Focus on people to mark next five years at University

While much of the University's work during the last decade has concentrated on the physical structure of the campus, efforts will turn more toward the personnel during the next five years, according to President Haenicke.

"We have to be absolutely sure that we have the right people in the right places," he said. "We have to, in some cases, rearrange our resources for greater efficiency. We have to be extremely careful in the next several years that we bring in the right people who subscribe to these principles that we espouse and who will help us promote them."

Haenicke noted that many people who came to the University during the "boom years" in the 1960s are retiring. Replacing them, he said, will be a major challenge.

Haenicke also touched on several other topics during his remarks, including a report by a legislative task force, the possibility of a new capital outlay program and an update on Total Quality Management efforts.

Task force report

Earlier this month, the House Republican Task Force released a report describing how higher education could better serve the state. It contained 10 recommendations, ranging from urging universities to work with the Legislature to develop an equitable funding system to encouraging them to design programs to reduce attrition rates among freshmen.

"I was very pleased to note that of the 10 recommendations that the task force made, our University is clearly already ahead of the curve on eight," Haenicke said.

He said that recommendation endorses the Carnegie classification system as a basis for funding state universities. Haenicke has been advocating the use of this system for several years, and Gov. John Engler used the classification in his annual report to the Board of Trustees in 1993.

Capital outlay program

"By building the trustees that there is a possibility of an additional capital outlay program in the state, which could bring $50 million in construction to campus. If we see an additional $50 million for construction, we think that most of this effort will go to the improvement of science research and teaching facilities in technical and natural science areas," he said. "It would likely be upgrading the engineering college and McClelland Hall, which is a solid building but completely outdated for the needs of modern science.

Haenicke said he also would like to begin to focus on restoring more of the East Campus. After seeing the success with the refurbishing of Walwood Hall, he said he is anxious to move on to other buildings in that area, particularly East Hall.

"That is the one big campus building that is visible from the downtown area that connects us with the downtown community," he said. "I think we should be able to interest the community in helping us to restore that part of campus to its original beauty and back to functionality."

TQM efforts

Haenicke informed the board that Total Quality Management efforts are moving along and expected to continue.

"We have gone through the major service areas at this point," he said. "In November, we began to have seminars with middle management in areas other than direct contact areas with the public to penetrate the entire service structure of the University, including the academic arena, in the next one or two years."

Although he admitted to being a bit frustrated over how long the project is taking, Haenicke said he looks forward to continuing work in this area.

"We are making good progress and I am very encouraged by the fine response that people have had," he said.

Edward, Haworth to lead Board of Trustees in 1996

Alfred L. Edwards of Ann Arbor and Richard G. Haworth of Holland were elected chairman and vice chairman, respectively, of the Board of Trustees at its meeting Jan. 19. Both terms are for one year.

Edward, who served as vice chairman of the board in 1995, replaces Lana L. Boldt of Kentwood. His selection is in keeping with Section One of the board's bylaws that identifies seniority as a key criterion for chairperson.

Other officers re-elected to one-year terms were: secretary, Betty A. Kocher; treasurer and assistant secretary, Robert M. Beam, who is the University's vice president for business and finance; and assistant treasurer, Lowell P. Rinker, who is WMU's assistant vice president for business.

Edward, who has served on the WMU board since 1983, will be its fourth term as its chairperson. Although he officially retired to professor of business administration at the University of Michigan in 1990, he continues to teach and conduct research there. He joined the U-M faculty in 1974 after teaching at Southern University in Louisiana, the University of Iowa and Michigan State University. He also has served as deputy assistant secretary of the U.S. Department of Agriculture and as assistant to the commissioner of the U.S. Consumer Product Safety Commission.

Haworth has served as a consultant to the furniture industry. In addition, he is a board member and adviser to the Consortium for Graduate Study in Management, a nationwide program that encourages underrepresented minorities to pursue graduate degrees.

In 1994, Haworth, School of Business Administration honored Edwards by establishing the Alfred L. Edwards College Professorship. Its purpose is to further the professional development of minority students. There also is a scholarship named for him.

A graduate of Livingston College in North Carolina, Edwards earned his master's degree from the U-M and his doctoral degree from the University of Iowa. Haworth has been a member of the WMU board since 1991; this will be his first term as a board officer. He is chairman of the board and chief executive officer of Haworth Inc., one of the world's largest manufacturers of office furniture. WMU's Haworth College of Business is named for the Haworth company and family.

Haworth earned his bachelor's degree from WMU in 1964. That same year, he began his career in the contract furniture industry when he joined the family-owned

Did you know?

WMU, as one of the state's top universities in size, complexity and quality, remains a bargain for students and their families seeking value in higher education at both the graduate and undergraduate level:

- WMU's tuition for freshmen and sophomores ranks 1/2 of the state's 15 public universities and seventh for juniors and seniors for the average rank of ninth in the state.
- At the undergraduate level, tuition at other public universities ranges from 31 percent higher than WMU's (U-M at Ann Arbor) to 11 percent lower (Northern Michigan University).
- At the master's level, tuition at other public universities ranges from 155 percent higher than WMU's (U-M at Ann Arbor) to more than 18 percent lower (NMU).

Grant total stands at nearly 77 percent of record figure

Just six months into the 1995-'96 fiscal year, grants to the University have reached $16.2 million, according to a report presented Jan. 19 to the Board of Trustees.

December awards totaling $3,410,588 brought the year-to-date figure to $16,253,042. With six months left until the June 30 end of the fiscal year, WMU's grant total already stands at nearly 77 percent of the record-breaking $21.1 million total reached during the previous fiscal year.

Highlights of the report included three grants totaling $595,816 to the Department of Mathematics and Statistics. An award for $320,000 from the Michigan Department of Education was used by Christopher R. Hirsch, mathematics and statistics, to direct a curriculum and professional development project. It is designed to serve as a catalyst for systemic change in the teaching of mathematics in Michigan high schools.

The project, Making Mathematics Accessible to All, will provide 16 months of staff development for new school-based teachers and follow-up workshops for teachers as well as technical assistance and summer workshops for teachers implementing the new Core Plus Mathematics Project curricula. Hirsch has been directing that national curriculum development project since 1992 with funding from the National Science Foundation.

A $77,000 grant from the Michigan Department of Education to Robert A. Laing, mathematics and statistics, and Ruth Ann Meyer, chairperson of mathematics, will be used to direct a curriculum and professional development project for school districts implementing the national curriculum development project. Hirsch has been directing that project since 1992 with funding from the National Science Foundation.

CHANGING OF THE GUARD — Alfred L. Edwards of Ann Arbor, the new chairperson of the Board of Trustees, accepted the gavel from Lana L. Boldt of Kentwood, who has held that post for the past year, as the new vice chairperson, Richard G. Haworth of Holland, looked on. "It's been a pleasure and an honor to serve as the chairperson of our Board of Trustees for this past year. It's been a year of remarkable achievement for the University and special satisfaction to be personally," said Boldt, referring to the bachelor's degree she received at the December commencement. "I want to express my sincere appreciation to each and every one of you for the support you've given me as chairperson."
Wood Hall is on its way to becoming a completely new building. Crews have been working since mid-August to remove asbestos and other materials in preparation for the demolition of the old building. At right, Robert Smith of Hazard-Bestos Corp., in Lansing takes down part of a doorway between two classrooms. Deconstruction is expected to begin in February and end in July. The black wall, elevated floors and part of the facing on the north and south sides of the building will be removed.

"This will take us back to a skeleton structure," said Gary Elrod, project supervisor on the reconstruction of Wood Hall for the Austin Co., general contractor. "Then we'll build a new building in the shell." Above, Elrod looks over some blueprints in a "mock lab" that has been created in Wood Hall so that faculty members can get a sense of the layout and size being proposed. He says some new construction could begin as early as May. The retrofit is expected to be completed in 1997. It is part of a $45.3 million project to transform that part of campus into a mecca for science instruction and research. Also included is the construction of a new Science Research Pavilion that will be connected to Wood Hall. Work on the new structure is slated to begin this spring.

Grants (Continued from page one) and statistics, will fund in-service training during 1995-96 through the Mathematics Inservice Project. The effort is intended to update the mathematics teaching skills of Michigan elementary and middle school teachers and to help them implement the changes in mathematics education. The grant is given in response to the Michigan Goals and Objectives of Mathematics Education. Gary Chartrand, mathematics and statistics, was the recipient of a third award during 1995-96 through the Division of Student Affairs. He will use the one-year, $90,800 award for basic research on "the relationships between the arts and sciences. Frank L. Severance, electrical and computer engineering, will direct the institute, which will be offered at WMU for the eighth time this year.

The grant report also noted a $150,000 award from the Michigan Department of Corrections to the Division of Continuing Education. The award will allow the division to offer college-level courses for female offenders housed at the Florence Crane Correctional Center in Coldwater. Inmates at that center can work toward earning a bachelor's degree in general university studies from WMU.

Series begins with lecture on the Black Caucus Topics ranging from "The Postmodernist Challenge" to "Unemployment and Vocational Training in Europe" will be explored in the Institute of Government and Politics Colloquium Series this winter. The free public series will open with a lecture Wednesday, Jan. 31, of "The Congressional Black Caucus: Group Agreement, and Voting Differences" presented by Neil A. Pinney, political science. His talk is set for 3:30 to 5 p.m. in 3020 Friedmann Hall.

Using scores issued by the Americans for Democratic Action, Pinney will focus on the effectiveness of the caucus as a voting coalition over the past 20 years and will assess the group's unity when compared with other reference groups. He also will examine the differences between junior and senior legislators within the caucus.

Other speakers and topics in the series will be:

- "The Postmodernist Challenge" with Eartin A. Breisach, history, Wednesday, Feb. 21.
- "Local Food Systems: Giving Substance to the Rhetoric of Sustainability" with Kenneth A. Dahlberg, political science, Wednesday, March 6.
- "Pakistan: The Civil Servant: The Limits of Development Training" with Munzer Ahmad, visiting professor from Pakistan's University of Karachi, the Department of Political Science, Tuesday, March 12.
- "Unemployment and Vocational Training in Europe: Giving Substance to the Rhetoric of Sustainability" with M. Scott Tanner, political science, Wednesday, March 20.
- "The Preventive Ethnopolitical Conflict? with Gegnza Bozic, guest lecturer in political science, Wednesday, April 11.

All sessions will run from 3:30 to 5 p.m. except Ahmad's presentation, which will begin at 4 p.m. All will take place in 3020 Friedmann Hall. A reception will follow each presentation.

For more information about the series, persons should contact James M. Butterfield, political science, who directs the Office of Government and Politics at 7-5696.
More than 2,500 expected for Career Fair '96

Jobs for the seasoned professional and the new graduate will be the focus of WMU's 18th annual Career Fair set for Wednesday, Jan. 31.

More than 2,500 persons and representatives from some 130 organizations are expected to meet at Career Fair '96, which will run from 10 a.m. to 4 p.m. in the East Ballroom of the Bernhard Center. The free event is being sponsored by career services and Delta Sigma Pi.

Designed for area college and university officers (Continued from page one), business, then called Modern Products Inc., as assistant sales manager. He was named vice president of research and development in 1966 and executive vice president of the company in 1969. In 1976, he became the company's president and chief executive officer. He was named to his present position in 1994.

Haworth is credited with leading Haworth Inc. from a single-line company with sales of $10 million and 225 employees to a broad-based, multi-products line company with sales exceeding $1 billion in 1994 and 8,500 employees worldwide.

Haworth also serves on the boards of the Business and Institutional Furniture Manufacturer's Association and is involved in several community initia- tives.

Media
Pat B. Viard, family and consumer science discusses home improvements on a Focus, a five-minute interview produced by new services. "Focus" is scheduled to air at 6:10 a.m. Monday, Jan. 27, on WKKP-AM (1420). "Focus" is also used on a regular basis by WKZO-AM (590), WKMI-AM (1360) and several other radio stations around Michigan.

Trustees OK appointments and retirements

The Board of Trustees approved several appointments and retirements during its meeting Jan. 19.

The trustees approved the previously announced appointment of Elise B. Jorgens as interim dean of the College of Arts and Sciences, effective Jan. 15, 1996. She has been associate dean for curriculum and instruction in the college since 1992. She replaces Donald O. Ferraro, whose resignation becomes effective March 1, 1996, also was approved by the board.

Ferraro, dean since 1990, has accepted a position as provost at the University of Nevada at Las Vegas. A national search will be conducted for his permanent replacement.

The board also approved the previously announced appointment of James C. Wetzel as director of intercollegiate athletics, effective Jan. 2, 1996.

The appointment of Robert W. Felkel, interim director of foreign languages and literatures, to the full-time position was approved. Previous to his appointment, the new graduate will be the focus of the event. It was held at noon on campus.

The corporate training and development department of the event is presenting a one-day and a three-day workshop on "The Seven Habits of Highly Effective People.

The professional development opportunities are being supported by a $50 percent tuition discount offered by Univer- sity training funds.

The one-day session, which will run from 9:30 a.m. to 4:30 p.m. Tuesday, Feb. 13, is intended as an introduction to the seven foundational principles set forth in the book, "The Seven Habits of Highly Effective People" by Steven R. Covey.

A second opportunity to attend will run from 9:30 a.m. to 4:30 p.m. Wednesday through Friday, May 1-3. This more intensive workshop will teach the seven habits through cognitive learning and application exercises.

Both workshops will be led by an associate from the Covey Leadership Center. The fee for the introduction is $62.50 and for the three-day workshop is $397.50.

Both already reflect the faculty/staff dis- count. For more information or registration, per- sons may call the Fechter Center at 7-3323.

The one-day session, which will run from 10 a.m. to 4 p.m. Thursday, April 25, will focus on "The Seven Habits of Highly Effective People.

The two-day session, which will run from 9:30 a.m. to 5 p.m. Thursday through Friday, May 2-3, will focus on "The Seven Habits of Highly Effective People.

Facility and staff members have a chance to increase their personal and or- ganizational effectiveness through two workshops being offered in the coming months at the Fechter Center.

The corporate training and development depart- ment of the center is presenting a one- day and a three-day workshop on "The Seven Habits of Highly Effective People.

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Housing fair set for today

Students will be able to look for housing for spring, summer and fall — both on and off campus — during a housing fair from 1 to 6 p.m. Thursday, Jan. 25, in 157-159 Bernhard Center.

Representatives of eight major area apartment complexes, which house some 40 percent of the students off campus, will attend the fair, along with staff members from WMU's Office of Residence Hall Administration.

Also attending will be telephone and communication services, banks, en- ergy utilities and others.

The fair is being organized by the Office of Off-Campus Life.

Obituaries

Carole J. Rogers, retired from sociology, will be remembered at a memorial service set for 2 p.m. Saturday, Jan. 27, at the Langford Memorial Chapel, 622 S. Bur- dick. She died Jan. 16 at age 58.

A WMU staff member for 16 years, she retired in 1994 as an administrative assist- ant/undergraduate adviser in the Depart- ment of Sociology.

Memorial contributions may be made to the Animal Rescue of Kalamazoo or the American Cancer Society.

A memorial service for Robert R. Rus- sel, emeritus in psychology, is planned for 11 a.m. Friday, Jan. 25, at the First Presbyterian Church, 321 W. South St. He died Jan. 16 at age 105.

Russel retired from his faculty position in 1922 and was named chairperson of the Department of History in 1956. He was the author of numerous articles and books dealing with the economic development of the United States. His "History of the Ameri- can Economic System," 1919, and "The American Economic System, 1934," is still a highly regarded reference source for history scholars.

Russel retired from the University in 1960 and continued to live in the Kala- mazoo area. Survivors include his wife, Ethel, who is a former teacher in WMU's campus school.
Policy
University Closing Policy

Policy and procedures guide for the suspension of University operations due to weather conditions, physical damage or other emergency conditions that prevent normal operations:

I. In the absence of notification to the contrary, all normal operations will continue as scheduled. If there is any doubt as to whether the University will be in operation, a message will be available on WMUK-FM (102.1) and WIDR-FM (91.1). Closing announcements will be on these same sources as well as the general public media.

II. In event that emergency conditions are severe enough for off-campus classes to be canceled, the University will close except for essential services.

III. The dean of the Division of Continuing Education is authorized to cancel off-campus classes to be held the following day.

IV. Essential services will be maintained during a period in which the University is closed.

Three include:

A. University computing services
B. Dining services — consolidation may be required
C. Landscape services — for snow removal
D. Police
E. Recreational facilities — e.g., Student Recreation Center, Bernhard Center, Lawson Ice Arena, Gabel Natatorium
F. Telecommunications
G. Sindicce Health Center
H. Waldo Library
I. WMUK-FM
J. Others as may be designated

V. When a decision is made to close the University, the following notification steps shall be taken:

A. Vice president for business and finance
   (1) Notify director of public information
   (2) Notify provost and vice president for academic affairs.
   (3) Notify business and finance major unit heads
   (4) Notify secretary of board of trustees
   (5) Notify vice president for student affairs
   (6) Notify vice president for external affairs and general counsel
   (7) Notify vice president for research

B. Director of public information
   (1) Notify news media
   (2) Notify director of external affairs
   (3) Notify director of intercollegiate athletics
   (4) Notify director of planning and institutional research
   (5) Notify assistants to the president

C. Provost and vice president for academic affairs
   (1) Notify academic dean
   a. Notify departmental chairs
   b. Notify major academic units
   (2) Notify library
   (3) Notify major academic unit head

D. Secretary of Board of Trustees
   (1) Notify major unit heads
   (2) Notify major unit heads
   (3) Notify president

E. Vice president for student affairs
   (1) Notify major unit heads
   (2) Vice president for external affairs and general counsel
   (3) Notify major unit heads

F. President for external affairs and general counsel
   (1) Notify major unit heads

VI. In order to protect unavoidable income losses to employees, whenever the University is closed in full all faculty and staff not required for essential services will be released from their work stations by their supervisors at the effective time of closing and will be paid for the balance of their work period as though it were a holiday. However, it is the University’s sole judgment as to who is required to work and who is not. Whenever the University is closed from normal operations, employees will fall into several groups for the purposes of determining pay.

A. Employees who are required to work to continue essential services will be paid for the time worked through the time of closure, and will be paid for the balance of their work period as though it were a holiday.
B. Employees who report for their regular work period prior to the announcement of closure, but who are not required to maintain essential services, will be released from their work stations by their supervisors at the effective time of closing and will be paid for the balance of their work period as though it were a holiday.
C. Employees who, for whatever reason, are unable to report for their regular work period prior to the announcement of closure may use annual leave for the time from the beginning of the regular work period to the effective time of closure, without the requirement of prior approval for annual leave. They will be paid for the balance of their work period as though it were a holiday.
D. Any employee who is reported as “sick” or was scheduled to be on annual leave prior to the announcement of closure will be paid as though there were no closure and thus will be charged sick leave or annual leave for the period not worked.

Thursday, January 25

(through 31) Exhibition, “Holding Stones Series,” sculpture by Pati Dovene Davis, Oberlin, Ohio, Space Gallery, Knauss Hall, Mondays through Thursdays, 10 a.m.-4 p.m.
(through 2) Exhibition, “100 Questions, Begging for Answers,” advanced print workshop, 2033 University Computing Center, noon-2 p.m.; registration recommended by calling 7-5161.
(1) Exhibition, “Holding Stones Series,” sculpture by Palli Davene Davis, Oberlin, Ohio, Space Gallery, Knauss Hall, Mondays through Thursdays, 10 a.m.-4 p.m.
(1) Master class, Ava Ordman, trombone, Dalton Center Recital Hall, 3:30 p.m.
(through 16, 1988; thru Feb. 13) Exhibition, “The Last Picture Show,” recent mixed-media paintings and works on canvas,汪字画 Hall, 10 a.m.-4 p.m.; reception, Friday, Feb. 2, 5-8 p.m.
(through 10) Exhibition, “The 100 Questions Series,” advanced print workshop, 2033 University Computing Center, noon-2 p.m.; registration recommended by calling 7-5161.
(through 12) Exhibition, “Space Gallery,” Knauss Hall, Mondays through Thursdays, 10 a.m.-4 p.m.
(through 10) Exhibition, “Space Gallery,” Knauss Hall, Mondays through Thursdays, 10 a.m.-4 p.m.; reception, Friday, Feb. 2, 5-8 p.m.

Friday, January 26

Doctoral oral examination; “An Investigation of the Relationship Between Homework Assignment Completion, Course Outcomes, and the Perceptions of Specific Course Characteristics,” George S. Starratt, director, university audit counseling and psychology, 3208 Sangren Hall, 1 p.m.
Hockey club of WMU vs. Grand Valley State University, Lawson Arena, 7 p.m.
Hockey club of WMU vs. Calvin College, Lawson Arena, 7 p.m.

Saturday, January 27

*Men’s basketball, WMU vs. the University of Toledo, University Arena, 2 p.m.
*Women’s basketball, WMU vs. the University of Toledo, University Arena, 4:30 p.m.
*Hockey club of WMU vs. Calvin College, Lawson Arena, 7 p.m.
*Hockey club of WMU vs. Calvin College, Lawson Arena, 7 p.m.
*Concert, Choral Honors Festival, Dalton Center Recital Hall, 7 p.m.
*School of Music Convocation Series concert, Albert Gerhardt, cello, Dalton Center Recital Hall, 7 p.m.

Sunday, January 28

*Dayton University hosting “Women’s Basketball Showcase,” featuring WMU’s women’s athletes. Christine Carlson, David Little, Linda Trotter, Suzanne Arribiiter and Michael Burgess, Dalton Center Recital Hall, 3 p.m.
*WINTER BLAST — The weather seems to be changing at the drop of a hat lately, from balmy breezes one day to arctic blasts the next. These students were buffeted by the wind and snow on their way to class last week. For a rundown on what happens when the University closes because of the weather, see the policy printed here.

Monday, January 29

*University computing services workshops, “Essential UNIX Commands and Editors for WWW Authoring,” 2033 University Computing Center, noon-2 p.m.; registration recommended by calling 7-3561.

Tuesday, January 30

Writing workshop for the preparation of doctoral dissertations, specialty projects and master’s theses, Graduate Office, Knauss Hall, 10 a.m.-4 p.m.; registration recommended by calling 7-3561.
*University computing services workshops, “WWW Pages for WMU — All the Right Stuff,” 2033 University Computing Center, noon-2 p.m.; registration recommended by calling 7-3561.
*Performance, Young Concert Artists Series, Albert Gerhardt, cello, Dalton Center Recital Hall, 7 p.m.

Wednesday, January 31

*University computing services workshops, 2033 University Computing Center (unless otherwise noted: “Electronic Mail Using PAMF” on MVScluster, 9-11 a.m.; “Modern (Serial) Communications Basics,” 2030 University Computing Center, noon-2 p.m.; and “Word 6.0 for Windows Introduction,” 3-5:30 p.m.; registration recommended by calling 7-3561.
*Career Fair ’96, East Ballroom, Bernhard Center, 10 a.m.-4 p.m.
*Doctoral oral examination, “Implementation of an ‘Early Return to Duty’ Policy Within the Michigan Civil Service: An Explanatory Study,” James J. Harten, public administration, Walwood Hall conference room, second floor, 11 a.m.
*Enhancing Instruction with Technology program, “Creating a Lecture Presentation” Debra Lindstrom-Hael, occupational therapy, 3007 Sangren Hall, noon-1 p.m.; to register call 7-3565.

Thursday, February 1

*A Gathering of Women, Faculty Dining Room, Bernhard Center Public Cafeteria, noon-1 p.m.
*Hockey club of WMU vs. Ferris State University, Lawson Arena, 7 p.m.
*Women’s basketball, WMU vs. the University of Akron, University Arena, 7 p.m.
*Hockey, WMU vs. Ferris State University, Lawson Arena, 7 p.m.
*Admission charged
*University computing services workshops, 2033 University Computing Center, “Transferring Files Using Kermit,” noon-2 p.m.; and “Creating Web Pages: PC/Windows,” 3-5 p.m.; registration recommended by calling 7-3561.
*Meeting, Faculty Senate, Peter Center, 7 p.m.

*Admission charged