

# WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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## Federal grant could give hearing impaired a new voice

A federal grant to a WMU speech and hearing specialist could result in new techniques to teach hearing impaired persons to speak as well as provide the answer to a question that has stumped scientists for 50 years.

Total funding for the project is expected to top \$725,000.

The grant to James M. Hillenbrand, speech pathology and audiology, also might pave the way for improved speech synthesis devices to give voices to more than a million Americans who have lost their speaking ability to neurological disease.

Hillenbrand was awarded the grant from the U.S. Department of Health and Human Services' National Institute on Deafness and Other Communication Disorders to fund the first year of his four-year research project on "Acoustic Correlates of Phonetic Perception."

His work will focus on understanding how the human ear and the brain hear and recognize different sounds, a question that scientists in his field have been studying for half a century but have yet to explain.

"People began working on this question at a variety of labs in the mid-1940s," Hillenbrand says. "They were able to immediately identify a number of problems and we're still working on those problems. No one ever thought it would take this long."

Discovering exactly how the auditory system works, Hillenbrand says, could open the door to a host of voice activated products, better speech synthesis devices, improved signal processors in cochlear implants for

persons with hearing impairments, and visual feedback products and programs that could dramatically improve efforts to teach deaf persons to speak. But for Hillenbrand, unlocking the ear's secrets would be a reward in itself.

"It's the basic research that intrigues me," he says. "We're really studying the perceptual system's ability to perceive abstract patterns. Patterns are generated when speech production mechanisms produce a sound wave. We want to know how the ear picks out a nice tidy little unit like the vowel 'e' or the consonant 't' from a complicated and highly variable sound wave."

A basic tool in Hillenbrand's research will be computer generated pictures of the same words uttered by 150 different speaking voices, including those of men, women and children.

Hillenbrand and his research collaborator, Robert A. Houde, an electrical engineer and president of Spectraphonics Inc. of Rochester, N.Y., will analyze spectrograms of the spoken words. The spectrograms are graphs depicting the frequency and intensity of the sound waves produced when each word is spoken.

As pictures of words, the spectrograms are similar to photographs because they contain a lot of information that is not important to the message that is actually being con-

veyed, Hillenbrand says. Information about the age, sex and emotional state of the speaker as well as the speed at which the word is spoken is all part of the speech signal or sound wave. The researchers' main goal will be to filter out that kind of detail and determine only the parts of the sound wave telling the auditory system what sound is being produced.

Hillenbrand and Houde will use Masked Peak Representation (MPR), a mathematical technique developed by Houde that simulates certain characteristics of auditory nerve fibers. The process removes from the spectrogram details the researchers decide are not critical to speech recognition.

The results will then be tested by generating computer-synthesized speech from the remaining information on the spectrogram and conducting listener tests to see if recognizable speech is still produced. If intelligible speech results, Hillenbrand and Houde will know that they have preserved the correct information in the sound wave.

"Working with MPR is the most exciting part of this project," Hillenbrand says and notes that collaborating with a computer speech recognition expert like Houde is a fairly unusual practice for someone involved in human speech perception research.

(Continued on page four)

## Senate to hear presentation on academic programs tonight

President Haenicke will make a presentation on academic programs at the first Faculty Senate meeting of the academic year Thursday, Sept. 10. The meeting will begin at 7 p.m. in the Fetzer Center.

Also on the agenda are an interim report from the Ad Hoc Committee to Revise General Education and recommendations from the Ad Hoc Committee on the Curriculum Review Process. In addition, the senate will consider a recommendation regarding minimum grade point average for PTG students as well as the Faculty Fees Fund budget for 1992-93.

The meeting will be followed by a welcome back reception in the Fetzer Center lobby.

## Faculty exchange artwork

Faculty members in the Department of Art are swapping works this month with their counterparts from Central Michigan University.

WMU is playing host to an exhibit of pieces by CMU art faculty members through Sept. 23. The exhibit is in Gallery II and the showcases of Sangren Hall. Gallery hours are 10 a.m. to 5 p.m. weekdays.

At the same time, CMU is showing works by WMU art faculty members in its University Art Gallery. That exhibit runs through Sept. 22 in Mount Pleasant.

## Haenicke to lead off 1992-93 series of breakfast programs

President Haenicke will present the first talk in a series of six breakfast speaking engagements being planned for alumni and friends this year by the WMU Alumni Association.

He will address "Higher Education: Challenges of the '90s" during a program Tuesday, Sept. 29, at the Gilmore Alumni House on Short Road.

All programs, which include a continental breakfast, will begin at 7:30 a.m. and end by 8:20 a.m. The cost for each is \$6 for Alumni Association members and \$7 for non-members. Reservations for the first program should be made by Wednesday, Sept. 23, by calling the McKee Alumni Center at 7-8777.

Those who sign up for the entire series can pay \$30 for members or \$35 for non-members. In addition to receiving six programs for the price of five, they will earn an additional ticket for the Sept. 29 program.

The other programs scheduled for this year are:

- "The Ever Changing Face of Russia" with James M. Butterfield, political science, Tuesday, Oct. 20, at the Fetzer Center;

- "Helping Students Cope" with a panel led by Theresa A. Powell, vice president for student affairs, Tuesday, Nov. 17, at the Fetzer Center;

- "Community Outreach: The Paper and Printing Program" with Arvon D. Byle, chairperson of paper and printing science and engineering, Tuesday, Jan. 12, at Welborn Hall;

- "Language as a Business Tool" with Joel P. Bowman, interim chairperson of business information systems, and Bernadine P. Branchaw, business information systems, Tuesday, Feb. 9, at the Fetzer Center; and

- "Behind the Scenes of a 21st Century Library" with Bettina S. Meyer, University libraries, Tuesday, March 2, at Waldo Library.

## Bash is a smash!



ABOVE: An estimated crowd of between 10,000 and 12,000 started their school year by attending the annual Bronco Bash Sept. 1 at the Fine Arts Plaza near Miller Auditorium. Traditionally scheduled for the night before classes begin, the bash gave students a chance to relax and meet friends in a carnival atmosphere and introduced them to some 200 organizations they could join. In addition, students could visit booths set up by more than 50 area merchants or watch entertainment provided by a comedy juggling team and various bands. AT RIGHT: Sophomore aviation major Sean P. Sullivan of Dearborn Heights got off the ground with this Orbotron available for student use during the evening. The Bronco Bash was sponsored by the Office of Student Life, the Campus Activities Board and Apple Computer Inc.





## Students stress science literacy in Venture Grant project

Students in the Lee Honors College will put on a series of science literacy days for both middle school students and community members in Cassopolis this winter as part of a project funded by the Michigan Campus Compact.

Marian M. Smith, geology, has been awarded a \$4,230 Venture Grant from MCC to help the students plan and implement a "Science Literacy and Community Outreach" project. The students will coordinate six "Science Days" at Sam Adams Middle School in Cassopolis. Each event will be followed by an evening family science activity at a local community center.

During the fall and winter semesters this year, Smith will teach a course in the Lee

Honors College called "Science Literacy and Community Outreach." Students taking the course will develop plans for the science days and travel to Cassopolis to implement those plans beginning in January and ending in April. Each of the six science days will have a single science theme. Activities will include a math teach-in and presentations revolving around earth science, physics, chemistry, pharmacy and nature.

"Science literacy must be achieved in steps," Smith says. "Our initial efforts will be spent making families comfortable reading the labels of over-the-counter medicines and the dietary ingredients in their food. Concepts of simple measurement and the basics of the various sciences must be understood

before we can hope for a population that can truly understand the implications of depletion of the ozone or global warming."

The project was jointly developed by Smith and Sandra J. Pompey, principal of Sam Adams Middle School. It follows an earlier two-year project during which Lee Honors College students traveled to Cassopolis to act as mentors for middle school students. That successful relationship between the University and the community will be continued in the new project.

"The semester-long program provides a very much needed emphasis on math and science in our community," Pompey says. "We hope to elicit help from local churches, 4-H clubs, the Sportsman Big Ten Club and other civic organizations to accomplish our goals."

Approximately every three weeks during the winter, Smith and her students will travel to Sam Adams Middle School on a Tuesday afternoon and set up interactive learning displays in the eighth grade science lab. All students in the eighth grade will participate. In the evening, the college students will take the science activities into the community and make presentations in gathering places where entire families can be involved. With the help of local churches or civic organizations, family participation may be attracted by coordinating ice cream socials, potluck suppers and other events with the science presentations.

Specific science literacy topics that will be examined include: edible and poisonous plants; water resources; endangered species of plants and animals in Michigan; principles of matter and chemical reactions; math vocabulary; and how to choose over-the-counter drugs.

The Upjohn Co. of Kalamazoo has agreed to help in developing activities for the science day that will focus on pharmaceuticals.

"I wholeheartedly believe that the community outreach model that we develop while working with the Cassopolis residents could be adapted to a wide variety of communities," Smith says. "This project could be easily adapted by interested citizens as a community service project. It does not have to be done by honors students."

Michigan Campus Compact is an action-oriented, demonstration project that encourages voluntary community service opportunities for students and promotes education for citizenship by supporting service and internships. It is funded by the W.K. Kellogg Foundation of Battle Creek and by MCC member schools. MCC is an affiliate of Campus Compact, a national project sponsored by the Education Commission of the States.

## Coast Guard Academy prof working here as ACE Fellow

Thomas J. Haas, associate professor and chief of the chemistry section at the U.S. Coast Guard Academy in New London, Conn., is serving as an American Council on Education (ACE) Fellow during the 1992-93 academic year at WMU.



Haas

His mentors are President Haenicke and Provost Nancy S. Barrett. Haas will take on a variety of selected administrative tasks at the University. His ACE fellowship runs from Aug. 1, 1992, through July 31, 1993.

Haas has been a member of the U.S. Coast Guard Academy faculty since 1981. He served as assistant dean of academics from 1987 to 1990, and he is presently coordinator of student development, head women's softball coach, senior academic adviser and coordinator of the new faculty development program. He also serves as branch chief of hazards evaluation for the USCG headquarters.

He has written numerous articles for professional journals, and he is active in the American Chemical Society, the American Conference of Governmental Industrial Hygienists and the scientific research society, Sigma Xi. He also served as data manager for the 1989 Valdez oil spill in Alaska.

Haas received his bachelor's degree in chemistry with honors in 1973 from the U.S. Coast Guard Academy, his master's degree in chemistry in 1976 and his master's degree in environmental health services in 1977 from the University of Michigan, his master's degree in human resources management in 1983 from Rensselaer Polytechnic Institute and his doctoral degree in chemistry in 1987 from the University of Connecticut. He is a visiting professor at U-Conn and he has held a similar post at Michigan. He was a Yale Fellow during 1991-92.

The ACE Fellows Program, established in 1965, is designed to strengthen leadership in American higher education by identifying and preparing promising faculty and staff members for responsible positions in college and university administration. This year's 32 fellows, nominated by the presidents or chancellors of their institutions, were selected in a national competition.

ACE membership includes nearly 1,600 degree-granting institutions and more than 200 higher education associations and organizations.

## Faculty, staff, students can apply for funds through two community service programs

Faculty, staff and students are eligible for two Michigan grant programs aimed at fostering community service within college communities.

A new federally funded program, Michigan Generation Grants, offers financial awards ranging from \$500 to \$15,000 to develop or expand community service programs. The grant program is administered by Michigan Campus Compact (MCC) and its first two funding cycles opened in August and will close on Sept. 25 and Oct. 23.

MCC's four-year-old Venture Grant Program will open its eighth funding cycle on Sept. 14 and close on Oct. 23. Applicants to that program may request funds of \$500 to \$5,000 for community service projects.

According to Julie A. Busch, executive director of Michigan Campus Compact, Michigan received the second largest higher education grant in the nation under the National Community Service Act for the Generation Grant Program. The funds, requested in a proposal submitted jointly by MCC and the Michigan Community Service Commission, will support a minimum of 22 subgrants for projects undertaken at Michigan colleges and universities. The projects will create,

expand or encourage community service activities for students or facilitate the integration of community service into educational curricula.

Proposals from student organizations, individual students, faculty and administrators may be submitted in any of four separate grant categories — student initiated programs, evaluation and outcomes, curriculum development or leadership training — or any combination of the categories. Michigan Generation Grant applicants will be required to provide 25 percent in matching funds in either in-kind or actual costs.

The Venture Grant Program also is aimed at fostering community service and has funded a number of projects at WMU over the past four years. They include compilation of a handicap access guide to Kalamazoo and the campus, a Math Homework Hotline that served Kalamazoo and Portage public schools and this year's planned series of science days to promote science literacy in Cassopolis (see related story this page).

Detailed information about both programs and proposal requirements is available through Julie A. Wyrwa, student volunteer services, in the Lee Honors College at 7-3230.

## Admissions and orientation staff wins state award

The Office of Admissions and Orientation has been awarded the 1992 Support Staff of the Year Award from the Michigan Association of Collegiate Registrars and Admissions Officers.

The organization each year recognizes outstanding work by collegiate admissions offices, registrar offices, financial aid offices and academic service units.

The WMU Office of Admissions and Orientation's support staff was recognized for outstanding achievement and performance among nominations from 27 public and private colleges and universities throughout the state.

"I am very pleased that such recognition has been given to our support staff," said Stanley E. Henderson, admissions and orientation. "These are not 'just' secretaries and clerks, but true professionals who represent WMU every day to parents, students and the general public. We have always known how good they are; it is splendid to have someone else recognize it as well."

MACRAO noted the support staff's efforts in: improvement in productivity and decreased applicant response time; a pro-

posed procedure to computerize file information requests; studies on the effects of working at video display terminals; an expanded campus visitation program; improving school spirit by organizing "WMU Day in Admissions"; and providing food for Thanksgiving and winter clothing for students in the University's High School Equivalency Program.

"This award recognizes our staff's commitment to service as well as their hard work and innovative approaches to getting the job done," said Pamela G. Liberacki, admissions and orientation.

## Corporate Olympians go for the gold next week

More than 100 members of the University community will be participating on one of two Zest for Life teams this fall in the YMCA Corporate Olympics. All employee groups, including retirees, are represented on the WMU teams.

A special highlight this year will be a "spirit assembly" from 12:10 to 12:50 p.m. Tuesday, Sept. 15, in the North Ballroom of

the Bernhard Center. Faculty and staff members are invited to come and cheer on the WMU athletes and watch our Corporate Olympic cheerleaders perform.

Times, dates and places for the competitions are:

- Parade of Athletes — 5:30 p.m. Wednesday, Sept. 16, downtown Kalamazoo Mall.
- Opening ceremonies — 6:15 p.m. Wednesday, Sept. 16, Bronson Park.
- Cheerleading — 7 p.m. Wednesday, Sept. 16, Chenery Auditorium.
- Biking — 4 p.m. Thursday, Sept. 17, Spring Valley Park.
- Swimming — 6:30 p.m. Thursday, Sept. 17, Kalamazoo Central High School.
- 4-by-100 relay — 7:30 p.m. Friday, Sept. 18, Kalamazoo Central High School.
- Walking and running competitions and closing ceremonies — 7:50 a.m.-2:15 p.m. Saturday, Sept. 19, Kalamazoo Central High School.

For more information, persons may call the Zest for Life office at 7-3262.

## Reception set for Capozzi

The University community is invited to attend a reception to welcome Laura Capozzi, the new chairperson of the Department of Physician Assistant, from 3:30 to 5:30 p.m. Tuesday, Sept. 15, at the Oaklands. The event is also designed to celebrate the elevation of the program to department status.

Capozzi most recently was a clinical researcher and physician assistant in private practice in Tallahassee, Fla. She earned her doctoral degree from Florida State University.



**BRONCO EXPRESS** — About 220 students and people from the community took advantage of the "Bronco Express" to attend the opening football game Sept. 3 at Bowling Green State University. Five chartered buses transported the Bronco boosters to Ohio for a reasonable rate in time for the evening contest. WMU bowed 29-19 to defending Mid-American Conference champion Bowling Green. This week, the Broncos face Texas Christian University at 7 p.m. (CDT) Saturday, Sept. 12, in Fort Worth. Last week's bus trip was sponsored by the Office of the President, the Office of the Vice President for Student Affairs and the Division of Intercollegiate Athletics.

## WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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## Intellectual skills program adopts new name to better reflect mission and scope of activities

The name of the Intellectual Skills/University Curriculum Programs has been changed to the Center for Academic Support Programs.

"The old name, with its slash and 15 syllables, had become unwieldy and no longer communicated clearly our mission or the scope of our activities," said Lynne C. McCauley, director of the center. "The new name provides a correct organizational structure, a 'center' that houses several programs, and a correct name, 'academic support programs,' that identifies the nature of the unit's essential responsibilities."

The Center for Academic Support Programs has five subdivisions. Each will retain its special identity within the center's framework.

• **The Intellectual Skills Development Program.** This program tests all incoming undergraduates in reading, writing and mathematics; develops criteria for placement into remedial courses; evaluates results; communicates results and related information to Michigan high schools; and oversees the baccalaureate-level writing requirement.

• **The University Curriculum.** This program provides advising services for all new freshmen and transfer students who come to the University without declaring a major; currently serves more than 30 percent of the incoming freshmen and a total of 2,000 students; and includes the Alpha Program, a special admission program for freshmen with mid to high ACT scores but low high school grades.

• **University 101: Freshman Seminar.** This is a one-credit-hour course designed to introduce new students to the academic and social life of the University. Taught by volunteers from throughout the University, the course will enroll 850 students in 42 regular sections this fall; other sections are offered for selected groups of students.

• **The Academic Skills Center, including the Writing Lab.** This unit offers student academic support in the form of supplemental instruction in high-risk courses; tutoring; and workshops in study skills, mathematics and critical reading. The Writing Lab offers a workshop on academic documentation. A new computer lab will supplement the center's personal service.

• **The Special Services Program.** This is a federally-funded program that offers academic and personal support to first-generation, low-income and/or disabled students.

In addition to McCauley, professional staff members of the center include: Marilyn V. Duke, assistant director for University curriculum; Betty D. Dennis, Alpha Program coordinator; Cindy Overly, acting director of the Academic Skills Center; Siham A. Fares, Writing Lab coordinator; Sherri Paxton, Special Services Program director; and Kathryn M. Welser, learning disabilities coordinator. Service staff members include Buff Armstrong, Kimel Hodges and Candace E. List. Graduate assistants for 1992-93 are Paul S. Jacobson, Glenn D. Pohl and Tessa Swiftney.

## Jobs

The following list of vacancies is currently being posted through the Job Opportunity Program by employment services in the Department of Human Resources. Interested benefits eligible employees should submit a job opportunity transfer application or sign the appropriate bid sheet during the posting period.

S-01 and S-02 clerical positions are not required to be posted. Interested University employees may contact an employment services staff member for assistance in securing these positions.

(R) **Data Operator I**, S-04, Advancement Services, 92/93-041, 9/8-9/14/92.

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. Remember, employment services office hours are 9 to 11 a.m. and 3 to 5 p.m. only. Your cooperation in observing these hours is greatly appreciated. Transfer applications may be dropped off or picked up at any time.

(R) Replacement  
WMU is an EO/AA employer

## Media

Janet Dynak, education and professional development, discusses why children are losing interest in reading on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Sept. 12, at 6:10 a.m. on WKPR-AM (1420).

rector of that office in 1973, a position he held until he retired in 1990.

Along with handling his administrative duties, Nangle continued to work with psychology students as an adviser and as a member of their thesis committees. He also served for several years on the University's collective bargaining team, and in 1985 was appointed to a special task force to respond to a report from the Governor's Commission on the Future of Higher Education.

Memorial contributions may be made to the Kalamazoo Symphony Orchestra or the American Lung Association.



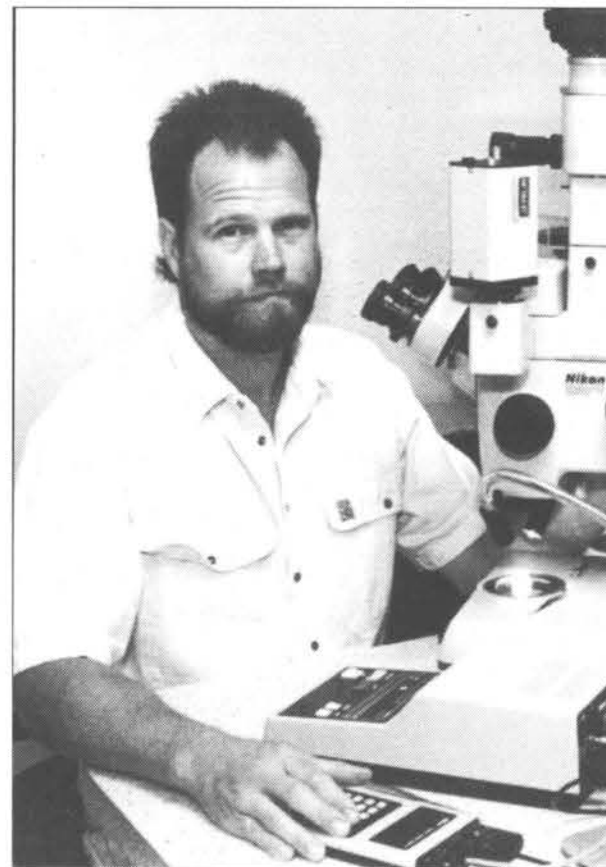
Nangle

## Obituary

John E. Nangle, emeritus in psychology, died Sept. 1 in Kalamazoo. He was 62.

Nangle joined the psychology faculty in 1964 and taught primarily in the area of industrial psychology. He took on additional duties as assistant director of the Office of Institutional Research in 1967. He became associate di-

## On campus



**UNVEILING THE SECRETS IN CELLS** — Robert Eversole wears two hats in his job in the Department of Biological Sciences. He spends about two-thirds of his time overseeing the Electron Microscopy Center in McCracken Hall. The center, he explains, is supported by contract funds with industry. Companies such as Upjohn, American Cyanamid and International Research and Development, which run tests on animals to determine the effects of certain compounds, send samples to WMU's center for analysis. Eversole observes the fine structure of the cells using the electron microscope and sends the results back to the companies. "Many things in our bodies, such as DNA and viruses, are not visible through a light microscope," he says. A

regular light microscope can magnify up to 1,000 times, while an electron microscope can magnify in excess of 200,000 times. In addition to work for outside businesses, the center's services are available to all departments at the University. Its facilities include a transmission electron microscope and a scanning electron microscope. In addition, the department recently opened the Biological Imaging Center, which consists of three new light microscopes, an image analysis computer system and cable hookup to the scanning electron microscope. Eversole has been managing the Electron Microscopy Center since 1989. In the last year, he also has begun devoting about one-third of his time to managing the University's animal research facilities in the departments of biological sciences, psychology and chemistry. "We must meet federal guidelines for the care and use of research animals," he says. "It's been my job to standardize the facilities to comply with these very stringent regulations." Eversole earned his bachelor's and master's degrees from WMU, and is pursuing a doctoral degree at Michigan State University. He has completed his coursework, and has been conducting research on campus and at the Upjohn Co. He hopes to complete his degree in 1994. "What I do here is great experience to go with my degree," he says.

## Service

These employees are recognized for five, 10, 15, 20, 25, 30 and 35 years of service to the University in September:

**35 years** — Ernst A. Breisach, history; Eugene C. Kirchherr, geography; and Paul Robbert, art.

**30 years** — Donald C. Berndt, chemistry; William W. Combs, English; Joseph S. Ellin, philosophy; William Garland, anthropology; Darrell G. Jones, Haworth College of Business; Robert G. Kotecki, education and professional development; John M. Murphy, English; and Paul Vollstedt, physical plant-building custodial and support services.

**25 years** — Frank R. Jamison, media services; and Phyllis M. Wolf, computer science.

**20 years** — Jack H. Roach, physical plant-B/E maintenance.

**15 years** — Gail Heflin-Puffer, intercollegiate athletics; Richard M. Oxhandler, Counseling Center; Beverly J. Reist, Davis dining service; and Patricia F. VanderMeer, Waldo Library.

**10 years** — Jean E. Bowsky-Verschoof, catering; and Lillian Y. Love, admissions

and orientation.

**Five years** — Lester Baird, physical plant-B/E maintenance; Sean M. Bashaw, chemistry; John E. Campos, music; Tracy A. Connelly, McKee Alumni Center; Sandra L. Custer, Sindcuse Health Center; Marcia J. Davisson, education and professional development; Laurence D. Douglas, Fetzer Center; Elaine Gaudio, collective bargaining and contract administration; Julie M. Lenczycki, interior design; Donna J. Marks, Bernhard Center; Elaine L. Phillips, Counseling Center; Nancy P. Pyne, Henry/Hoekje/Bigelow dining service; Terry G. Spencer, internal audit; and Irene S. Vasquez, religion.

## Exchange

**FOR SALE** — Best buy in Sunburst Hills. Two-story colonial home. 2,450 square feet, four bedrooms, 2-1/2 baths, two fireplaces, central air, city sewer, 12 years old, Portage schools. Low 150's. Call 327-6179.

**FOR RENT** — Fall color season cottage on Lake Leelanau, 10 miles from Traverse City. Two bedrooms, one bath, 176 feet sandy frontage, non-smoking, boat, beautiful setting. \$95/weekend. Call 629-5890.

## Facts on file

### Majors of Bachelor Degree Recipients by College Fiscal Year 1991-92

College	TOTAL MAJORS			MINORITIES		INTERNATIONAL	
	Male	Female	Total	Male	Female	Male	Female
Arts/Sciences	636	859	1,495	46	52	51	44
Business	705	510	1,215	26	25	74	31
Education	59	456	515	4	14	1	5
Eng./Applied Sciences	350	31	381	18	1	36	0
Fine Arts	58	93	151	3	2	1	1
Health/Human Services	24	162	186	2	10	0	1
Div. of Continuing Ed.	29	93	122	5	5	0	1
<b>TOTAL</b>	<b>1,861</b>	<b>2,204</b>	<b>4,065</b>	<b>104</b>	<b>109</b>	<b>163</b>	<b>83</b>

Source: Office of the Registrar

## Human resources

### Performance measures workshop set

Supervisors of non-bargaining unit employees are invited to attend a seminar on "Establishing Performance Measures" from 8:30 to 11:30 a.m. Wednesday, Sept. 16, in 204 Bernhard Center.

Instructor Ann E. Houser, human resources, will suggest ways to set challenging, yet attainable, performance standards that can measure an employee's successes and areas for improvement. This seminar is planned to help both new and experienced supervisors prepare for their responsibility of annually evaluating the performance of their employees.

To reserve your place, please call Doris J. Moore, human resources, at 7-3620.



# 15 selected for board of race relations institute

State Rep. Morris Hood (D-Detroit) and U.S. Rep. Howard Wolpe (D-Lansing) are among 15 persons from communities throughout West Michigan who have been named to the advisory board of the Institute for the Study of Race and Ethnic Relations in the WMU College of Arts and Sciences.

Hood was instrumental in 1989 in providing state support to establish the institute and Wolpe donated his 1990 congressional pay raise to the institute.

"I'm excited by the potential of this board

## Speech, hearing tests offered

Speech, language and hearing diagnostic and treatment services are available free to WMU students as well as current and retired faculty and staff members through the Van Riper Language, Speech and Hearing Clinic.

Those who think they have a hearing, speech or language problem may schedule an evaluation, which is important not only for identifying problems but also for recommending appropriate remediation.

To make an appointment, persons should call the clinic at 7-8047. Some appointment times are still available for this semester.

## Federal grant

(Continued from page one)

"We are trying to get both sides together on this problem," he says. "One of the virtues of this project is that it combines the resources of both areas in a collaboration that has been exceedingly rare in this field."

The pair will concentrate on vowels as they attempt to understand how the ear recognizes sounds. But Hillenbrand says that if they are successful in unlocking the secret of how sounds are heard, other sounds will be easy to analyze as well. Once they are able to determine the parts of a sound wave that are most critical, speech differences such as those caused by regional accents also could be more readily understood and taken into account in developing more flexible and reliable speech recognition devices.

to keep the institute closely attuned to the needs of the community, our region and beyond," said Earl M. Washington, director of the institute and assistant dean of the College of Arts and Sciences. "I expect this to be an active, participative group."

Other members of the newly formed advisory board include: Joyce A. Brown, president of the Battle Creek Urban League; Dean Douglas P. Ferraro, arts and sciences; Lisa Garcia, executive director of the Hispanic Center of Western Michigan in Grand Rapids; Otha Gilyard, pastor of Mount Zion Baptist Church in Kalamazoo; Beverly A. Moore, mayor of Kalamazoo; Linda Mah, staff writer at the Kalamazoo Gazette; James R. Mosby Jr., editor of the Kalamazoo Gazette; Jorge J. Ruano, director of the Hispanic American Council of Kalamazoo; James Rudder, superintendent of the Benton Harbor Public Schools; Luis H. Toledo, transplantation surgeon at Borgess Medical Center in Kalamazoo; Valora Washington, vice president-program at the W.K. Kellogg Foundation of Battle Creek; Freddie Webb-Petett, program director at the W.K. Kellogg Foundation; and Carolyn H. Williams, Kalamazoo County Juvenile Court judge.

The institute, one of the first of its kind in the nation and the first to be announced in Michigan, was established to promote academic inquiry into the causes of and solutions for racial and ethnic tension.



**FILLING A DUAL ROLE** — Joseph G. Reish, interim dean of the Lee Honors College, was in the classroom on the opening day of fall semester classes Sept. 2 answering President Haenicke's request that administrators add teaching duties to their schedules to ease the University's budget problems. Reish, who is teaching two courses this semester, is shown here briefing 25 honors college freshmen and sophomores on the works of fiction and film they will study in English 311, "The Quest for Self in World Literature: A Multicultural Approach." Reish says there's a natural connection between teaching and administration. Teaching allows him to gauge the interpretive and writing skills that today's students bring with them to the University and helps him judge the effectiveness of course design and theory. Teaching administrators will become a common sight during the coming academic year as the president, provost, all of the deans and a host of others take to the classroom.

## Chemist wins grant to study new treatment for diabetes

A WMU chemist has received a \$106,900 grant from the federal government to support research that may lead to new treatment options for persons with diabetes.

Susan R. Stapleton, chemistry and biological sciences, was awarded a three-year grant by the National Institutes of Health's National Institute of Diabetes and Digestive and Kidney Diseases. She will use the grant to study the metabolic effects of mimetics — artificial agents that mimic insulin's ability

to increase the rate at which the body absorbs glucose.

Besides helping the body absorb glucose, insulin is a powerful hormone regulator that can activate or deactivate genes in a way that is still not understood, Stapleton says. If her research shows that mimetics can do the same thing, it could lead to their use as a substitute or supplement to insulin therapy for persons with diabetes.

"Insulin is a global hormone that is involved in many other body processes, such as protein synthesis," Stapleton says. "Before we can start using mimetics, we have to know if they can fill the same parameters as insulin."

Since mimetics are cheaper, more plentiful and can be taken orally, the benefits to some persons with diabetes could be enormous. Stapleton says those who develop diabetes late in life might be helped most by mimetics, since such persons are often insulin resistant. Their bodies produce insulin but, for some reason, do not use the insulin produced. Such late-onset cases of diabetes are an increasing problem in this nation, she says, because of the aging population.

For those who have classic juvenile diabetes, a condition in which the body does not

produce enough insulin, mimetics could prove an effective supplement or alternate for insulin therapy.

Stapleton will examine the different properties of mimetics over the next three years with the help of two student assistants, an undergraduate and a graduate student during each year.

A metabolic chemist, Stapleton says her main research interest is in understanding how the metabolic processes work and how hormones, diet and the environment affect those processes. The main thrust of her research is in examining fatty acid metabolism.

"When studying fatty acid metabolism," she says, "a major concern is the disease states such as alcoholism, diabetes, obesity and cardiovascular problems. A lot of my work is related to diabetes."

Stapleton also has received a new \$7,000 grant from the Diabetes Research and Education Foundation of Bridgewater, N.J., to study the metabolic changes that occur as diabetes develops. She will monitor changes in the levels of glucose, insulin and other metabolites in blood samples taken from a colony of monkeys that is known to develop diabetes at about the same rate as humans.

## Calendar

### Thursday, September 10

(thru 30) Exhibition, photopanel of "Sky Art, Inflatables and Environmental Sculpture," by Lou Rizzolo, art, Department of Human Resources, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

(and 11) Exhibition, work by master of fine arts degree candidates, Student Art Gallery, East Hall, weekdays, 10 a.m.-5 p.m.

(thru 23) Exhibition, work by Central Michigan University art faculty, Gallery II and Department of Art showcases, Sangren Hall, weekdays, 10 a.m.-5 p.m.

Exhibition, "Kapsula Czasu," the Polish time capsule, by sculptor and conceptualist Dwayne Szot, Sangren Hall sculpture pad.

Reception for nontraditional and graduate students, North Ballroom, Bernhard Center, 4-6 p.m.

Meeting, Faculty Senate, Fetzer Center, 7 p.m.

\*(thru 12) University Theatre production, "Bent," York Arena Theatre, 8 p.m.

### Friday, September 11

Meeting, Executive Board, Council of Representatives and committee chairpersons of the Administrative Professional Association, Red Room A, Bernhard Center, 11 a.m.

Doctoral oral examination, "Experimental and Theoretical Analyses of Instructional Tasks: Reading, Discrimination and Construction," Satoru Shimamune, psychology, 283 Wood Hall, 1 p.m.

\*(thru 13) Kalamazoo Film Society showing, "Life Is Sweet," 2750 Knauss Hall: Sept. 11-12, 8 p.m.; Sept. 13, 2:30 p.m.

### Saturday, September 12

(and 13) Women's tennis, Bronco Invitational, Sorensen Courts, all day.

Graduate recital, James Biciog, trombone, Dalton Center Recital Hall, 3 p.m.

Opera Night, School of Music voice faculty, Dalton Center Recital Hall, 8 p.m.

### Sunday, September 13

Soccer, WMU vs. Loyola University, Waldo Stadium, 2 p.m.

Open house, Miller Auditorium, 2-5 p.m.

### Monday, September 14

(thru 25) Exhibition, serigraphs by printmaker and alumnus James A. Walker, Student Art Gallery, East Hall, weekdays, noon-5 p.m.

### Tuesday, September 15

(thru 17) Greenhouse plant sale, 149 Wood Hall, 9 a.m.-5 p.m.

WMU Computer Fair, 209-210 Bernhard Center, 9 a.m.-3 p.m.

Spirit assembly for WMU Corporate Olympians, North Ballroom, Bernhard Center, 12:10-12:50 p.m.

Reception for Laura Capozzi, new chairperson of the Physician Assistant Department, the Oaklands, 3:30-5:30 p.m.

### Wednesday, September 16

Training and development seminar for supervisory employees, "Establishing Performance Measures," Ann E. Houser, human resources, 204 Bernhard Center, 8:30-11:30 a.m.

School of Music Convocation Series concert, non-Western music featuring Chia-Lin Hsieh, Dalton Center Recital Hall, 2 p.m.

Lecture series on the European Community, "European Community Members: A Comparative Survey," William A. Ritchie, political science, Lee Honors College lounge, 7 p.m.

Faculty recital, Stephen Jones, trumpet, and Silvia Roederer, piano, Dalton Center Recital Hall, 8 p.m.

### Thursday, September 17

Graduate College writing workshop for the preparation of doctoral dissertations, specialist projects and master's theses, Red Room A, Bernhard Center, 10-11 a.m.

\*Admission charged

## Orlofsky among six slated for Athletic Hall of Fame

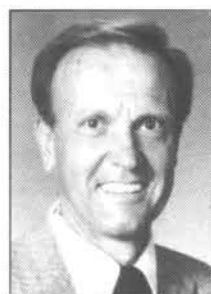
Fred C. Orlofsky, health, physical education and recreation, is among six athletic standouts who will be inducted into the WMU Athletic Hall of Fame Friday, Sept. 18.

Orlofsky, the only head coach in the history of WMU's men's gymnastics team, will be honored at a 7 p.m. banquet in the Bernhard Center. The other inductees, all former Bronco athletes from the 1950s, '60s and '70s, and their sports are: Pat Ashby, women's basketball and field hockey; John Cook, men's tennis; Gary Harris and Jeromee Liebenberg, men's cross country and track; and Jim McKinley, football.

During his 25-year reign, Orlofsky has coached two All-Americans and had 13 NCAA qualifiers, including a NCAA qualifier for the past nine consecutive years. When WMU belonged to the Great Lakes League, he guided his squads to 10 team titles in 14 years and had 33 champions who won 63 individual events.

Orlofsky was a 1976 recipient of WMU's Alumni Teaching Excellence Award, works as an international judge and has been an NCAA representative to the U.S. Gymnastics Federation Board of Directors.

As a competitor, Orlofsky was a member of the 1960 U.S. Olympic team, the 1962



Orlofsky

U.S. team for the World Championships and the 1963 squad for the Pan-American Games. As a member of the Southern Illinois University squad, he won the 1961 NCAA rings championship and was runner-up for the all-around title in 1961, 1962 and 1963. He also won the 1960 NAAU all-around, rings and parallel bars crowns.

Tickets for the banquet, which will be preceded by a 6 p.m. reception, are \$20 and may be reserved by calling 7-8652.

## Vendors to show products at Sept. 15 Computer Fair

A variety of hardware and software vendors will present and discuss their products Tuesday, Sept. 15, at the WMU Computer Fair. Sponsored by Micros & More, the fair will run from 9 a.m. to 3 p.m. in 209-210 Bernhard Center.

Scheduled exhibitors include Apple, IBM, NeXT, Tenex, Zenith, the Douglas Stewart Co., Egghead Discount Software, Microsoft and WordPerfect. Persons can stop by the vendors' exhibits and register for promotional items that range from a computer to an answering machine.

Apple, IBM, NeXT, Tenex and Zenith also will be distributing information about their particular offerings for the fourth annual WMU Truckload Sale. Orders for the sale will be taken this month, and items are scheduled for pick-up on Friday, Oct. 9.

For more information, persons should call Micros & More at 7-5460.