

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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WMU plays big part in economy with \$414 million impact

WMU continues to be a big part of the economy of Kalamazoo County, the West Michigan region and the state with an annual economic impact of \$414 million, according to the results of a study released this week.

"Clearly, WMU has a sustained — and a sustaining — impact on the quality of our lives," said President Haenicke. "While much of that impact can be measured, a great deal of it can only be experienced in the many concerts, plays, lectures, athletic events and services we offer."

"WMU has become a statewide institution, drawing resources into this region from throughout the state, nation and world," said Provost Nancy S. Barrett. "Some 40 percent of our students come from the eastern part of the state while others come from 24 other states and 93 other countries."

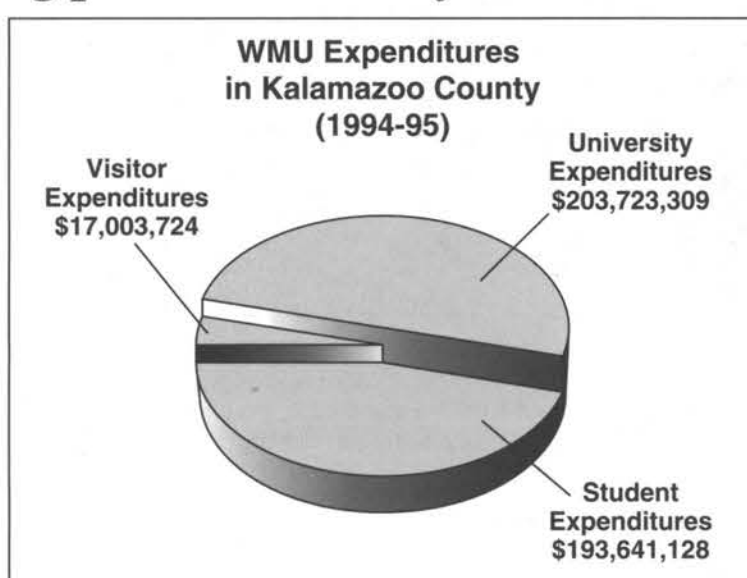
Bassam E. Harik, economics, conducted the economic impact study using a model provided by the W.E. Upjohn Institute for Employment Research, measuring 1994-95 spending by WMU, its students and its visitors.

Of a total impact of \$414 million, about half was direct spending by the University and the other half was spending by students and visitors. University spending amounted to nearly \$204 million, student spending to more than \$193 million and visitor spending to more than \$17 million. WMU is Kalamazoo County's third largest employer, with 2,612 faculty and staff members.

Because of WMU, Harik reported, Kalamazoo County has higher personal income, more jobs and greater population. WMU accounts for nearly \$230 million in personal income, nearly 25,000 people and some 7,100 jobs.

"For every dollar paid by WMU in wages and salaries, there is an increase of \$2 in personal income in the county," Harik explained. "And for each new job at WMU, there are 1.5 additional jobs created in the county."

To assess WMU's economic impact on the state, Harik estimated the additional earnings of graduates made possible by their education in the form of income and taxes. He also included the value of students, visitors and grants from out of state,



estimated at \$61.5 million in what are called export-base funds.

"The additional tax revenues and export-base funds result in a 7.3 percent rate of return on the state's investment in WMU, or roughly 4.7 percent over the current rate of inflation," Harik said. "That is clearly an impressive figure."

Harik said his study, the third since 1989, probably even underestimates the impact of WMU on the county, region and state. Earlier studies were conducted by WMU economists Myron H. Ross, Werner

Sichel and Raymond E. Zelder.

"This study is based on conservative and defensible assumptions, leading to a probable underestimate of WMU's annual economic impact," Harik said. "For example, we did not include spending by retirees, income from royalties and patents or the spillover effects of research."

In a related publication, called "Economic Impact Report: A Matter of Quality," WMU officials reported records in research grants and private gifts in the past year and a 10-year total of nearly \$280 million in construction.

In culture, entertainment and athletics, WMU attracted nearly 400,000 persons to events at its College of Fine Arts and Miller Auditorium and another 250,000 persons to athletic events in 1994-95.

Among academic programs, the report noted, the University's College of Education is ranked fourth in the nation in the number of teachers, counselors and administrators who complete professional education programs. The report, an eight-page tabloid newspaper, is being published this month by the Office of the President.

Jorgens named interim dean in arts and sciences

Elise B. Jorgens has been named interim dean of the College of Arts and Sciences. Her appointment, effective Jan. 15, is subject to approval by the Board of Trustees at its next meeting Jan. 19.



Jorgens

Jorgens, who has been associate dean for curriculum and instruction in WMU's largest degree-granting college since 1992, will replace Douglas P. Ferraro, dean since 1990, who has accepted a position as provost at the University of Nevada at Las Vegas.

A national search will be conducted for a permanent dean, according to Provost Nancy S. Barrett.

Jorgens has played a pivotal role over the last three years in a project to restructure majors within the college. The project was one of eight nationwide to be funded by a grant from the Association of American Colleges.

Jorgens came to WMU in 1977 as a faculty member in the School of Music. A year later, she joined the English faculty and continues to hold rank and tenure in that department. She also served as director of graduate studies in the Department of English from 1989 to 1992.

Activities planned in observance of King's birthday

"Transforming the Dream into Action," the theme of this year's observance of the birthday Monday, Jan. 15, of the late Martin Luther King Jr. at the University, will be expressed in a variety of special events, including an all-University convocation at 11 a.m. in Shaw Theatre.

"It is my hope, and that of the Board of Trustees, that the 1996 MLK Day will attract much participation on campus and that its observance will reinvigorate in all of us the principles espoused by the great civil rights leader," said President Haenicke.

The observance is coordinated by the MLK Day Committee of the Faculty Senate. The committee is chaired by Carol Payne Smith, education and professional development.

The convocation will feature "Cross Colors," a multi-ethnic student troupe that addresses diversity issues in a theatrical setting. The group, directed by Von H. Washington, theatre, is sponsored by the Department of Theatre.

In addition, the 90-minute convocation will include a performance by the Voices of WMU gospel choir, dances by international students and greetings by Provost Nancy S. Barrett. It will begin with a recorded presentation of King's famous "I Have a Dream" speech and end with the choir and international students singing "We Are the World."

The University's observance of King's birthday begins at 8 p.m. Saturday, Jan. 13, with a lock-in sponsored by the Division of Minority Affairs and the Minority Student Organization. Its theme is "Knowledge Reigns Supreme." It concludes at 6 a.m. Sunday, Jan. 14.

On Sunday, Jan. 14, the Division of Minority Affairs will sponsor its 27th annual Dr. Martin Luther King Jr. Program banquet at 2 p.m. in the North Ballroom of the Bernhard Center. The featured speaker will be Toney M. Mitchell, a customer service supervisor with First of America Bank Corp. in Kalamazoo and a graduate

of the MLK Program. The event includes a traditional candle-lighting ceremony. Tickets are \$10 for adults and \$7 for students, and may be reserved by calling 7-3322.

The Western Herald, WMU's student newspaper, plans to publish its seventh annual tribute to King with its Jan. 15 edition. The magazine will include stories about King and his message, articles about activities on campus and special advertisements.

The Residence Hall Association is sponsoring a speech contest based on King's famous "I Have a Dream" speech. Applications are available at each residence hall

desk and in the Office of Residence Hall Life in the Faunce Student Services Building. The contest will be conducted at 7 p.m. Monday, Feb. 19, in 157 Bernhard Center. More information is available from George M. Eskro, residence hall life, at 7-4465.

WMU will cancel all classes for the day, both on and off campus. Officials emphasized that the University itself will remain open. Supervisors are being encouraged to accommodate the requests of staff members to attend MLK Day events.

A complete listing of events at WMU is published on page four.

Did you know?

During 1994-95, 16,736 people made gifts to WMU. Of that total...

- 18 percent gave less than \$25.
- 29 percent gave between \$25 and \$49.
- 23 percent gave between \$50 and \$99.
- 27 percent gave between \$100 and \$499.
- 3 percent (529 people) gave \$500 or more.

Businesses and organizations as well as corporate matching gifts are not included in the totals for individuals. Households are merged so that joint spouse contributions count as one donor, not as two.



MLK DAY — "Cross Colors," a multi-ethnic student troupe that addresses diversity issues in a theatrical setting, will be featured at an all-University convocation at 11 a.m. Monday, Jan. 15, in Shaw Theatre. The group, directed by Von H. Washington, theatre, is sponsored by the Department of Theatre.

University libraries striving to make new resources available and useful

Amidst the book stacks in Waldo Library, a quiet revolution is taking place.

"This is not your father's library," says Dean Lance Query, University libraries, taking off on a recent automobile advertising campaign.

Because of technological advances, the entire function of the library is undergoing sweeping changes, he says. "What's happening is that libraries are moving away from ownership of information to access to information," Query explains. "The decision of whether to buy more books or to put that money into databases is creating enormous tensions in libraries like ours. In many cases, it's better to expend dollars on electronic resources that we know will be used rather than on a book that someone might use."

Query and his staff have taken several steps during the last year to meet the growing demand for access to electronic resources. In October, Daniel K. Marmion joined the staff as assistant dean for library technology and systems. A nationally recognized authority in library technology, he has already begun work on replacing computer terminals in the library that have access only to WMU's online catalog with those that can reach other resources, including the Internet.

In addition, the University is installing a software package under a \$50,000 grant from the U.S. Department of Education that will allow users of the WMU libraries to search online catalogs of other selected libraries and place interlibrary loan requests. WMU already has access to bibliographic citations from some 20,000 libraries worldwide through its "FirstSearch" service. The WMU libraries also are trying to develop cooperative programs with other Michigan libraries to acquire even more



TECHNOLOGICAL REVOLUTION — From left, Daniel K. Marmion, assistant dean for library technology and systems, and Dean Lance Query are behind several technological advances taking place in the University libraries, including replacing computer terminals that have access only to WMU's online catalog with those that can reach other resources, including the Internet.

electronic resources.

Since last fall, WMU faculty and staff members have had use of the LEXIS/NEXIS database under a test project initiated by the University libraries. The current events and law database provides not only citations but also the full text of references. In fact, the delivery of full-text documents rather than just citations is another step the University libraries hope to

take in the near future, according to Marmion.

Making all this information available has created a new challenge for the libraries' staff, Query said. "Our ability to expose faculty, staff and students to information outstripped our ability to evaluate its quality," he said. "Add to that the great variation of skill in using electronic resources and you've got quite a chal-

lenge."

In order to help library users employ the technology in the most efficient and practical way possible, Query has made an unprecedented commitment to staff training and development in the area of information retrieval. Library staff members have been hearing from outside experts, getting release time for training and practicing, and attending conferences. They, in turn, have been passing on that new knowledge to others at the University through tutorials available at the libraries and through training sessions for faculty members.

Students enrolled in "University 101," WMU's semester-long orientation class for freshmen, often are assigned to complete a tutorial available at computer terminals in Waldo Library. The tutorial uses text, graphics and video clips to familiarize students with the libraries. At the end of the session upon passing a quiz, they receive a certificate of competence from the nearby printer.

This winter, the libraries and University computing services will conduct discipline-specific training sessions on the Internet in the areas of sociology, education, art and business information systems. "We've found that brown bag lunches are just too general," Query says. "In order for Internet training to be more attractive, these sessions have to be more targeted."

Query compares training people to use the vast amount of electronic resources to getting a drink of water. "Right now, there's so much information that it's like using a fire hose for a drink of water," he says. "By teaching information literacy, we're trying to direct the flow so that people get the amount they need in the most efficient way possible."

History's days are 'numbered' in new book by WMU faculty member

History students may think their courses already include too many numbers. But a WMU historian says more attention to the numbers of the past can dispel myths, suggest new ideas and lead to a better understanding of the nation's history.

Ross Gregory, history, is the author of a new reference work which ties the study of history to numerical data that can help explain what life was like in days gone by. "Almanac of American Life: Modern America, 1914 to 1945" recently was published by Facts on File of New York City. The 450-page book is one of a series of four almanacs covering different periods of American history — colonial, revolutionary, Victorian and modern America.

A specialist in recent American history, Gregory didn't rely solely on numbers to tell the tale of modern America. He wrote dozens of essays offering introductory interpretation. However, he says putting the book together made him realize that, while numbers can't tell the whole story, history can't be told completely without numbers.

Gregory says the numerical data demonstrate in a way that no text could fully explain the impact of such historic events as the subjugation of African-Americans and the devastating impact of the Depression on individual citizens. Data can be used to show everything from who gave birth with the assistance of a doctor to the racial breakdown of those who owned homes or completed their high school education.

"Numbers are sometimes looked on as

boring," Gregory concedes, "but often they represent the only way to get at the truth."

The truth may surprise those who turn to his book to support their suppositions, Gregory says. One interesting fact he found is that, although women's history is a story of inequality in many ways, during the first half of this century women were the clear winners in education. Women completed high school in far greater numbers than men during each year of the three decades covered in his book. The reasons for that are varied, he says, but the facts cannot be disputed.

The book, Gregory says, was created by blending elements of the historical almanac, which simply lists and explains historical events in chronological order, with those of the annual almanac, a popular reference work containing various forms of data supported by introductory and explanatory prose. Gregory's work contains an abundance of such information, including consumer price indices, immigration data, tables tracking the use of contraceptive devices, Wall Street records and wartime statistics as well as details on hurricanes and tornadoes, popular songs, award-winning movies and best-selling books.

"The result, hopefully, is a happy marriage of the two: a volume offering the breadth of a yearly almanac and the depth and perspective of a historical volume," Gregory says. "This work uses the topical approach to show what conditions were at a given time and to show the process of historical change."

While the inclusion of 396 tables sets his work apart from most history books, he says the almanac is far more than an accumulation of numbers. Gregory spent nearly four years in his quest to find the right mix of data, historical photos, art work and essays on a variety of topics. His essays cover topics ranging from crime to religious revivals. Also included are 51 per-

sonality profiles on such subjects as Judy Garland, Amelia Earhart, Billy Sunday, Al Capone and Glenn Miller. Those profiles alone represent "51 separate research projects," he notes.

People who turn to almanacs to indulge a fascination with trivia also will not be disappointed by the book, Gregory promises. Information that simply caught his eye is included. Baseball trivia is one such area detailed in the book because it was an important reflector of the culture of the era and because Gregory likes baseball. One baseball "event" chronicled is the first appearance of numbers on the back of players' uniforms. Gregory recounts the event and the rationale behind the number selection.

The author of three earlier history books, Gregory believes it was his 1988 book, "America 1941: A Nation at the Crossroads," that led the publisher to ask him to produce the almanac. His fascination with the first half of this century has been heightened by the information he unearthed in compiling the almanac.

"No period of American history could surpass the ups and downs, twists and turns of the time from the start of the First World

War until the end of the Second World War," he says. "In scarcely more than 30 years, the country experienced two world wars, its most severe Depression and a short interlude in between that Warren Harding called a time of 'normalcy.' But there was nothing normal about the 1920s."

Before becoming involved with the project, Gregory says he was not a regular user of almanacs. But now he is an avid fan who eagerly awaits the appearance of the yearly publications and appreciates the potential of information that to the current generation may seem unimportant. He suspects future historians may examine the information with a different perspective and find themes not obvious today — as he did in his research.

"I discovered much information that was most meaningful from a contemporary perspective — topics that attract more popular attention in the present generation than they did at the time under consideration," he says. "Information on women and minority groups falls into this category."

The hardcover edition of the almanac is available through area bookstores and retailers for \$65.

Dybek (Continued from page three)

rearrange things so the reader gets those expectations massaged, without giving the story away. But with more nonconventional fiction, part of the pleasure of the reading process is that the reader is challenged to figure out how to read the story — that's very different than knowing the rules ahead of time."

Dybek admits such nonconventional fiction isn't the type of writing you'll find on bestseller lists, but he says he likes the challenge. "I do it for the same reason that a composer, for instance, would write a string quartet rather than a pop song. There, of course, are values to a piece of art other than how commercial it is or isn't."

This isn't Dybek's first attempt to write and publish fiction that might be considered experimental. He's managed to work short prose pieces into the three books he's published, but he always wanted to have a book devoted exclusively to this type of work. In 1993, as a kind of test run, he published a small chapbook of short-short fiction and

prose poems and it was well received. "I liked it," he says. "It felt as if it worked as a collection. I wanted to go further."

Even though Dybek's book is well under way, he'll have plenty to do when he arrives in Italy. For instance, he says he wants to establish an overall design and order to the pieces, much like a painter. "Painters tend to work in sequences," he says. "They'll paint several studies of a subject and each gives an idea for new studies. They see where the blank areas are and they try to fill them in — to give the work shape and a sense of completeness."

Dybek's residency in Italy is just one of a string of honors he's received in the last 20 years. Last fall, he was named a winner of the prestigious PEN/Malamud Award for Excellence in the Short Story. He's also earned two National Endowment for the Arts Fellowships, an American Academy of Arts and Letters Award for Fiction, a Whiting Writers Award, a Guggenheim Fellowship and several O. Henry Awards.

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Dybek chosen for residency at prestigious Rockefeller Center refuge in Bellagio, Italy

Award-winning fiction writer Stuart Dybek, English, says he's always wanted to complete a book of nonconventional fiction. Now he'll get his chance at a prestigious artists' and scholars' refuge in Bellagio, Italy.



Dybek

Dybek has been awarded a residency at the Rockefeller Foundation's Bellagio Study and Conference Center. During his month-long stay at the conference center this spring, Dybek will devote his time to completing a book of nonconventional fiction tentatively titled "Even So."

The Bellagio Study and Conference Center is a villa surrounded by five miles of garden and is located on Lake Como in northern Italy. The center has been operated for 35 years by the Rockefeller Foundation, and Dybek says it has a bias toward the unconventional and cutting edge. The center describes itself as "a refuge of contemplation, writing and purposeful discussion — a place where scholars and writers could be free to test their ideas out in one another's company."

Dybek, a highly praised and published

author, says this was the first time he applied to an artists' colony. "I personally never found them very appealing," he says. "I guess I'm more solitary in my habits, but this one sounds like an exception."

The Bellagio Study and Conference Center awards residencies to scholars and artists in all disciplines, including science. Guests at the center dine together and do presentations on their work with the aim of establishing group discussion.

More than half of Dybek's latest book is already written. It will include short fiction pieces; some are no longer than a paragraph, while others run up to five pages. He says the working title, "Even So," is a line from one of his favorite haiku writers. "By using it as a title I'm trying to direct the reader to the thought that there might be a haiku-like quality, a compression in these pieces," he says.

Dybek describes nonconventional fiction as the kind of fiction to which a reader's usual expectations do not apply, therefore giving the writer more freedom to define those expectations.

"In genre writing, such as a detective novel, a reader comes to the story with a set of expectations," Dybek says. "The role of the writer is to work in that format, to

(Continued on page two)

On campus

HELPING STUDENTS CONTINUE THEIR EDUCATION — In her job as an enrollment/data services clerk in the Division of Continuing Education, Lasena Jennings does everything from answering the telephone to compiling statistical reports. But her favorite part is working with the students and answering their questions and helping to solve their problems," she says. She commonly gets questions on continuing education in general, academic advisers and how to get admitted. She works with students to help them complete the correct forms to take classes. She also handles mailings of such



items as class rosters and grade sheets to off-campus faculty. In addition, she prepares monthly reports on copying and telephone bills and orders supplies. A WMU employee for 14 years, Jennings worked in the registration office for two and a half years before joining the continuing education staff. When not at work, she enjoys being involved in her church and cooking.

Evaluation Center awarded half million dollar grant for work with NSF

WMU evaluation specialists will spend the next two years analyzing science education projects funded by the National Science Foundation to find out how well evaluation is being used to assure the success of those projects.

Arlen R. Gullickson, Evaluation Center, has been awarded a \$524,693 grant by the Division of Research, Evaluation and Dissemination in the NSF's Education and Human Resources Directorate. The award will fund two years of research into what constitutes good evaluation practice as well as provide support services and activities to inform science educators across the nation about Gullickson's findings.

"Enhancing Evaluation Capacity in Science Education Through Metaevaluation, Training and Services" is the name of the project. The study of evaluation itself as a means to improve the evaluation process is called metaevaluation, Gullickson says. The project will focus on the techniques used to determine whether and how well a funded project meets its objective.

"Although program evaluation is touted as a strong tool to improve programs," Gullickson says, "too little is known about the ways in which evaluation is conducted, whether it functions as desired and where and how it can be improved."

Gullickson expects to examine more than 40 NSF-funded projects that have been under way for at least two years or have recently been completed. NSF offi-

cials will help select the projects to be studied, choosing efforts the agency considers exemplary. NSF officials have indicated they want to identify projects in which evaluation is done in an exemplary manner and to share the methods used with other researchers.

Gullickson says the increasing demand for accountability in the use of public funds at all levels as well as questions about the impact of educational programs on student achievement also are driving the quest to discover what evaluation methods work best.

"Unfortunately, the information for making important decisions and justifying the expenditures often is inconsistent or

lacking," he notes.

Because the NSF requires evaluation of the projects it funds and has assumed a leadership role in using evaluation as a tool for program improvement, Gullickson says the agency's files will prove invaluable in his work. In addition, the research will be particularly beneficial because it will examine innovative projects that affect all levels of education and a variety of disciplines.

"The key to determining the merit of these projects in which innovations are being developed or implemented is an effective evaluation system," Gullickson says. Good evaluation provides input from the beginning to the end of a project and

helps project directors make appropriate and effective changes as their work progresses, he notes.

The findings of Gullickson's research will be used to train educators in how to effectively evaluate a program. Two Washington, D.C., conferences, two summer institutes at WMU, internships for science educators and a resource database available via the Internet will accomplish that task. Gullickson expects those training opportunities to be well received in the science education community.

"Individuals supported by NSF funds are positioned to employ new evaluation knowledge and lead in dissemination of new evaluation information," he says. "The NSF has assumed a leadership role in bringing new technology to scientists and educators. NSF-funded investigators will likely welcome the opportunity to use the World Wide Web and other technological tools to enhance their evaluation capabilities."

When the project is complete, Gullickson says he expects to see a greater sophistication and awareness by the NSF and project directors about what evaluation can do for a project when handled properly. That awareness will help ensure that future projects are evaluated in an appropriate manner.

Gullickson, who is principal investigator on the project, will share the project management with Jerry Horn, Evaluation Center. The pair were selected for the project by NSF officials on the basis of their national reputations in science education and evaluation.

Service

These faculty and staff members are recognized for five, 10, 15, 20, 25 and 30 years of service to the University in January:

30 years — Thomas W. Clark, physical plant-landscape services; Ronald A. Crowell, education and professional development; Sherry I. Kelly, University budgets; and Ellen Page-Robin, community health services.

25 years — Regina E. Buckner, University libraries; Thomas K. Pfau, chemistry; and Robert Wait, sociology.

20 years — Charles A. Boos, University computing services.

15 years — Kirk D. Arnold, physical plant-building custodial and support services; J. Gregory Fitzgerald, University libraries; David B. Flickinger, logistical services-freight/postal/delivery; Patrick L. Northrop, University libraries; and Judy A. Rozek, logistical services-freight/postal/delivery.

10 years — Denise L. Barnett, physical plant-landscape services; Pradipkumar N. Bhatt, Sindecuse Health Center; Robert D. Champion, physical plant-landscape services; Marilyn T. Coe, continuing education; John Disbro, physical plant-landscape services; Paula S. Gilchrist, University computing services; Delores A. Hartman, admissions and orientation; Sabine I. Hayes, Henry/Hoekje/Bigelow dining service; Todd K. Mossman, University computing services; and Jacquelyn Ruttinger, art.

Five years — Rebecca Blodgett, physical plant-maintenance services; Roger N. Bresson, physical plant-maintenance services; Lorraine A. Caron, WMUK; James M. Davis, physical plant-building custodial and support services; Kirk S. Evans, University libraries; Mario A. Galbreath, University computing services; Robin L. Gauna, Burnham dining service; Kathleen Hamilton, admissions and orientation;

Lynda L. Hunt, external affairs-development; Frances J. Jess, Valley II dining service; Calvin Jones, physical plant-building custodial and support services; Carrie A. Jordan, University libraries; Paul A. Moore, physical plant-building custodial and support services; Veronica Munn, Valley I dining service; Maxine C. Robb, Evaluation Center; Joyce A. Simonds, Henry/Hoekje/Bigelow dining service; Kimberly K. Smith, Career English Language Center for International Students; Ann Soukup, Sindecuse Health Center; Donna StJohn, admissions and orientation; Kathy L. Stankewicz, science studies; Martha B. Warfield, minority affairs; and David A. Wyman, physical plant-building custodial and support services.

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 can apply for any of these positions (bargaining or non-bargaining) by submitting a job opportunity transfer application during the posting period, or may contact an employment services staff member for assistance in identifying themselves as candidates for these openings.

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) **Broadcast Engineer II**, X-03, Media Services, 95/96-324, 1/9-1/15/96.

(R) **Certification Assistant**, P-01, College of Education, 95/96-330, 1/9-1/15/96.

(N) **Student Adviser II**, P-04, College of Arts and Sciences/Advising, 95/96-331,

1/9-1/15/96.

(R) **Benefits Specialist**, P-03, Human Resources, 95/96-332, 1/9-1/15/96.

(R) **Academic Auditor II**, S-06, Registrar, 95/96-333, 1/9-1/15/96.

(R) **Recruitment Services Specialist**, P-01, Career Services, 95/96-334, 1/9-1/15/96.

(R) **Secretary III**, S-06, Mathematics and Statistics, 95/96-335, 1/9-1/15/96.

(R) **Grounds Laborer I**, M-2, Physical Plant-Landscape Services, 95/96-336, 1/9-1/15/96.

(R) **Assistant Professor** (Tenure Track), I-30, Theatre, 95/96-338, 1/9-1/15/96.

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

Exchange

FOR RENT — Foxwood Hills condo. Two bedrooms, 1-1/2 baths, attached garage, laundry hookup. \$605/month. Call Gloria at 345-9784.

Media

Sandra O. Glista, speech pathology and audiology, discusses communication and the elderly on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air at 6:10 a.m. Saturday, Jan. 13, on WKPR-AM (1420). "Focus" is also used on a regular basis by WKZO-AM (590), WKMI-AM (1360) and several other radio stations around Michigan.

"Stocking the Data Warehouse," an interactive television broadcast produced by Sun Microsystems, will air live on EduCABLE Channel 36 from 11:30 a.m. to 12:30 p.m. Thursday, Jan. 18. The program, emanating from Mountain View, Calif., will feature a panel of customers and industry analysts discussing data warehousing and the impact of network computing on its evolution.

Calendar

The master calendar maintained by news services for use in Western News is available through Gopher on the VMScluster. Currently, there are three calendars available: January events; February events; and future events, which run from March through December. To view the calendars, type Gopher at the system prompt. At the next menu, choose 2. Western Michigan University, then choose 4. Campus Calendar. You will find options for 1. This Month's Events, 2. Next Month's Events and 3. Future Events.

Thursday, January 11

(thru 24) Exhibition, "Calligraphy, Carvings and Rubbings in Chinese Art," curated by Qianshen Bai, art, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.; Jan. 11 slide lecture by Bai, "A Narration of Chinese Pictorial Slides," 2302 Sangren Hall, 7 p.m.; reception following in Gallery II.
(thru 31) Exhibition, "Holding Stones Series," sculpture by Palli Davene Davis, Oberlin, Ohio, Space Gallery, Knauss Hall, Mondays thru Thursdays, 10 a.m.-4 p.m.
"A Gathering of Women," Faculty Dining Room, Bernhard Center Public Cafeteria, noon-1 p.m.
Meeting, Faculty Senate, Fetzer Center, 7 p.m.

Friday, January 12

Lecture/demonstration, "History of the Flute-Wooden Flute," Chris Norman, Dalton Center Lecture Hall, 2 p.m.
*(and 13) Hockey, WMU vs. Lake Superior State University, Lawson Arena, 7 p.m.
*(thru 14) Kalamazoo Film Society showing, "The Glass Shield," directed by Charles Burnett, 2750 Knauss Hall: Jan. 12-13, 8 p.m.; and Jan. 14, 2:30 p.m.

Saturday, January 13

Student recital, Debora Butler, violin, Dalton Center Recital Hall, 2 p.m.
*Hockey club of WMU vs. Ferris State University, Lawson Arena, 2 p.m.
Graduate recital, Jennifer Moore, flute, Dalton Center Recital Hall, 4 p.m.
*Men's basketball, WMU vs. Ball State University, University Arena, 4:30 p.m.
Graduate recital, Jennifer Neslund, mezzo-soprano, Dalton Center Recital Hall, 8 p.m.

Sunday, January 14

Student recital, Michael Duffy and Philip Whaley, both trumpet, Dalton Center Recital Hall, 5 p.m.

Monday, January 15

Martin Luther King Jr. Day observance; classes canceled; all-University convocation, Shaw Theatre, 11 a.m.; see separate calendar on this page for more activities.

Wednesday, January 17

Enhancing Instruction with Technology program, "Search Options on the World Wide Web," Helen Healy, University libraries, 3307 Sangren Hall, noon-1 p.m.; to register call 7-5305.
School of Music Convocation Series concert, Novgorod Choir from Russia, Dalton Center Recital Hall, 2 p.m.
*Women's basketball, WMU vs. Miami University, University Arena, 7 p.m.

Thursday, January 18

"A Gathering of Women," Faculty Dining Room, Bernhard Center Public Cafeteria, noon-1 p.m.
Workshop on internal funding for research, Brown and Gold Room, Bernhard Center, 1:30-3:30 p.m.; to register call 7-8298.
*(thru 21) University Theatre production, "Side by Side by Sondheim," Dalton Center Multi-Media Room: Jan. 18-20, 8 p.m.; and Jan. 21, 2 p.m.
*(thru 20) Performance, Orchesis Dance Society, Dalton Center Studio B: Jan. 18-19, 8 p.m.; and Jan. 20, 2 p.m.
University Film Committee showing, "Short Cuts," directed by Robert Altman, 2750 Knauss Hall, 8 p.m.
*Admission charged



ARMED WITH BOOKS — As the winter semester began last week, many students spent some time at the WMU Bookstore in the Bernhard Center loading up on books and supplies. From left, senior Rachel C. Viard of Kalamazoo and juniors Nicole L. Smith of Battle Creek and Darlene Richmond of Augusta appear to be well armed for their occupational therapy classes.

Nominations due Jan. 19 for service awards

Nominations for the third quarter Staff Service Excellence Awards are due Friday, Jan. 19.

There are many outstanding employees worthy of this award designed to recognize excellence. Do you work with such an employee? By nominating this peer, supervisor or support person for a Staff Service Excellence Award, he or she becomes eligible to win a \$50 gift certificate to a designated University facility and a commemorative certificate. Your nomination helps the Staff Service Excellence committee honor our outstanding WMU staff.

Student volunteers sought

The Office of Student Financial Aid and Scholarships is sponsoring its sixth annual Volunteer Service Contest to recognize WMU student volunteers.

Faculty and staff members are asked to encourage students they know or the organizations they serve to submit nominations.

Six awards of \$500 each will be presented to individual students who show exceptional efforts in community service. The deadline for submission of entries is Feb. 15.

For more information, persons may call 7-6022.

All regular part- and full-time, non-faculty, staff are eligible for nomination. Nomination forms can be obtained from the Department of Human Resources at 7-3620. Completed forms should be submitted to Anne E. Thompson, human resources, before 5 p.m. Jan. 19.

Facts needed for column

Do you have any facts that would be appropriate for the "Did You Know?" column that appears on page one of each Western News? Send your submissions, along with the name of person to contact for more information, to Ruth A. Stevens, news services, or e-mail her at ruth.stevens@wmich.edu.



1996 Martin Luther King Jr. Birthday Observance

"Transforming the Dream into Action"

Saturday, January 13

(and 14) Division of Minority Affairs and Minority Student Organization lock-in, "Knowledge Reigns Supreme," Student Recreation Center, 8 p.m. Saturday through 6 a.m. Sunday.

Sunday, January 14

*27th annual Martin Luther King Jr. Program Banquet: speech, "Transforming the Dream into Action," by Tonee M. Mitchell, First of America Bank Corp.; and candle-lighting ceremony; North Ballroom, Bernhard Center, 2 p.m.

Monday, January 15

Center for Academic Support Programs displays of King's life, work and teachings, first floor, Moore Hall, near Academic Skills Center, and second floor, near University Curriculum offices.

(thru 31) Hallway displays, Student Education Association, Kappa Delta Pi and Minority Students in Teaching, Sangren Hall. College of Education film festival, four films, each followed by discussions led by faculty members: "The Road to Brown," 2301 Sangren Hall, 8:30 a.m., 1:30 p.m. and 3:30 p.m.; "In Remembrance of Martin," 2304 Sangren Hall, 8:30 a.m., 5 p.m., and 7 p.m.; "Bridge to Freedom," 2303 Sangren Hall, 1 p.m., 3 p.m. and 5 p.m.; and "At the River I Stand," 2302 Sangren Hall, 3 p.m. and 7:30 p.m.

All-University convocation, featuring performances by "Cross Colors," Voices of WMU gospel choir and international students, Shaw Theatre, 11 a.m.

University libraries video, "Legacy of a Dream," narrated by James Earl Jones, 1070 Waldo Library, every half hour between 11 a.m. and 4 p.m.

Geography lecture, "Voting Behavior Among America's Minorities," Roger Hunt, Grand Valley State University, MLK Room, Bernhard Center, 1 p.m.

Minority affairs brown-bag luncheon and panel discussion, "Leadership from the African American Female's Perspective," Multicultural Center, A-220 Ellsworth Hall, 1 p.m.

Nursing video presentation, "The Tuskegee Story," St. Aidan's Chapel, lower level, 1 p.m.

Open discussion, "Race and Schooling," facilitated by members of Minority Students for Teaching, the Student Education Association and Kappa Delta Pi, 2302 Sangren Hall, 1 p.m.

Dance events, Dance Studio B, Dalton Center: video screening of works by African American choreographers, 1:30 p.m.; informal showing, improvisational dance studies reflecting civil rights issues and the teachings of King, 2:30 p.m.; and video presentation and discussion of events from 1995 International Conference on Blacks in Dance, led by dance major Channon Bessant, 3:30 p.m.

Biological sciences and chemistry videotape, "Tracing the Path: African American Contributions to Chemistry in the Life Sciences," and panel discussion, "Persons of Color in the Sciences," 3190 McCracken Hall, 2 p.m.

Economics lecture, "The Trend in Black/White Real Income Ratios," Emily P. Hoffman, economics, 2440 Dunbar Hall, 2 p.m.

Philosophy, comparative religion and Center for the Study of Ethics in Society lecture, "Mestizo Identity: The Future of Race in America," Gregory Velazco y Trianosky, Olivet College, 208 Bernhard Center, 2 p.m.

Science studies Nonwestern World Studies Unit student presentations, "Martin Luther King Jr. and Social Justice in American Society," Shaw Theatre, 2 p.m.

Education and professional development, cultural background and dance performances by the Malaysian Student Organization, 2304 Sangren Hall, 3 p.m.

College of Engineering and Applied Sciences presentation, "Reflections on Martin Luther King Jr.," Washington Productions, 3034 Kohrman Hall, 3 p.m.

Counselor education and counseling psychology presentations by faculty and students, "Race/Ethnicity: Stories from Professional and Personal Lives," 2302 Sangren Hall, 5 p.m.; followed by small-group discussion.

Monday, February 19

Residence Hall Association speech contest based on King's "I Have A Dream" speech, 157 Bernhard Center, 7 p.m.; for more information and applications, contact George Eskro, 7-4465.

*Admission charged