short time allotted, Stufflebeam has as-sembled a team of experts from such fields as industrial psychology and evalu-ation statistics. They include: Joseph W. Cunningham of North Carolina State Uni-versity, a specialist in industrial/organiza-tional psychology; R. Bruce Gould, an industrial psychologist and personnel spe-cialist who works at Brooks Air Force Base in Texas; and Richard M. Jager and John Hatem, professors at Wayne State Uni-versity, a specialist in industrial organiza-tion for a national committee, previously under the direction of Stufflebeam.

One group of experts will evaluate al-ternative evaluation systems as a group. Another group of evaluators will systemat-ically evaluate models being used in the military and in industry to find elements that may work for the Marines' new model.

Another set of researchers will charac-terize and evaluate the Marines' current system by using a set of national personnel evaluation standards to determine which parts of the old system are strong and which parts need improvement. Once both teams have completed their work, Stufflebeam and Horn will use their re-port to design or re-evaluate evaluation models that can be used for promotion evaluations at the levels of staff sergeant and above. Such models are necessary, they say, because promotion boards may be faced with a limited pool of candidates all labeled "out-standing" when it comes to making deci-sions about promoting personnel to the next rank. That's a problem because only the best Marines will be considered for promotion.

Marines are evaluated on a single set of criteria that has existed for many years. It means that promotion boards may be faced with a limited pool of candidates all labeled "out-standing" when it comes to making deci-sions about promoting personnel to the next rank. That's a problem because only the best Marines will be considered for promotion.

The new model, he says, will need to in-clude a new meaning to the term, "football pool." During each home football game, two in-ky students and two of their friends will have the opportunity to watch the Broncos from relaxing seats in the hot tub, donated for use during the season as a promotion by Roodbergen Pools and Spas. Two names will be drawn from a sign-up near the McDonnell's in the Bernhard Center before each game. At the first game of the season, a name will be drawn from a sign-up at Roodbergen Pools and Spas and that person will win the spa. Toasting to WMU's first victory of the season over Weber State, Aug. 31, were, from left, sophomore Andrea Harmon, freshman Jesse Vo, freshman Becky Thomas and sophomore Carriie Miller. The next home game, the annual "CommUniVerCity Night," is Thursday, Sept. 14.


Tuesday, September 12 "FOOTBALL POOL" - This spa set up near the end zone in Waldo Stadium gives new meaning to the term, "football pool." During each home football game, two in-ky students and two of their friends will have the opportunity to watch the Broncos from relaxing seats in the hot tub, donated for use during the season as a promotion by Roodbergen Pools and Spas. Two names will be drawn from a sign-up near the McDonnell's in the Bernhard Center before each game. At the first game of the season, a name will be drawn from a sign-up at Roodbergen Pools and Spas and that person will win the spa. Toasting to WMU's first victory of the season over Weber State, Aug. 31, were, from left, sophomore Andrea Harmon, freshman Jesse Vo, freshman Becky Thomas and sophomore Carrie Miller. The next home game, the annual "CommUniVerCity Night," is Thursday, Sept. 14.

Thursday, September 7 Seminar for campus researchers on the Investigator Significant Financial Disclosure Policy for Sponsored Projects, Donald E. Thompson, vice president for research, Walwood Commons, 1:30-3 p.m.

*Volleyball, WMU Invitational, University Arena: Sept. 8, WMU vs. West Virginia University; Sept. 9, WMU vs. the University of Wisconsin at Milwaukee, noon, and WMU vs. the University of Cincinnati, 7 p.m.

*Football (CommUniVerCity Night), WMU vs. the University of Toledo, Waldo Stadium, 7:30 p.m.

Admission charged

Walker researches writings of Henry James Scholars who research 19th century American and European novelists, graduate students in literature and general readers with an interest in the writings of Henry James, will welcome a recent book by Pierre A. Walker, English.

"Reading Henry James in French Cul-tural Contexts" examines numerous novel-ists written by James and shows how those novels allude to various elements of French culture in the late 19th and early 20th centuries. The book was published by the Northern Illinois Univer-sity Press of DeKalb, Ill.

"The main point of my book is to pro-vide scholars and students of 19th century literature with a proper understanding of James' style of writing," Walker explains, "and to ground them in American, English and French literary periods."

"One of the implicit arguments of my book," he continues, "is to highlight the 'Frenchness' of James' fiction. This is not to say that James was a French novelist rather than an American or an English writer, but to emphasize the degree to which James is read in an English, American and French context."

There are seven chapters in Walker's book, each focusing on a particular James novel.

To illustrate James' style of writing, the book's sixth chapter examines the novel, "Washington Square." That work is a trag-edy about a young woman caught in an impossible bind; she would please both her father and the man she loves, but she can please her father only by rejecting her suitor.

The chapter, titled "The Experimental and Sentimental Novels in Washington Square," looks at two of the major charac-ters in the novel, as well as the prevailing attitudes of the 1800s toward a particular school of English-language sentimental novel writing and the school of French-language novel writing known as "natural-ism." In that particular chapter, Walker ex-plains, "I trace James' literary criticisms and show how one particular character happens to be, in her view on life, very much like a highly sentimental, highly romantic novel that many English and American novelists admired until the late 19th century. I also show how James cre-ated another character from that period's French style of avant-garde novel writ-ing."

"Reading Henry James in French Cul-tural Contexts" is Walker's first book. WMU faculty member since 1993, he also has written numerous articles for literary publications.

Liggons joins WMUK staff Rodney R. Liggons has joined the staff at WMUK- FM, the public broadcasting ser-vice of WMU.

The 28-year-old Detroit native comes toKalama-zoo after working at radio station WSN in Southfield. He will serve as news producer and host of the local segments of National Public Radio's news program, "Morning Edition." He re-places Julie D. Paavola, who recently was named assistant director of news services at WMU.

Liggons, a graduate of Eastern Michi-gan University and the Speos Howard School of Broadcast Arts, also has worked as a news reporter at radio stations WKZB in Muskegon and WQBQ in Ypsilanti.

Away from the broadcast studios, Lig-gons has been active as a youth instructor for Mount Vernon Baptist Church, an anti-drug speaker for the Detroit Public Schools and a volunteer with the Toys for Tots and Coats for Kids programs.

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