

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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University faces \$3.9 million budget deficit; fall enrollment down slightly

WMU faces a \$3.9 million deficit for the current 1992-93 fiscal year as a result of insufficient state allocations, sharply rising costs and a slight decline in fall on-campus enrollment, President Haenicke told the Faculty Senate Sept. 10.

Haenicke reported an enrollment decline of .6 percent based on preliminary figures from Registrar Dennis Boyle, who reported on-campus enrollment of 23,923 students. Off-campus enrollment is expected to be down as well.

But because of a hiring freeze put into effect in June, Haenicke said, the University has saved \$5.2 million. Of the nearly \$1.3 million difference between the deficit and the savings, \$600,000 will be used to restore faculty positions in the Division of Academic Affairs.

Another \$200,000 will be used for positions in the Division of Business and Finance, primarily in the physical plant, the president said, to increase services to buildings.

"You will remember that I said to you that the best-case scenario would be a flat enrollment," Haenicke told senators, noting that no decrease in enrollment would mean a projected deficit of \$3.4 million. The .6 percent decrease added approximately \$500,000 to that.

"Our dramatic enrollment growth of recent years must eventually collapse, and it begins to collapse now," he said.

Haenicke pointed to figures showing the largest senior class in the University's history in 1992, at 6,455 students, reflecting a large freshman class of 4,693 students that came in 1988 and was swelled further by transfer students. This fall's freshman class is 3,819 students, about the same as last year.

"We could be down by 1,000 students just in the senior class next year," Haenicke said as he looked at the numbers showing a 1992 junior class of 5,240 students. On-campus graduate enrollment, at 3,896 students, is stable compared with last year's total of 3,928 students.

The \$5.2 million in hiring-freeze savings consists of \$2.3 million or 42 fulltime-equivalent (FTE) positions in faculty vacancies and \$2.9 million or 87 FTE positions in non-teaching vacancies, Haenicke explained. Of the faculty vacancies, he said, 11 are already authorized to be filled.

"Even if we took the entire \$1.3 million and tried to fill only teaching or only non-teaching vacancies, we could replace only 23 teaching positions or 39 non-teaching positions," Haenicke said. "In other words, we could fill not even one-third of all vacancies if we spent all the money we have saved through the freeze after deducting the projected deficit."

The president also explained that he has designated about half of some \$3 million in unspent academic affairs departmental balances from the last fiscal year, about \$1.5 million, to support part-time teaching appointments, a step made necessary because of the large number of faculty vacancies created by the hiring freeze.

"I am repeatedly assured that the demands of the students are being met, that we don't have greater bottlenecks this fall than in previous years," he said, adding that many faculty members and departments have urged that non-teaching vacancies in certain critical support functions be filled as well.

Looking to the future, Haenicke estimated that revenue increases from both state appropriations and tuition would be low next year.

"We will not get much money from the state," he said. "Next year is not going to be a big budget year and, in the next two or three years, there is no good reason to expect that

state budgets will go back to where they were in the good years.

"For the last two years, I had to recommend to the Board of Trustees very high increases in tuition and fees," he continued. "But at the same time I have constantly expressed my enormous concern, both in writing and in public addresses, that there is a limit to the burden we can place on the shoulders of our students."

Haenicke made a clear connection between tuition increases and salary increases. "Although we like to say occasionally that salary increases and raises in tuition have nothing to do with each other, I think we are fooling ourselves," he said. "They have everything in the world to do with each other. Since we received no net increase in state appropriations, tuition increases paid the salary increases this year."

He said he would name a committee of

students, faculty and staff members "to talk seriously about the tuition rates for next year." He said the talks would begin about Jan. 1.

"This year, I have received about 10 times more letters from irate parents on the tuition issue than anytime before, at least 45 letters," he said. "If your mail goes up 10 times, you know that a problem is out there and people are very unhappy with what we are doing."

Haenicke also mentioned a bill in the state House of Representatives that calls for a referendum to limit tuition increases to the rate of inflation. "I expect the mood is that voters would favor such a measure, and that would put us in a very difficult situation," he said.

"What I'm saying to you is that tuition increases for next year will be low," he said. "State revenue increases will be low. If we want to balance our budget again, we must

plan to have fewer positions in every area on campus than we currently have."

Haenicke used the occasion to comment on the perception that the University has vast sums of money in various "jars" other than the University general fund around the campus that can be tapped for any purpose. These resource "jars" are restricted for specific purposes.

He cited the WMU Foundation as one example. "To be sure, we started with a very small endowment, negligible, in fact," he said. "We now have \$29 million in the foundation. That's a lot of money, and I'm very proud that we raised so much and have it at our disposal."

"Most of the money is designated or restricted by the donor," he said. "We can't touch it without violating that trust. Very

(Continued on page four)

Faculty Vacancies
(Fund 11, as of September 8, 1992)

College	FTE	To be filled	Savings (in 000s)
Engineering	13	5	\$353
Business	3		\$94
Education	12	3	\$410
Arts/Sciences	10		\$414
Fine Arts	1		\$41
Health/HS	7	3	\$159
Library, Media Serv., Couns.	7		\$266

Total FTE faculty vacancies: 42
Salaries: \$1,736,796
Fringes: \$592,074
Total savings: \$2,328,870

Source: Office of the President

Non-Faculty Vacancies
(Fund 11, as of September 3, 1992)

Administrative Area	FTE	Savings (in 000s)
Advancement	3.00	\$148
Student Affairs	4.00	\$116
Regional Dev./Cont. Ed.	2.50	\$44
General Counsel	1.00	\$48
Research	1.00	\$33
Academic Affairs	26.92	\$639
Business/Finance	46.00*	\$1,174*
President	2.42	\$114

Total FTE non-faculty vacancies: 86.84
Salaries: \$2,133,608
Fringes: \$727,347
Total savings: \$2,860,955

*Includes eight currently vacant maintenance positions for which the University is obligated to rehire the incumbents, totaling \$183,000.

Boosters to promote pride through 'CommUniverCity'

"CommUniverCity," a multi-faceted, joint effort to promote pride, loyalty and enthusiasm at WMU and in the Kalamazoo community, is well under way this fall semester.

Theresa A. Powell, vice president for student affairs, is spearheading this effort to build spirit in the local community, both on and off campus. She has asked her aide, John D. Fleckenstein Jr., to coordinate the special activities.

They have enlisted the cooperation and support of Kalamazoo Mayor Beverly Moore, Kalamazoo City Manager James Holgersson, Downtown Kalamazoo Inc., the Kalamazoo County Chamber of Commerce, the CEO Council, the Kalamazoo Gazette, the Western Herald and many others to serve on a spirit committee.

Local businesses are being asked to fly a WMU flag and/or display a "CommUniverCity" poster. A "Bronco Watch Team" is being formed on campus to promote and encourage WMU spirit and pride. Each month, Powell will present two spirit awards to individuals or groups of students and faculty/staff who have demonstrated a unique and visible sign of WMU spirit and pride. In addition, a "Buster Bronco Award" will be given randomly each month to a student, faculty member,

staff member or resident of the greater Kalamazoo community for exceptional efforts at building WMU spirit.

WMU's first home football game on Saturday, Sept. 19, against the University of Akron has been designated as "CommUniverCity Day." It was formerly known as "Business and Industry Day." The Division of Intercollegiate Athletics is offering special group discount ticket packages and has arranged many pre-game activities for these groups.

Wednesday, Oct. 28, is WMU's first "Wear WMU Day." Area businesses are being encouraged to offer special discounts or incentives to those individuals who enter their establishments wearing something that represents WMU. The last Wednesday of each month will be designated "WMU Pride Day."

Some area businesses already have demonstrated their support for the University by making WMU a part of their employees' uniforms. For example, one local restaurant has its employees wear "W" hats. "Students appreciate this gesture and, in turn, frequent that friendly business more often," Fleckenstein said.

Two weeks ago, Powell and Fleckenstein organized the "Bronco Express," a caravan

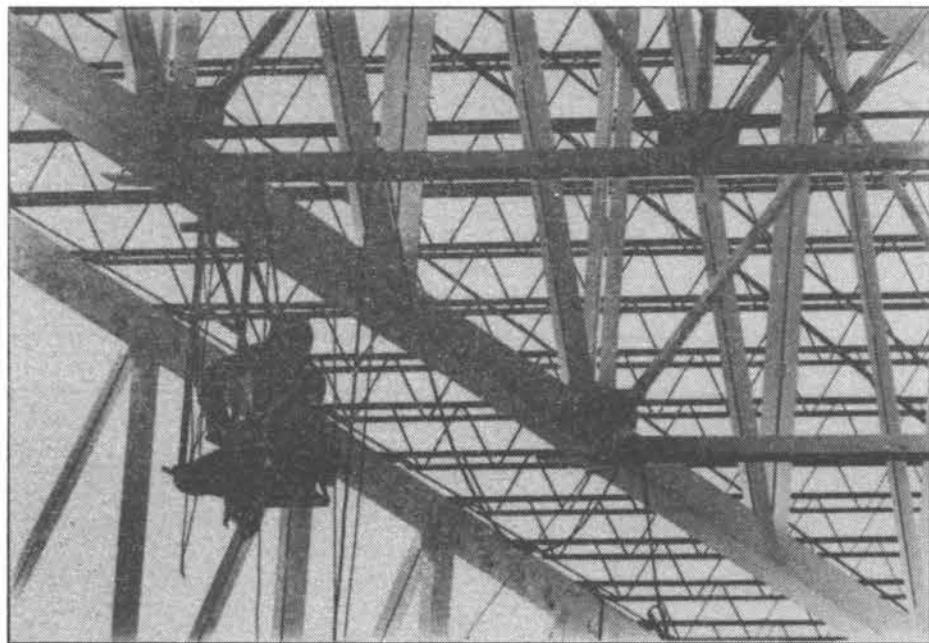
of five buses of WMU students and other Bronco fans to support the WMU football team in its opening game Sept. 3 at Bowling Green State University.

Membership on the Bronco Watch Team is open to faculty, staff and students. Businesses and individuals participating in the CommUniverCity program are considered automatic members of the team. The group is designed to promote and encourage WMU spirit and pride.

"It is our hope that card carrying members of the team will qualify for discounts and other incentives at local participating businesses," Powell said.

Board meetings changed

The dates for this fall's Board of Trustees meetings have been changed. The meeting originally scheduled for Friday, Sept. 18, has been rescheduled for Monday, Oct. 5. The Friday, Nov. 6, meeting has been cancelled. The Friday, Dec. 18, meeting has been moved up to Monday, Dec. 14.



Beam me up

The framework for the new addition to the Gary Center provides some interesting geometric designs in this shot by Neil G. Rankin, news services. Construction crews have been busy since the first week of September on the steel columns, girders and beams for the 184,000-square-foot addition. Part of the \$50 million renovation and expansion of WMU's facilities for student recreation and intercollegiate athletics, the addition is expected to be completed by summer 1993.

29th annual economics talks to focus on human capital

The first of six economists who will present their views this year on "Human Capital and Economic Development" will speak at the University Wednesday, Sept. 23.

Richard A. Easterlin, professor of economics at the University of Southern California, will kick off the WMU Department of Economics' 29th annual lecture-seminar series. He will present a free public lecture on "The Birth Dearth, Aging and the Economy: Where Have We Been and Where Are We Going?" at 8 p.m. in 3750 Knauss Hall.

He also will lead a seminar for faculty members, graduate students, undergraduate economics majors and other interested guests at 3 p.m. in 3760 Knauss Hall. The seminar topic is "Echoes of the Baby Boom: Past and Prospective Changes in Intergenerational Living Arrangements."

The lecture-seminar series will explore the role of human capital in economic development from national and international perspectives.

"What we mean by human capital is an investment in the acquisition of skills and knowledge by humans — anything that increases human productivity, such as education and training," said Sisay Asefa, economics. "Many studies have shown that a key to economic growth is improving population quality, or increasing the ability of people to be productive. In the United States between the 1930s and the 1960s, studies indicate that the significant economic growth was due to improving human capital, particularly improving the quality of education."

Asefa is directing this year's series with Wei-Chiao Huang, economics.

Gardner tapped for state post

Wayland D. Gardner, economics, is one of six persons appointed to a new state commission to make recommendations on privatizing government services.

He was named to the position by Gov. John Engler, who recently signed an executive order creating the Michigan Public-Private Partnership Commission. The commission is expected to review a report by the Michigan Department of Management and Budget on transferring some state functions to private enterprise.



Easterlin

In his evening address, Easterlin is expected to look at demographic changes in the United States and how they will affect future economic growth and labor force composition. A past president of the Population Association of America, he is the author of numerous professional journal articles in the fields of population economics, demography and economic development.

Other speakers slated for this year and the topics they will address in their public lectures are:

- "Can There Be Too Much Human Capital? Is There a World Population Problem?" with D. Gale Johnson, the Eliakim Hastings Moore Distinguished Service Professor of Economics and director of the undergraduate program in economics at the University of Chicago, Wednesday, Oct. 21;

- "Human Capital Accumulation, the Family and Economic Development" with Mark R. Rosenzweig, professor of economics and research associate of the Population

Lecture series on European Community continues

Germany's role in the European Community as well as an inside look at the organization will be presented in the coming weeks during lectures at the University.

David E. Barclay, chairperson and professor of history at Kalamazoo College, will speak on "Germany at the Crossroads" on Wednesday, Sept. 23. Christopher Marcich, deputy assistant U.S. trade representative for Europe and the Mediterranean, will discuss "The E.C. at Work: A Look Inside" on Wednesday, Sept. 30. Both free lectures will begin at 7 p.m. in the Lee Honors College lounge.

The presentations are part of a lecture series that runs through December titled "What You Need to Know About the European Community: From Single Market to Superpower." The previously announced schedule for the series has been revised to accommodate the appearance by Marcich, whose lecture date was switched with the one for Dale H. Porter, history. The Porter talk will be on Wednesday, Oct. 21.

The series is designed to provide information about the single market, which will be established by Jan. 1, 1993, by the 12 members of the European Community. The countries will enjoy the free movement of goods, money and people throughout their common territory, with a common external tariff for world trade.

Barclay, who also directs Kalamazoo College's Center for Western European Studies, will explain the pivotal role of Germany in the developing structure of the E.C. He also will discuss the impact of German reunification on the E.C.'s economic, social and political policies.

Marcich has been in his present post, which is part of the Executive Office of the President in Washington, D.C., since 1991. He handles a number of bilateral trade issues and chairs the U.S. Task Force on the E.C.'s Single Market Program. From 1988 to 1991,

Studies Center at the University of Pennsylvania, Wednesday, Nov. 18;

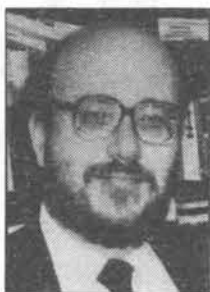
- "Specialization, Human Capital and Economic Growth" with Kevin M. Murphy, professor of business economics and industrial relations at the University of Chicago, Wednesday, Jan. 13;

- "Can America's Human Resources System Survive Global Competition?" with Peter B. Doeringer, professor of economics at Boston University, Wednesday, Feb. 17; and

- "Workplace Training in the United States: Is It Underproduced?" with Ann P. Bartel, professor of economics and director of the Center for Human Resource Management Studies at Columbia University, Wednesday, March 17.

All lectures will be at 8 p.m. in 3750 Knauss Hall. Each speaker also will conduct a seminar at 3 p.m. in 3760 Knauss Hall.

The lecture-seminar series is supported by a grant from the W.E. Upjohn Institute for Employment Research in Kalamazoo.



Barclay

he was assigned to Brussels, where he covered trade policy issues related to the E.C. Drawing on his experience, he will provide an insider's look at the European Community in his address.

The lecture series is being coordinated by Porter and Joseph G. Reish, interim dean of the Lee Honors College. Sponsors at WMU include the Office of International Affairs, the European Studies Program, the Lee Honors College, the Department of History, the Department of Political Science and the Haworth College of Business. Additional support is provided by the Center for Western European Studies at Kalamazoo College.

More than 80 agencies expected for Sept. 24 fair to recruit volunteers

Human and public service agencies and organizations from across the Kalamazoo area and surrounding counties will gather on campus Thursday, Sept. 24, to recruit students to fill volunteer positions.

More than 80 agencies and organizations will participate in the fourth annual Volunteer Opportunities Fair set for 11 a.m. to 3 p.m. in the East Ballroom of the Bernhard Center. The fair also is expected to attract college students from around the area as well as faculty and staff. The free event is open to the public.

According to Julie A. Wyrwa, student volunteer services, the purpose of the event is to match the needs of non-profit agencies with the interests of students from Kalamazoo area higher education institutions. The number of participating organizations has increased dramatically during the four years of the fair's existence, she says, and the number of students who attend looking for volunteer opportunities has skyrocketed. Last year's fair attracted 700 students — 300 more than the previous year's fair.

"One of the things agency representatives cite in commenting on the fair," Wyrwa says, "is the opportunity it affords them to recruit so many volunteers in one location. They also enjoy the rare opportunity to network with the staff from other agencies in the area. It's not often that you get 80 agencies together in one place."

For students, she says, the fair now has a well-established reputation as a place to tap into a variety of service opportunities.

"We're seeing a greater interest in community service nationwide," she says. "And in tough economic times, students also are looking at volunteer work as a means of getting some valuable career experience."

Organizations ranging from Kalamazoo County Head Start and the American Red Cross to Binder Park Zoo in Battle Creek and the village of Mattawan will send representatives to the fair to offer volunteer opportunities. Schools, museums, nature centers, food distribution agencies, senior citizen services and crisis intervention centers will be represented as will a large number of organizations serving children and young people.

Volunteer opportunities featured at the fair will range from formal student internships, through which students can earn college credit, to one-time stints on agency or community special projects. Time and travel arrangements vary by agency.

The Volunteer Opportunities Fair is sponsored by WMU's student volunteer services in the Lee Honors College. For more information about the fair, persons should contact Wyrwa at 7-3230.



CERTIFIED PROFESSIONAL SECRETARIES — Participants and graduates of the Certified Professional Secretary Review Course were honored at a reception Sept. 10 in the Bernhard Center. Eight clerical/technical employees successfully completed the course in November 1991 and May 1992 to earn the designation of "Certified Professional Secretary" bestowed by Professional Secretaries International. The career development opportunity was offered through the Department of Human Resources and the Clerical/Technocal Organization. Pictured here with Darlene R. Mosher, human resources, standing left, and Dawn J. Papesh, president of the C/TO, standing right, are the new graduates: (seated from left) Stephanie Boris, Waldo Library; Elaine C. Potgiesser, telecommunications; Toyka King, Waldo Library; (standing from second from left) Delores J. Minshall, Evaluation Center; Vickie A. Price, auxiliary enterprises; Phyllis A. Paul, public safety; Audrey J. Hart, continuing education; and Linda D. Baird, advancement services. This was the third year for the program. Since it began, 52 employees have participated and 23 have passed all six sections of the CPS examination.

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Editor: Ruth A. Stevens; Staff Writers: Cheryl P. Roland, Michael L. Smith; Photographer: Neil G. Rankin.

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Sept. 22 reading by Kalamazoo writers to benefit the homeless as part of national fund-raiser

Eight Kalamazoo area writers will gather at WMU to read from their work Tuesday, Sept. 22, as part of a national fund-raising event for the homeless.

The writers will participate in a local observance of "Writers' Harvest for the Homeless" at 8:30 p.m. in 3321 Brown Hall. Similar readings will take place across the country that day with participants from writing programs at other institutions. The authors will donate their time and ask for charitable contributions from those attending the readings.

Those reading from their work on the WMU campus will be:

- John Woods, emeritus in English and WMU's first poet-in-residence. Woods is the award-winning author of nine books of poetry.

- Herbert S. Scott, English. Scott is a poet and the co-editor of the 1988 book "Contemporary Michigan Poetry."

- Poet William C. Olsen, English.

- Poet Nancy Eimers, English.

- Novelist Jaimy Gordon, English, who is an award-winning author of four books of

fiction, including the 1990 work "She Drove Without Stopping."

- Playwrights Arnold Johnston, English, and Deborah Ann Percy, assistant principal at Kalamazoo's South Middle School. The pair are frequent collaborators and their works have won several national awards.

- Children's literature specialist Miriam Bat-Ami, English.

Each of the authors will read for about 10 minutes during the event.

According to Olsen, who is organizing the local reading with Allen Carey-Webb, English, the national fund-raiser was conceived by well-known fiction writer Frederick Busch. Proceeds from the event will go to Save Our Strength (SOS), a Washington, D.C.-based organization for the homeless.

The suggested donation for the WMU event is \$8 per person and \$4 per student. Checks should be made payable to Save Our Strength.

The local event is sponsored by the Department of English. For more information, persons may contact Olsen at 7-2595 or Carey-Webb at 383-1284.

On campus



COORDINATING CONFERENCES — Putting together conferences for groups ranging from 20 to 3,000 people is the job of Jerome B. Espy. A conference coordinator in the Division of Continuing Education's Office of Conferences and Institutes, he handles everything from helping clients develop ideas to overseeing a budget to negotiating contracts for speakers and hotels. The office coordinates conferences for clients from both on and off campus, with the stipulation that the event fits into WMU's mission of teaching, research, public service, economic development and cultural diversity. Espy has been a member of the conferences and institutes staff for almost two years. A WMU graduate, he spent some time in New York City before returning to work here. He's also starting to take graduate classes in educational leadership. His favorite conference to coordinate thus far has been the Michigan Science Teachers

Association meeting. "It's so big and I deal with so many different elements," he says of the event that will draw some 3,000 participants and 110 exhibitors to Detroit. In the near future, Espy says the Office of Conferences and Institutes will begin to market its services more to WMU faculty and staff. "If departments have ideas, we can help them develop those ideas and set up a conference," he says.

Media services

Deep Dish TV, the national community satellite network, began its fall program season on Sept. 15 and continues through December on EduCABLE, Channel 7. Transmitted through the facilities of media services, this free satellite programming provides a national forum for programs made by

community groups and independent producers. Upcoming programs include "The Nation Erupts," "No Hay Paz," "Native Lands," "Video Dialtone," "Women of the First Nations," "Protest + Education Can Equal Change" and "Resistencia Latino Americana." For specific information on campus telecast times, contact the EduCABLE office at 7-4997.

Jobs

The following list of vacancies is currently being posted through the Transfer Opportunity System 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) **Coordinator, CPPS** (Terminal; Undetermined Ending Date), P-03, Career Planning and Placement Services, 92/93-049, 9/15-9/21/92.

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Please call the Applicant Information Service at 7-3669 for up-to-date information on the Job Opportunity Program, Transfer Opportunity System 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

Library from Sept. 21 through Oct. 16.

All activities are free and open to the public. They are being sponsored by the Student Budget Allocation Committee, the Hispanic Student Organization and the Division of Minority Affairs. For more information, persons may call the division at 7-3320.

Field instructors to gather

The School of Social Work will conduct its annual orientation and luncheon for field instructors from 12:15 to 2:30 p.m. Monday, Sept. 21, in the West Ballroom of the Bernhard Center. The featured speaker will be Congressman Howard Wolpe. The luncheon, which is by invitation only, serves to thank field instructors for their service to the school.

Media

Charles T. Overberger, University computing services, discusses why personal computers are becoming more affordable on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Sept. 19, at 6:10 a.m. on WKPR-AM (1420).

gibility.

If you wish to change to a different carrier, WMU offers three choices: the University plan, administered by John Hancock; Blue Care Network; and Physicians Health Plan. Because a personal signature is required to authorize a change of plan or to add or cancel dependents to your plan, you need to stop in at the benefits office, 1300 Seibert Administration Building, between 8 a.m. and noon or 1 and 5 p.m. weekdays. Changes become effective Nov. 1, 1992.

Open enrollment applies only to health-medical insurance, not life or long term disability insurance plans.

Information is available to you in the benefits office regarding the three health-medical carriers and rates for coverages. Please call 7-3630.

Libraries

On the second floor of Waldo Library, you can find the federal depository library housed at WMU. The depository's collections contain publications of the Bureau of the Census, maps and publications of the United States Geological Survey, the Congressional Record, the Federal Register, congressional hearings, and popular and scientific material from the many departments and agencies that make up the federal government.

The Federal Depository Library Program exists to provide free public access to the information published by the federal government. Like most depository libraries, the depository at WMU serves the citizens of a Congressional district.

Currently the depository library serves Michigan's 3rd Congressional District. That

district extends east from Kalamazoo through Calhoun County and then north to Lansing. Because of decennial Congressional redistricting, the depository library will be serving a different geographical area in the future.

With just a few irregularities, Michigan's new 6th Congressional District encompasses the five southwestern counties in Michigan's lower peninsula. While the library's primary clientele are the students, faculty, and staff of WMU, the depository must also respond to the information needs of the citizens of this new Congressional district. Southwestern Michigan is known as Michigan's "fruit belt" and is the home of two atomic power plants. Characteristics like these, along with the curricular needs of the University, help determine the contents of the collection of the depository library serving the 6th district.

Leader of Hispanic organization to speak here

The head of a national organization that serves as an advocate for Hispanic Americans will speak at the University Friday, Oct. 2, as part of Hispanic Heritage Month activities.

Raul Yzaguirre, president and chief executive officer of the National Council of La Raza, will speak at 10:30 a.m. in the auditorium of the Haworth College of Business building. He will discuss "The Status of Hispanics in America Today."

The council, based in Washington, D.C., exists to improve life opportunities for Americans of Hispanic descent. It is an umbrella organization for more than 130 formal "affiliates," community-based organizations that serve Hispanics in 35 states, Puerto Rico and the District of Columbia.

Hispanic Heritage Month runs from Sept. 15 through Oct. 15. Activities at WMU will begin with a performance Friday, Sept. 18, by a mariachi band from Detroit. Mariachi 90 will play from 11 a.m. to noon at the Goldsworth Valley gazebo area and from noon to 1 p.m. at the Bronco Mall in the Bernhard Center.

There also will be an exhibit of books by Latino authors on the third floor of Waldo

Human resources

Open enrollment period starts

Those of you who wish to change your present group hospital-medical insurance coverage will have an opportunity to make a switch from Monday, Sept. 21, through Monday, Oct. 5. This annual open enrollment period allows benefits eligible employees to change their health-medical carrier, or add eligible dependents to their existing plan without furnishing proof of good health eli-

Zest for Life

The **Quit for Life — Stop Smoking Program** will be offered from 5:15 to 7 p.m. Tuesdays and Thursdays from Sept. 24 through Oct. 20 at the Sindecuse Health Center. This eight-session workshop will help you quit smoking for life. Sessions will help you develop skills for coping with the short term effects of withdrawal, preplanning for difficult situations, stress management, weight management, and building a lifestyle and self image that focus on healthy non-smoking choices. Advance registration is required.

Weight Management will be offered from 12:05 to 12:50 p.m. Mondays from Sept. 28 through Nov. 9 in the Sindecuse Health Center. This seven-week program is designed to help you develop lifetime skills in thought management, stress management, behavioral strategies, nutrition and exercise for successful weight loss and weight management. Nutritionally well-balanced, controlled calorie food plans are provided along with the support and encouragement of others. Advance registration is required.

If you would like more information or would like to register for either program, call the Zest for Life office at 7-3262.

Senate

The first meeting of the Faculty Senate's new **Regional Education Council** is set for 3 p.m. Thursday, Sept. 17, in Conference Room A on the third floor of the Seibert Administration Building. Agenda items for this inaugural meeting include the election of officers and consideration of a council role statement.

The **Admissions, Financial Aid and Student Affairs Council** of the Faculty Senate will meet at 3 p.m. Thursday, Sept. 17, in Conference Room C on the third floor of the Seibert Administration Building. Agenda items include the election of vice chairperson and secretary as well as reports on international student services, the master spirit plan, admissions, financial aid, nontraditional students and retention.

The consideration of an alternative structure for the general education program is on the agenda for the Friday, Sept. 18, meeting of the Faculty Senate **Ad Hoc Committee to Revise General Education**. The meeting will begin at 12:30 p.m. in 1017 Trimpe Building. Also on the agenda are a motion for an additional area in the distribution and a discussion on criteria for selecting and evaluating general education courses.

Native American Pow Wow expected to draw 5,000

More than 5,000 spectators are expected to attend the fourth annual WMU Pow Wow Saturday and Sunday, Sept. 26-27, at Wings Stadium.

Native American performers from throughout the Midwest and Canada will sing, dance and display art from 1 to 9 p.m. Saturday and from 1 to 6 p.m. Sunday.

Each day will open with a grand entry of dancers, singers, drummers and flag bearers dressed in Native American ceremonial outfits. Performers will demonstrate dancing and compete in dance contests throughout the weekend. Also featured will be displays of arts and crafts, as well as food stands with

traditional favorites.

The theme of the Pow Wow is "Honoring Heritage and Education." It is sponsored by WMU's Native American Student Organization, Division of Minority Affairs, Lee Honors College, Graduate Student Advisory Committee, Office of Admissions and Orientation and Office of the Vice President for Administrative Affairs.

Admission to the event is \$3.50 for adults, \$2 for students and seniors, and \$1 for children under 12. WMU, Kalamazoo College and Kalamazoo Valley Community College students are admitted free with valid school identification.



RECEPTION DRAWS CROWD — More than 300 students took advantage of the opportunity to conduct campus business, meet peers and learn more about University support services at a special reception for graduate and nontraditional students Sept. 10 in the Bernhard Center. From left, Monica M. White, chairperson of the Graduate Student Advisory Committee, chats with Ovidiu F. Toader, a graduate student from Romania, Julie Allen, vice chairperson of the Graduate Student Advisory Committee, and Julie A. Scrivener, Graduate College. The reception was designed to assist students who do not have access to the University's resources during traditional office hours. More than 50 offices across the University were represented. The reception was sponsored by the Office of Adult Learning Services, the Graduate College, the Graduate Student Advisory Committee and the Office of the Vice President for Student Affairs.

Belleville honored for student employment work

A WMU staff member was the recipient of a prestigious award from the Midwest Association of Student Employment Administrators (MASEA) for his contributions to student employment and long-time service to the organization.



Belleville

Gary L. Belleville, Student Employment Referral Service, received the Cherie Lenz Award at the recent MASEA conference in Louisville, Ky., for outstanding leadership and dedication to student employment professionals. Belleville is only the second recipient of the award in the organization's 31-year history. He has served as president of the MASEA and currently chairs the long-range planning committee.

Belleville was also recognized for being instrumental in developing a state network

for student employment administrators. This model is now being used nationally.

A WMU staff member since 1967, Belleville plans to retire in February.

The Student Employment Referral Service, part of Career Planning and Placement Services, helps WMU students find part-time jobs. It provides information and direction to students, WMU graduates, faculty and employers on internships and career-related work experiences.

Senate (Continued from page one)

little of the money, roughly \$5 million, is entirely discretionary. I could take that money and give everyone one pay increase, for one year, and it would all be spent in one shot," and create a deficit for subsequent years.

Haenicke explained that he intends to return half the interest on the \$5 million to the endowment for growth and the other half he uses for a variety of special projects, including lecture series, faculty travel and the support of "an enormous amount of student activities."

"We've worked so hard for five years to get that money together to pay for some of the amenities for faculty, staff and students, and that's exactly where it's going to be spent," he said. Haenicke added that these are non-recurring funds.

"There is absolutely no question that these funds all are in the University," he said, pointing to a chart describing \$209 million in total revenue. "The question is, what can we do with that money, and what are the funds meant to be?"

These funds include the expendable restricted fund, for grants and contracts, \$18 million; the designated fund, composed of such items as computer fees and the Faculty Research Support Fund, \$10 million; the auxiliary fund, which includes residence halls, the Bernhard and Fetzer centers, the Sinducuse Health Center and the parking system, \$48 million; and the general fund, \$133 million.

"There are enormous amounts of money in every large, complex organization like ours," Haenicke said. "But the account with which we operate, for ongoing activities, is the general fund. This is our paycheck that comes into the family household, consisting of 57 percent from the state and 43 percent mostly from student tuition."

Senate approves 3.0 GPA for PTG students after 12 hours

The Faculty Senate Sept. 10 approved a recommendation of its executive board that PTG (permission to take graduate classes) students be required to maintain a 3.0 grade-point average after completing 12 hours of graduate credit.

Students would be allowed their first 12 graduate credit hours without a specific grade-point requirement. The Graduate Studies Council had recommended that students be required to maintain a 2.5 GPA after 12 hours of PTG enrollment.

There is currently no grade point requirement for PTG students. However, students must have a cumulative GPA of at least a 3.0 to earn a graduate degree. The recommendation is to be sent to Provost Nancy S. Barrett, who then is to make a recommendation to President Haenicke.

In other action, the senate approved a faculty fees fund budget of \$6,450 for 1992-93 that is based on a fee of \$8.86 per faculty member, a 5.5 percent increase from last year's fee of \$8.40. It was estimated that about 675 faculty members would pay the fee, which helps to support senate operations.

Calendar

Thursday, September 17

(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.
Greenhouse plant sale, 149 Wood Hall, 9 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.
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.
(thru 25) Exhibition, serigraphs by printmaker and alumnus James A. Walker, Student Art Gallery, East Hall, weekdays, noon-5 p.m.
Meeting, Regional Education Council of the Faculty Senate, Conference Room A, third floor, Seibert Administration Building, 3 p.m.
Meeting, Admissions, Financial Aid and Student Affairs Council of the Faculty Senate, Conference Room C, third floor, Seibert Administration Building, 3 p.m.

Friday, September 18

Hispanic Heritage Month performance, "Mariachi 90": Goldsworth Valley gazebo area, 11 a.m.-noon; and Bronco Mall, Bernhard Center, noon-1 p.m.
Meeting, Faculty Senate Ad Hoc Committee to Revise General Education, 1017 Trimpe Building, 12:30 p.m.

*WMU Athletic Hall of Fame banquet, Bernhard Center: reception, 6 p.m.; dinner, 7 p.m.

Saturday, September 19

*Football, WMU vs. the University of Akron (CommUniverCity Day), Waldo Stadium, 1 p.m.

Sunday, September 20

Faculty recital, Bradley Wong, clarinet, and Phyllis Rapoport, piano, Dalton Center Recital Hall, 3 p.m.

Monday, September 21

(thru Oct. 16) Hispanic Heritage Month exhibit of books by Latino authors, third floor, Waldo Library.

Tuesday, September 22

*Reading, "Writers' Harvest for the Homeless," featuring eight Kalamazoo area writers, 3321 Brown Hall, 8:30 p.m.

Wednesday, September 23

School of Music Convocation Series concert, Robert Humiston, oboe, Dalton Center Recital Hall, 2 p.m.

Economics lecture series on "Human Capital and Economic Development" by Richard A. Easterlin, professor of economics, the University of Southern California: seminar, "Echoes of the Baby Boom: Past and Prospective Changes in Intergenerational Living Arrangements," 3760 Knauss Hall, 3 p.m.; and lecture, "The Birth Dearth, Aging and the Economy: Where Have We Been and Where Are We Going?," 3750 Knauss Hall, 8 p.m.
Soccer, WMU vs. Michigan State University, Waldo Stadium, 3:30 p.m.
College of Education research colloquium, "Evaluating Impact on Youth Through Comprehensive Services," Jerry Adams, Evaluation Center, 2308 Sangren Hall 4 p.m.

Lecture series on the European Community, "Germany at the Crossroads," David Barclay, Center for Western European Studies at Kalamazoo College, Lee Honors College lounge, 7 p.m.

Thursday, September 24

Volunteer Opportunities Fair, East Ballroom, Bernhard Center, 11 a.m.-3 p.m.
University film series, "Cinema Paradiso" (Italy/France, 1988), directed by Giuseppe Tornatore, 3750 Knauss Hall, 6 and 8:30 p.m.

*Admission charged