A former Kalamazoo mayor and WMU administrator is returning to the University to become the new director of its Institute for the Study of Race and Ethnic Relations.

Beverly A. Moore, who served as director of admissions and student services in the School of Social Work from 1984 to 1993, is expected to start her new job by March 1. For the past two years, she has been executive director of HealthConnect, a broad-based Kalamazoo initiative to improve the health status of underserved individuals.

WMU's Institute for the Study of Race and Ethnic Relations was established in 1989. Moore's appointment reflects a desire to strengthen the institute with a full-time director. She replaces Earl M. Washington, who has divested his time as director since 1991 with duties as assistant dean of the College of Arts and Sciences.

When I established the Institute for the Study of Race and Ethnic Relations several years ago, it was my intention to create on campus a physical and intellectual meeting place where people from all walks of life in the University and from the wider community would come together to learn about one another, to teach each other, to research and look for solutions to the questions and problems of our multicultural society," said President Haenicke.

In addition to naming Moore as full-time director, Haenicke is transferring the institute from the College of Arts and Sciences to the Office of Faculty Development Services at WMU's Institute for the Study of Race and Ethnic Relations. It will make its University-wide role more obvious," Haenicke said. "I expect the director to engage in a wide range of activities that foster better understanding among members of different ethnic backgrounds and races," said Provost Nancy S. Barrett. "Such activities will include, but not be limited to, formal and informal lectures, talks and discussion groups dealing with race and ethnic relations. They should include film series, conferences, and similar activities."

Haenicke said, "The institute should also play a significant role in the initial orientation of our students and it should later provide regular opportunities for all students on campus to meet and discuss their experiences and current issues as they relate to their experiences with ethnic race relations on campus. It is expected that the new director will create a vibrant stimulating intellectual environment to which people will flock, wishing to participate."

New coordinate major prepares students for diverse work force

WMU students can combine their traditional academic majors with a new coordinate major in Black Americana Studies, broadening their readiness for a diverse work force or advanced academic studies in the area.

The BAS coordinate major option became effective with the beginning of the fall 1995 semester. Students have current options to include social sciences, the arts, business, history, education, anthropology, and religious studies, among other disciplines. A "capstone experience" required for completion of the major will place students in the community for a three- to six-credit internship that can draw on both their discipline and BAS coordinate major.

The coordinate major, which must be taken in conjunction with a disciplinary major, requires a minimum of 24 credit hours in interdisciplinary courses that examine the black experience through such topics as African American and African history, anthropology, arts, geography, literature, popular culture, religion, sociology and urban politics. A "capstone experience" required for completion of the major will place students in the Southwestern Michigan community for a three- to six-credit internship that can draw on both their discipline and what they have learned in their BAS coordinate major.

Serious work on developing the program began in 1991 and the final program became an official offering with its listing in the University’s 1995-97 Undergraduate Catalog. The BAS coordinate major joins 10 other coordinate majors now available through the College of Arts and Sciences. Others include African, Asian, European, British, German, Latin American, Roman and Slavic Studies as well as Environmental and Women’s Studies. The BAS coordinate major was patterned after the Women’s Studies Program.

Elise B. Jorgens, interim dean of the College of Arts and Sciences, emphasizes that the new coordinate major serves the diversity they will encounter in the work place.

WMU and single student may not have a particular discipline in mind when selecting courses that interest them, but a new coordinate major ensures that they will be prepared for the diversity they will encounter in the work place.
At WMU, TQM means putting people first in all we do

Two years ago we began our discussions on Total Quality Management (TQM) on campus. A University-wide committee under the leadership of Barbara S. Liggett, associate vice president and executive assistant to the president, studied the concept carefully. The committee, made up of faculty and staff from WMU staff with training, and all groups of eight official campus offices, received initial training and went through a continuing education program.

The president and the five vice presidents, all trained by the same firm, and their group meetings were shaped into a Quality Council replacing the President's Cabinet.

We found out — and developed a strong commitment — that to practice TQM is at first difficult and time consuming. It is the hard way.

This is why we are making conscious efforts ourselves and by others to retrain people who enthusiastically endorse our TQM efforts in all our endeavors.

We already have at WMU a work force trained by the same firm to assist WMU on campus. A University-wide committee was shaped into a system fully established and working. It is not yet, but we are hard at work and we are trying to make it better every working day.

My warmest thanks go to those who have so far participated and who have put so much effort and good will into this new initiative!

As I said at the most recent meeting of the Board of Trustees, those of us involved in the initial phase have come to recognize the behavioral important thing:

The continuing improvement of our institution is linked to the continuing improvement of our personnel efforts.

In other words, our efforts must be concentrated on hiring, training and retaining the right people who enthusiastically endorse our TQM efforts in all our endeavors.

We will include a brown bag luncheon series, a cultural display, a music festival, an alumni football game, an evening lecture and a gospel music concert.

The brown bag lunches are scheduled for Mondays during African Heritage Month in February. Each lunch will begin at noon in the Division of Minority Affairs Cultural Enrichment Center 220 Ellsworth Hall. The following topics and speakers will be featured:

• An examination of "Social Justice or Injustice" with Lynwood H. Cousins, sports writer, Feb. 5.
• A "Celebration of Leadership" with Lorenzo M. Sanchez, minority affairs, Feb. 5.
• An examination of "Social Justice or Injustice" with Lynnwood H. Cousins, Feb. 7.
• "The African-American/American Coalition" with a student panel Feb. 19.

An African American arts and cultural display will be available for viewing from 9 a.m. to 4 p.m. in the Division of Minority Affairs Cultural Enrichment Center 220 Ellsworth Hall. The following topics and speakers will be featured:

• An examination of "Leadership with Lorenzo M. Sanchez, minority affairs, Feb. 5.

A concert of gospel music will take place at 7 p.m. Thursday, Feb. 8 in the Division of Minority Affairs Cultural Enrichment Center.

Kalamazoo and Morris Galliday of Benton Harbor.

The annual Black Americans music festival, Exposition I, will focus on "Movies of the Black Cultural Revolution in the 1960s," on Feb. 6 at 7 p.m. Friday and Feb. 7 at 9 p.m. in the Division of Minority Affairs Cultural Enrichment Center. The event is co-sponsored by Phi Kappa Phi and the WMU chapter of Phi Alpha Alpha.

For more information, persons may contact Shirley A. Van Hoeven, coordinator, who is president of Phi Kappa Phi's chapter at WMU.

Events planned in observance of African Heritage Month

A nationally known black neurosurgeont will deliver an address on the 20th anniversary celebration of WMU's Consortium for Ebony Concerns Saturday, Feb. 17. The event will highlight WMU's observance Africa's History Month in February.

Benjamin S. Carson, director of pediatric neurosurgery at Johns Hopkins Hospital in Baltimore, will speak at a banquet at Kalamazoo's Radisson Plaza Hotel. The theme of the event is "Success: There is No Limit." Carson is expected to share his own success story and his journey from a childhood in Detroit marked by poverty, poor self-esteem and low grades to academic and professional renown.

Carson, who has been in his present position since 1984, was a member of the 1978 Johns Hopkins team that separated a conjoined twin. Carson rejoined at the back of their heads in a widely publicized 22-hour procedure.

The anniversary banquet will begin with a 5 p.m. reception. The cost of attending the event is $15 for students and $25 for faculty and staff members, retirees and friends of the University.

Although not as noticeable on the WMU campus, persons should contact Lenzy S. Shafer, coordinator of the Division of Minority Affairs' Cultural Enrichment Center.

Benton Harbor.

For more information about the month's activities, persons should contact Lenzy S. Shafer, coordinator of the Division of Minority Affairs' Cultural Enrichment Center.

For more information about the month's activities, persons should contact Lenzy S. Shafer, coordinator of the Division of Minority Affairs' Cultural Enrichment Center.
WMU joins in efforts for day to recognize accomplishments of women and girls in sports

The University will recognize the progress of girls and women in athletic endeavors during several events Saturday, Feb. 3.

The events will mark WMU's observance of National Girls and Women in Sports Day, which has been proclaimed by Congress each year since 1987. The day, which will be observed nationally on Feb. 1, serves to bring attention to the achievements of women athletes and to the challenges and issues facing females in sports.

"We want to note the achievements of women in the area of sports," says Debra S. Berkey, chairperson of health, physical education and recreation and one of the organizers of the local observance. "Usually people think about these accomplishments, they think about the athletes. There are so many more dimensions, when you take a look at the contributions made to the development of sports over the years by coaches, administrators, trainers, housing personnel and others.

Activities will center around the 2 p.m. WMU vs. Central Michigan University women's basketball game at the University Arena. Before the game, a reception is planned for 12:30 p.m. in 3012-3013 Student Center.

The reception will honor Kathy (Phillips) Trenary, a 1974 graduate of the Department of Recreation who is now a middle school science teacher and high school volleyball coach. Trenary is among the state run-up Class D softball team from Mendon High School.

The selection of women chosen by a WMU selection committee to receive a recognition award for her leadership in sports activities will be announced at the reception, to which all women faculty and staff members at WMU have been invited. Other women eligible to receive the award include athletes, coaches of outstanding female athletes.

Blood pressure screening available Feb. 5-15

The Sincere Health Center's annual Campuswide Blood Pressure Screening and Education Program begins Monday, Feb. 5, and travels to 12 convenient locations throughout the university campus.

This program offers free blood pressure assessments and preventive health education programs for all students and the University. The program is intended for un jihadist certified students, with the goal of helping faculty, staff and students keep track of their blood pressure readings.

"High blood pressure, high cholesterol and cigarette smoking are key risk factors that can cause the development of cardiovascular disease," said Christina L. Settimi, medical and health education coordinator for the Department of Health, Physical Education and Recreation and coordinator of Intramural Athletics and University recreation programs and facilities.

Wilson on national board

Brian L. Wilson, music, is one of four Detroit area music educators who were chosen to be the executive board of the National Association for Music Therapy. The organization was founded in 1950 to support the development of music in hospitals, rehabilitation, education and community settings. With a current membership of more than 2,000, the National Association for Music Therapy sees the majority of educational and clinical training programs leading to professional training and certification within the music therapy discipline.

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 application form to Employment Services, 2800 W. Michigan Ave. Applications are due by the close of business on the date noted to guarantee room usage. All keys will be dispensed within two hours of closing time. All keys will be retained for use and reissued at the same time.

Exchange

AVALlABLE FOR ADOPTION — Two engaging kittens. Six months old, neutered and litter-trained. Come as a pair and are free to someone willing to return their affection. Call 7-3312 or 343-2215.

Media

Edward J. Mayo, marketing, discusses the leadership styles of successful coaches on "Focus," a five-minute interview program produced by news services. "Focus" is scheduled to air at 6:10 a.m. Saturday, Feb. 3, on WKZQ-AM (1420). "Focus" is also used on a regular basis by WKZO-AM (590), WMKI-AM (1360) and several other radio stations around Michigan.

On campus

The RIGHT CHEMISTRY — Two years ago, Thomas W. Norton was ready to leave the life of teaching sales for industry and a job that required him to be on the road, unable to spend any time with his family. To an extent, the ground provided him with the right chemistry for a job at WMU. He was hired, in fact, as the manager of the stockroom in the Department of Chemistry. The job involves purchasing supplies and equipment for the teaching labs in the department. "Currently, I work one full-time assistant and four student workers, he prepares the solutions, setups and chemicals needed for the labs. On a given week, he and his staff might prepare two dozen different compounds or solutions. Norton knows tracks of the chemicals and equipment on hand through a computerized system. "I try to keep them from being overwhelming, but have a lot of chemicals in storage," he says. He also works with the department's purchasing agent to order supplies and with the Division of Environmental Health and Safety to make sure purchased chemicals are properly handled and stored.

Two prominent geologists to speak on campus

Two internationally renowned geologists will come to WMU this month to describe research in the areas of mountain range anatomy and the remediation of soil and ground water contaminated by organic chemicals.

Robert D. Hatcher Jr., distinguished scientist and professor of geology at the University of Tennessee at Knoxville, and Nicole H. Oxley, an associate professor of geology at the University of Iowa, will present presentations for the Geology Department February 14 and 17.

Hatcher is an expert on the Appalachian Mountains and has worked with other geologists in the nation this year as part of the NGWA's National Geology Research Excellence Award. His presentation will be "Anatomy of Mountain Chains" in a Monday, Feb. 14, 4 p.m. lecture. The public is invited to attend.

AbruolÄIKE'S VISIT — Linda M. Abruola, associate professor of civil and environmental engineering at the University of Michigan and the National Ground Water Association's 1996 Henry Darcy Distinguished Lecturer, will present a one-day lecture Feb. 14, on "Organic Liquid Contaminant Entrapment and Persistence in the Subsurface: Interphase Mass Transfer Limitations and Implications." Both presentations will begin 4 p.m. in 11200 Blood Hall. They are free and open to the public.

Abruola has spent the past 12 years investigating the transport and fate of organic contaminants in subsurface environments and the soils that are a recipient of a number of awards, including a National Science Foundation Presidential Young Investigator Award in 1984 and a U-M College of Engineering Research Excellence Award in 1995.

Abruola's visit to WMU is one of a number she is making to locations throughout Michigan, including a forthcoming March lecture at Grand Valley State University's Lary Darcy Lecture Series. Her lecture is being sponsored by both the NGWA and the Department of Geology.

Libraries

Six new group study rooms are now available for student use on the lower level of Walden Library. Current WMU students, in groups of three or more, are eligible to request the use of a group study room for use in class or study.

Reservations may be made up to a week in advance, in person at the patron services desk window or by calling 7-5154. Reservations and assignments will be made on a first-come, first-served basis, and the group study rooms are assigned for up to two hours. Additional time may be allotted if there are no other students waiting for the available reservations. Rooms will be reissued if students are more than 15 minutes late for their reservation.

Students must present their University ID card to check out group room keys. Keys may be reserved for use of the patron services window. Agreement, covering conditions and responsibilities for room use will be completed and signed before a room assignment is made.

There will be a $10 fee for all keys that are not returned. No keys will be dispensed until a group is present.

Although reservations are not necessary, students are encouraged to make reservations in advance to guarantee room usage.

Western News February 1, 1996 Three
Thursday, February 1
(THR 10) Exhibition, "100 Questions, Begging for Answers," advanced print workshop, Student Art Gallery, East Hall, 10 a.m.-5 p.m. (thru 13) Exhibition, "The Last Picture Show," recent mixed-media paintings and works on paper by Joseph A. Young, Dow Center Multi-Media Room, Thursdays thru Saturdays, 10 a.m.-4 p.m.; reception, Friday, Feb. 2, 5-7 p.m. (thru 20) Exhibition, prints by Akemi Ohta, Charlottesville, Va., Gallery II, Sangren Hall, 10 a.m.-5 p.m. (thru 22) “A Gathering of Women,” Faculty Dining Room, Bernhard Center Public Cafeteria, noon-1 p.m. • University computing services workshops, 2003 University Computing Center: "Transferring Files Using Kermit," noon-2 p.m.; and "Creating Web Pages: PC/Windows," 3:30-5:30 p.m.; for registration information, call 7-5161. Monday, February 5 • Hockey, WMU vs. Ferris State University, Lawson Arena, 7 p.m. • Event: "Suicide Interconnect for Learning Experience," currently is directed by LeRoi R. Ray Jr. and is housed in Sprau Tower. For more information about the BAS coordinate majors, persons should contact Wilson at 7-7266.

Second annual bone marrow drive is Feb. 14
More than a dozen groups are sponsoring the drive, which is called the Kalamazoo Interconnect for Learnjng Experience Memorial Bone Marrow Drive on Valentine’s Day Wednesday, Feb. 14. People will have their blood tested to see if they might be a donor may do so from 10 a.m. to 4 p.m. in the Student Center. There is no cost to the potential donor.

The drive is named for a young woman who would have been 18 when she was diagnosed with the disease in 1992. The test takes about 10 minutes. Once identified, the potential donor’s name and blood tissue type are placed in a national registry. Persons suffering from leukemia, or other cancers that are not treatable by a bone marrow transplant, seek compatible donors through the registry, and may be matched as young as 18 to 20 and in good health. Persons who know they cannot be a blood donor need not be tested. Some 320 donors were entered into the national registry from WMU last year.

The drive will feature information from the Jimmy Flynn Bone Marrow Transplant Group of the Kalamazoo/Cass chapter of the American Red Cross through a grant from the Ronald McDonald Children’s Charities and an anonymous donor. The groups include the Southwest Michigan Health Center, the Western Student Association, the Office of the Dean of Students, and the Office of Student Health. For more information, contact the Student Health Advisory Board, the Residence Hall Association, the Interfraternity Council, Radio X 92.3 and That Coffee Place.

AIDS quilt panels on display
Local panels dedicated to the NAMES Project AIDS Memorial Quilt when it was unveiled in central Illinois last fall will be on display through Feb. 18 to March 4 to Kalamosoz this month and hang in the lobbies of the Gilmore Theatre Complex and the Student Union. Among the panels that will be exhibited are the "Jeffrey" and "Angels in America." The display is a cooperative project involving both units and the WMU HIV/AIDS Task Force. "Jeffrey" runs from Feb. 2 through Feb. 10 at the Gilmore Theatre Complex and "Angels in America" runs from Feb. 6 through Feb. 10 at Miller Auditorium.

The panels will be accompanied by information on HIV prevention, education and supportive community services. In addition, there will be information on how to make a quilt panel to memorialize a loved one lost to AIDS and about the 1996 AIDS Memorial Quilt display in Washington, during which the entire quilt of 31,000 panels will be exhibited.

HOUSING FAIR — Students had opportunities to do everything from find an apartment to locate the furniture to fill it during a housing fair Jan. 25 organized by the Office of Off-Campus Life. From left, Jim Brandt, vice president for sales at Phoenix Corp., a furniture dealer, shared his information with Kelly M. Ross, a freshman from Davison, and Jamie L. Decker, a freshman from Muskegon, as Albert W. Laaksonen, off-campus life, looked on. Also participating were representatives from WMU’s Office of Residence Hall Facilities, WMU Apartments and major area apartment complexes.

Thursday, February 8
* Men’s basketball, WMU vs. Eastern Michigan University, University Arena, 7 p.m.
* African Heritage Month arts and cultural display, 105 Bernhard Center, 9 a.m.-4 p.m.
* Women’s basketball, WMU vs. Central Michigan University (National Girls and Women in Sports Day), 2000 Johnson Center, 7 p.m., 7 p.m.
* Women’s basketball, WMU vs. Central Michigan University, 2000 Johnson Center, 7 p.m.
* University computing services workshops, 2003 University Computing Center: "Tree Spy, 11 a.m.; and "Introduction to Access," noon-2 p.m.; for registration information, call 7-5161.
* African Heritage Month arts and cultural display, 2000 Johnson Center, 9 a.m.-4 p.m.

Friday, February 9
* Women’s basketball, WMU vs. Central Michigan University, 2000 Johnson Center, 7 p.m.
* University computing services workshops, 2003 University Computing Center: "Route 66, 11 a.m.; and "Introduction to Access," noon-2 p.m.; for registration information, call 7-5161.

Saturday, February 10
* Women’s basketball, WMU vs. Central Michigan University, 2000 Johnson Center, 7 p.m.

Monday, February 11
* University computing services workshops, 2003 University Computing Center: "Introduction to Access," noon-2 p.m.; and "Introduction to Access," noon-2 p.m.; for registration information, call 7-5161.

Tuesday, February 12
* University computing services workshops, 2003 University Computing Center: "SSPS 6.1, 6.1 for Windows and Macintosh," 9-11 a.m.; and "Introduction to Access," noon-2 p.m.; and "Electronic Mail Using PMDF on VMS Cluster," 5:15-7:15 p.m.; for registration information, call 7-5161.

Wednesday, February 13
* Women’s basketball, WMU vs. Central Michigan University, 2000 Johnson Center, 7 p.m.
* University computing services workshops, 2003 University Computing Center: "Using Internet Tools From LAN WorkPlace," noon-2 p.m.; and "Word 6.0 for Macintosh," noon-2 p.m.; and "Creating Web Pages: PC/Windows," 3:30-5:30 p.m.; for registration information, call 7-5161.

Thursday, February 14
* University computing services workshops, 2003 University Computing Center: "Word 6.0 for Macintosh," noon-2 p.m.; and "WWW Pages for WMU - All the Right Stuff!" 3:30-5:30 p.m.; for registration information, call 7-5161.
* Enhancing Instruction with Technology program, "The Web as a Research Tool," Allen Zagarell, anthologist, 3037 Sangren Hall, noon.
* Student Art Gallery, East Hall, 10 a.m.-5 p.m.

Friday, February 15
* University computing services workshops, 2003 University Computing Center: "Introduction to Access," noon-2 p.m.; for registration information, call 7-5161.
* University computing services workshops, 2003 University Computing Center: "Word 6.0 for Macintosh," noon-2 p.m.; and "WWW Pages for WMU - All the Right Stuff!" 3:30-5:30 p.m.; for registration information, call 7-5161.
* Enhancing Instruction with Technology program, "The Web as a Research Tool," Allen Zagarell, anthologist, 3037 Sangren Hall, noon.
* Student Art Gallery, East Hall, 10 a.m.-5 p.m.

Saturday, February 16
* University computing services workshops, 2003 University Computing Center: "Creating Web Pages: Macintosh," noon-2 p.m.; and "Introduction to Access," noon-2 p.m.; and "Creating Web Pages: PC/Windows," 3:30-5:30 p.m.; for registration information, call 7-5161.

Sunday, February 17
* Men’s basketball, WMU vs. Central Michigan University, 2000 Johnson Center, 7 p.m.
* Women’s basketball, WMU vs. Central Michigan University, 2000 Johnson Center, 7 p.m.
* University computing services workshops, 2003 University Computing Center: "Word 6.0 for Macintosh," noon-2 p.m.; and "WWW Pages for WMU - All the Right Stuff!" 3:30-5:30 p.m.; for registration information, call 7-5161.

Monday, February 18
* University computing services workshops, 2003 University Computing Center: "Introduction to Access," noon-2 p.m.; and "Creating Web Pages: PC/Windows," 3:30-5:30 p.m.; for registration information, call 7-5161.