

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Haenicke lifts hiring freeze after three months, savings will be applied to anticipated deficit

President Haenicke last week lifted a three-month hiring freeze that is expected to save the University \$5.2 million in positions permanently eliminated from the budget.

The savings will be applied to a projected general fund deficit of \$3.9 million for the current 1992-93 fiscal year. Of the \$1.3 million difference between the savings and the deficit, \$600,000 will be used to reinstate teaching and non-teaching positions in the Division of Academic Affairs.

Another \$250,000 will be used to reinstate positions in the Division of Business and Finance, primarily in the physical plant, to increase services to buildings. The remaining \$450,000 will be held for emergencies.

The \$600,000 in academic affairs represents about 11 full-time faculty positions, 18 full-time non-teaching positions or some combination of the two, based on estimates of average salaries. The \$250,000 in business and finance represents seven or eight full-time staff positions.

Haenicke said the \$3.9 million deficit stemmed from insufficient state allocations, sharply rising costs and a slight decrease in fall enrollment. Preliminary on-campus enrollment figures show a .6 percent decrease

of 135 students, for a total of 23,923 students.

"I had said earlier this year that our best-case scenario would be a flat enrollment," Haenicke said, noting that no increase would mean a projected deficit of \$3.4 million. The .6 percent decrease added about \$500,000 to that.

State appropriations increased just 1 percent this year, to about \$86.3 million, the lowest increase in more than a decade, in a general fund operating budget of \$151.9 million.

"We are of the opinion that the savings are sufficient to carry us through the rest of the current fiscal year," Haenicke said in a letter to administrators. "I trust that all of you will allocate funds now available for hiring, reassignment and transfer with the greatest care."

Where vacancies exist that cannot be addressed with transfer or reassignment, Haenicke said, administrators should seek to fill them with student help. "We should provide, wherever possible, expanded opportunities for students to work on campus," he said.

Haenicke said he would assist administrators with additional funds to hire students if the need could be clearly demonstrated.

"I am asking you to implement the personnel actions that you are contemplating with all deliberate speed so that the areas that are short of help can begin to function more smoothly and effectively as soon as possible," he said.

Academic Convocation set

This year's Academic Convocation has been set for 3 p.m. Monday, Nov. 2, in the Dalton Center Recital Hall. President Haenicke will give his "State of the University" address, and recipients of the distinguished service, alumni teaching excellence and distinguished faculty scholar awards will be honored.

Workshop planned on research

Campus researchers and administrators will have an opportunity to explore the University's Research Support Plan and investigate the mysteries of indirect cost recovery and government research regulations in two upcoming workshops.

Donald E. Thompson, vice president for research, will lead a workshop designed for faculty on Wednesday, Sept. 30, and a second workshop for chairpersons, directors and associate deans on Friday, Oct. 2. Both will run from 8:45 a.m. to noon in Red Rooms A and B of the Bernhard Center.

The workshops are titled "Indirect Cost Recoveries, the Research Support Plan and Regulatory Boards." They will focus on how the three topics currently affect campus researchers and will explore the University's mechanisms for addressing questions of biosafety, animal care and safeguards for human subjects.

To reserve a place and materials for one of the workshops, persons should call Bobette Hampton at 7-3695 by 5 p.m. Monday, Sept. 28.

Seminar offered on using multimedia in large classes

"Using Multimedia to Improve Large Class Teaching: A Demonstration of Project Focus" is the title of a workshop to be presented from 1 to 2:30 p.m. Friday, Oct. 2, in 2302 Sangren Hall.

The workshop will highlight the efforts of three faculty members who have worked with a team from University computing services and media services to improve the use of technology in teaching. The faculty members who will speak are Bruce M. Haight and Peter J. Schmitt, both history, and Leonard C. Ginsberg, chairperson of biological sciences.

To register, persons should call faculty development services at 7-5305.

Three notable alumni to be honored during Homecoming

A retired facial surgeon, a state supreme court justice and an executive in one of the world's largest accounting firms will receive Distinguished Alumni Awards from the WMU Alumni Association this fall.

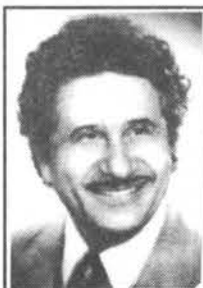
The WMU alumni to be honored during Homecoming weekend are: C. Bassett Brown, a retired aesthetic and reconstructive facial surgeon from Benton Harbor; Karla M. Gray, a justice on the Montana Supreme Court from Helena; and David C. Smith, vice chairman-tax at KPMG Peat Marwick in New York City.

The trio will be honored at a Saturday, Oct. 17, dinner at the Fetzer Center. The event will begin with a reception at 6 p.m., followed by dinner at 7 p.m. Persons wishing to attend should make reservations at \$25 for alumni association members or \$30 for non-members by Friday, Oct. 9, with the McKee Alumni Center at 7-8777.

Since the Alumni Association established the award in 1963, 85 WMU graduates have received the organization's most prestigious honor.

Brown earned his bachelor's degree in science from WMU in 1948. He completed a year of graduate school in chemistry and physics at Fisk University and graduated from Meharry Medical School of Dentistry in 1953. He spent one year in an oral and maxillo-facial surgery internship at Metropolitan Hospital in New York City, and two years in the graduate school of oral and maxillo-facial surgery at Northwestern University, graduating with a master's degree in dentistry.

Brown then was a resident in his specialty at Cook County Hospital in Chicago. His next career step took him to Chicago's Provident Hospital, where he worked for a year as



Brown



Gray



Smith

chief of the Department of Anesthesia and as senior attending in the Department of Oral and Maxillo-Facial Surgery. In 1958, he opened an office in Benton Harbor. It was the first practice in the area to specialize in reconstructive and cosmetic surgery to the mouth and face. He retired from active practice in May 1991.

Brown has been active in numerous professional organizations, has been a frequent guest lecturer at both national and international conferences, and has written more than 50 articles for various professional publications. A life member of the NAACP, he also has served his community as chairperson of the Benton Harbor Federal Housing Commission and as a member of the Governor's Comprehensive State Health Planning Advisory Council.

Brown's ties to WMU have remained strong over the years. He has been an active member of his fraternity, Kappa Alpha Psi, was a member of the Alumni Association board of directors, served for eight years on the WMU Foundation board of directors and has been a member of the President's Club of major donors since 1980.

Gray earned her bachelor's degree in English and history from WMU in 1969. She remained at the University to pursue graduate studies and received her master's degree in African history in 1972. She graduated from Hastings College of the Law in San Francisco in 1976, and began her legal career as a law clerk for a federal district court judge.

During the next 14 years, she practiced both corporate and private law. She served as staff attorney for the Atlantic Richfield Co. from 1977 to 1981. She then maintained her own practice in Butte, Mont., for three years before returning to the corporate sector as a staff attorney and legislative lobbyist for the Montana Power Co. in Butte. She was nominated by Montana's governor for the state supreme court in February 1991 and sworn in the next month.

Gray has been active in numerous professional organizations. She has served the State Bar of Montana in various capacities, including holding positions as chairperson of the board of editors for the bar's publication, Montana Lawyer, and as a member of the corporate law revision committee. She is a Fellow of the American Bar Foundation and a member of the National Association of Women Judges. She has been a member of the board of directors for both the Montana Defense Trial Lawyers and the Montana Trial Lawyers Association.

Gray is a member of the Montana Supreme Court's Gender Fairness Task Force, a continuation of her long-standing commitment to equality for women in all aspects of life. The mission of the task force is to determine the extent of any gender bias in Montana's judicial system and legal profession, and to recommend steps to eliminate such bias.

Immediately after obtaining his bachelor of business administration degree in accountancy from WMU in 1964, Smith joined the Chicago office of Peat Marwick International. He was elected to the firm's partnership just seven years later. He was international tax partner for the Midwest region from 1974 until 1978, when he was transferred to the Houston office to serve as partner in charge of the tax department.

Smith was named to his current position six months after Peat Marwick International



TONY GREETES VISITORS — Tony the Tiger, mascot for the Kellogg Co. of Battle Creek, was on hand to greet some special visitors to campus before the Sept. 19 football game. The youths were at "CommUniverCity Day" courtesy of Battle Creek, Grand Rapids and Kalamazoo area businesses and individuals, who purchased blocks of tickets and donated them to charities and non-profit organizations for use by disadvantaged youth. The program was initiated by George A. Franklin, left, chairperson of the Board of Trustees and vice president for public affairs at the Kellogg Co. Coordinating the event were John D. Fleckenstein Jr., in sunglasses, aide to Theresa A. Powell, seated next to him, vice president for student affairs. Between 200 and 300 youths participated in the event last Saturday, which started with morning presentations by the Office of Admissions and Orientation and the College of Engineering and Applied Sciences. Presentations by other colleges are scheduled before upcoming home football games. The youths also were treated to lunch near Waldo Stadium served by the Bronco Mall MacDonald's. The program, with a goal of \$10,000, has raised \$14,000 from nearly 30 businesses and individuals.

(Continued on page four)

Award to help college restructure its majors

The WMU College of Arts and Sciences will receive up to \$20,000 over the next two years from a national association to help departments in the college restructure their academic majors.

WMU is one of only eight institutions in the United States to receive such support from the Association of American Colleges in Washington, D.C. The group includes liberal arts colleges as well as arts and sciences colleges at universities. As many as 80 institutions were considered for the project.

"This is a significant award," said Elise B. Jorgens, associate dean of the college, who developed the proposal. "This project will help us enhance the quality of our undergraduate offerings."

Each participating department will examine the structure of its curriculum, how its programs fit with the University's general education requirements and whether students develop an understanding of issues facing each discipline, Jorgens said.

"We're going to be asking questions like that throughout this project," she said. "We expect faculty members to become actively involved in rethinking their approach to courses they teach in the academic majors."

The funds will be used primarily to support faculty development, Jorgens said. That includes helping faculty members develop new courses as well as determine the way courses are organized in the majors. Some faculty members could attend seminars elsewhere or seminars could be organized at WMU.

Jorgens said she expects that the results of these efforts will be shared with other departments in the college, and the AAC anticipates sharing WMU's results with other institutions as they seek to restructure their undergraduate offerings.

Nine departments in the college are currently reviewing their academic majors, in preparation for participation in the AAC project, Jorgens said. They are biological sciences, computer science, economics, English, history, philosophy, political science, science studies and women's studies. Other departments also may be involved as the project develops.

The other seven institutions involved in the project are Dickinson College in Carlisle, Penn.; Iona College in New Rochelle, N.Y.; Manhattan College in Riverdale, N.Y.; Glasboro State College in Glasboro, N.J.; the University of Arkansas at Little Rock; Jacksonville University in Jacksonville, Fla.; and the College of Charleston in Charleston, S.C.

Gianakaris pens second book on Peter Shaffer

The second book in a year by a WMU faculty member on British playwright Peter Shaffer has been published by Macmillan of the United Kingdom as part of its Modern Dramatists Series.

"Peter Shaffer" was written by Constantine J. Gianakaris, English and theatre. He also is the editor of and contributor to "Peter Shaffer: A Casebook," a collection of essays on the works of the celebrated writer that was published last November by Garland Publishers of New York.

Shaffer wrote such award-winning dra-



Gianakaris

mas as "Equus," "Amadeus" and "Royal Hunt of the Sun." Gianakaris first met the playwright in 1980 and has conducted numerous interviews with him.

Unlike the earlier casebook, this recent volume is available both in hardcover and paperback and is comprised entirely of Gianakaris' own writing. "... the intent has been to trace the intriguing evolution of Shaffer's dramatic writing," he says.

The critical study begins by describing Shaffer's straightforward realism in early works such as "Five Finger Exercise." It continues by exploring what Gianakaris calls his "daring formats" in more serious dramas such as "Royal Hunt of the Sun," "Equus" and "Amadeus." More recently, Gianakaris notes Shaffer's "slimmed-down realism" found in new comedies such as "Lettice & Lovage."

St. Martin's Press of New York is the publisher and distributor of "Peter Shaffer" in the United States.

A WMU faculty member since 1966, Gianakaris has specialized in the English Renaissance drama of Shakespeare and Jonson, contemporary American and British drama, literary and dramatic theory and criticism and dramaturgy. He was honored with the University's 1991 Alumni Teaching Excellence Award for his skills in the classroom.

The author of numerous books and articles on drama, Gianakaris also is the co-founder and former co-editor of the international quarterly, "Comparative Drama." In addition, he serves on the editorial board of two professional journals on drama.



outside through a window on the trip to the second floor. Contrary to rumors, it was pure coincidence that the new elevator was finished about the time that Petropoulos required its services after breaking his foot in an accident at home.

Going up?

A new elevator installed in the Bernhard Center during the spring and summer is now ready to give a lift to persons who can't use the stairs. Until now, those who needed assistance getting to another floor in the building had to use a freight elevator located in the kitchen. "The funding was dedicated for this purpose about a year and a half ago," said Ted J. Petropoulos, Bernhard Center. "We're thrilled that we're now able to better serve our customers." The elevator, located just inside the main lobby, goes to both the lower level and second floor of the center. Construction crews were able to leave the glass on the outside of the building intact when making renovations for the shaft, so passengers can look

Woodworth named to national AAUP post

WMU AAUP President Shirley C. Woodworth, communication, has been appointed to the national American Association of University Professors executive committee by the new national president, Linda Ray Pratt.



Woodworth

Woodworth has served the national association in a variety of roles over the years. In the past six years, she has been on the executive committee of the Collective Bargaining Congress, serving the last four years as its secretary. In 1990, she was chosen in a national election to represent District III, Michigan and Wisconsin, on the council of the national association. Her term on this policy-making body continues through this academic year.

She also has chaired and served on numerous committees of the national association, and is a member of the executive committee of the Michigan State Conference of AAUP Chapters.

GEM Center pumping out models to meet big demand

From Oregon to the banks of the Hudson River in New York to Sarett Nature Center in Benton Harbor, everyday citizens are getting a peek at the principles of groundwater flow and contamination by viewing working models developed and produced at WMU.

Several hundred of the WMU Groundwater Simulator II models have left the University recently for classrooms, nature centers, libraries and museums around the country, according to Richard N. Passero, geology, who coordinates WMU's Groundwater Education in Michigan (GEM) Regional Center. The models, which look like small aquariums, are designed to teach about groundwater from elementary theories to sophisticated concepts.

"This is one of the few ways that people can see groundwater in action, how water flows and what happens when contaminants are introduced," Passero says. "All you have to do is watch the model for a while and you will learn. Even professionals who know the concepts come away with a clearer picture of groundwater."

The 20-by-12-by-6-inch acrylic models provide a side or "slice of earth" view of terrain typical of Michigan and similar areas. They feature rolling topography, lakes, rivers and underground geology. Layers of clay, sand and gravel show multiple aquifers, groundwater flow paths and working wells.

Surface soil or any of the model's wells can be "contaminated" with colored dye, and viewers can watch the dye travel through the earth to be discharged in a stream or captured in a recovery well. The model is operated using plastic water bottles or a small aquarium pump. Using the pump allows the model to run continuously and unattended at exhibits.

The models, which were originally produced a dozen at a time for groundwater workshops, have proven so popular that the WMU graduate students who do the assembly work are having a hard time keeping up with the demand. Geology graduate students assemble the pieces, which are precut by a plastics firm, layer the underground materials, insert wells, assemble pumps and tubing, and package the completed product for shipping with an instruction manual.

"We haven't done any advertising, but

news of the model is getting around by word of mouth," Passero says. "People are elated with the product. Every time we send one off, we get more calls from people who want them. They're going as fast as we can get them built."

The University placed an order for the precut pieces for 115 of the models in March. All the models were gone before the end of May and the 60 additional on order are already spoken for. More than 300 models have been placed around Michigan and a smaller number have gone to other states.

Passero and his colleagues have produced two large customized, three-dimensional

versions of the models — one for the League of Women Voters in Ossining, N.Y., and the other for the Sarett Nature Center. Those three-dimensional models feature top landscaping and replication of the geology of the area for which they were purchased. The Sarett model geology is similar to the smaller

models being produced and is based on Michigan geology. The Ossining, N.Y., model required a completely different approach to simulate the Hudson River Valley's underlying fractured granite.

Producing large customized models as well as smaller customized ones brings WMU's retired geology chairperson Lloyd Schmaltz back to work to accurately replicate and construct the underground geology of the area for which the models are being designed.

The models are an outgrowth of WMU's GEM efforts to develop ways to teach the public about groundwater and how to protect the state's leading source of drinking water. Passero says that as part of the GEM work, he began looking at groundwater models produced by other universities and found none that were without problems and were affordable for most teachers and other users.

Most models previously available sold for \$200 to \$500. The WMU Groundwater Simulator II sells for \$89.50, making it affordable for teachers and non-profit organizations. The large customized models cost \$1,000 and small customized models are available for \$200.

"We want teachers to have them so we have been keeping the price as low as possible," Passero says. "At this price, schools have been able to order several."

GEM is a program developed by the W.K. Kellogg Foundation of Battle Creek in conjunction with the Institute of Water Research at Michigan State University. It is a comprehensive effort to encourage the development of action-oriented groundwater protection programs. WMU's GEM Regional Center offers education and public service activities to teachers, the community and government groups well beyond its nine-county service area. It provides educational materials, technical support for curriculum development and geographic information systems application for townships, counties and regional resource planning efforts.

Unique musical duo earns applause in Italy

What was a double bass player doing at an international conference of saxophonists?

To some people, bassist Tom Knific, music, might have seemed like a fish out of water. But Knific just considered his attendance at the 10th World Saxophone Conference in Pesaro, Italy, the first week of September as a natural extension of his continuing musical partnership with Trent P. Kynaston, music.

Kynaston, who plays the saxophone, and Knific were among a select group of performers invited to the conference. The two play duets from a repertoire written especially for their unusual combination of instruments.

"That probably had something to do with our invitation," Knific says.

Most of the works the pair perform are

jazz or jazz influenced. Performing those pieces may have felt a little strange for Knific and Kynaston, given the venues they played. One performance was in the Rossini Opera House, named for the composer who was born in Pesaro 200 years ago.

"There were just the two of us on that stage and 1,200 people in the audience," Knific says. "But we took three curtain calls."

Besides performing, Kynaston was able to hear one of his own compositions played by the Saxophone Orchestra of Italy. He didn't know until he looked over the conference catalog that the piece was on the program.

Kynaston and Knific also attended several other performances, exhibitions and lectures during the conference.

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Fitness programs, campus recreational activities consolidated into one unit due to reorganization

WMU's initiatives for keeping faculty, staff and students in physical shape are now part of one unit due to a reorganization.

Vernon Payne, who was appointed acting director of University recreation programs and facilities in July, now has responsibility for all University fitness programs as well as campus recreational activities. He replaced Ronald J. Winter, director of campus recreational activities, who returned to the faculty in the Department of Health, Physical Education and Recreation. Payne reports to Danny E. Sledge, acting dean of students.

He stresses that this reorganization is an evolving process. "We're in a transition period," Payne says. "We intend to have student input into the policies and procedures we eventually use in the student recreation system."

Many of the policy decisions will be made as the completion of the Gary Center addition and the renovation of the existing building draws near. The project is part of a \$50 million expansion and renovation of WMU's facilities for student recreation and intercollegiate athletics. The addition should be completed by summer 1993 and the renovation by summer 1994.

The inclusion of University fitness programs in Payne's areas of responsibility encompasses three programs: Zest for Life, a fitness program for faculty, staff and retirees; PhytStyles, a fitness testing program for students; and general fitness programs, such as aerobics, aqua fitness and the fitness room that is open for faculty, staff and student use in the Gary Center.

Theresa J. Landis, coordinator of employee wellness programs, now reports to Payne. She formerly reported to Christine G. Zimmer, administrator of University wellness programs in the Sindecuse Health Center. Landis currently maintains offices in the health center and in the Gary Center, the home of University recreation programs and facilities. Her responsibilities now include both Zest for Life and PhytStyles.

"We also will be addressing health education programs, but that won't be our major focus," Payne says. "We'll be coordinating those kind of activities with Chris

Fierro tapped for spots on state and county commissions

George Fierro, admissions and orientation, is one of 10 persons recently named by Gov. John Engler to the Michigan Commission on Spanish Speaking Affairs.

The commission works with agencies at the federal, state and local levels to assist Hispanics with problems of education, employment, civil rights, health and housing needs. It also develops recommendations on programs, policies and statutes affecting the more than 250,000 Hispanic residents in the state.

His term began July 1, 1992, and runs through Dec. 31, 1993.

Fierro, a resident of Hamilton, also recently was elected to office as an Allegan County commissioner. He will begin that two-year term in January 1993.

Heinig uses drama to help children understand literature

What would the giant from "Jack and the Beanstalk" put on his grocery list? How would King Midas' servants go about doing inventory of all the things turned to gold? What did the beast in "Beauty and the Beast" look like?

Improvising and extending storylines of folktales is the theme of "Improvisation with Favorite Tales: Integrating Drama into the Reading/Writing Classroom," a new book written by a retired WMU faculty member.

Ruth Beall Heinig, emerita in communication, has developed improvisation activities such as pantomime, debate and sound effects exercises to go along with classic children's tales. The activities are designed to help children better understand the literature.



Heinig

Zimmer."

The other area of Payne's responsibility, campus recreational activities, is operating as it has in past years. The component is being coordinated by Amy J. Seth, assistant director of campus recreational activities. That office, also located in the Gary Center, is in charge of intramural programs for students utilizing the Gary Center, Sorensen Tennis Courts, Goldsworth Valley Tennis Courts, soccer and intramural fields and Kanley Track. Campus recreational activities also oversees open recreation programs in the facilities.

Payne says that while supervising the facilities and programming of the recreation system is a challenge during this construction period, he wants faculty, staff and students to know that the Gary Center is fully operational.

"We expect to be able to offer the services and programs at the same level as a year ago despite the difficult transition," he says. "The campus planning staff has done a great job in working with the contractor to keep things running here."

Everett active in Marine group

Frederick Everett, emeritus in accountancy, has been elected first vice president and president-elect of the Fourth Marine Division Association. The association has 4,600 members and is comprised of Marines who served in that division in World War II.

Everett, who also has served as organization's executive secretary, will become its president in 1993. He retired from the University in 1982 after 22 years on the faculty and now lives in Kissimmee, Fla.

Two faculty members win awards for music composition

A current faculty member and a retired faculty member have been named recipients of 1992-93 American Society of Composers, Authors & Publishers (ASCAP) awards.

Curtis Curtis-Smith, music, and Alfred Balkin, emeritus in education and professional development, were chosen for their contributions to the music field.

Winners of the awards are selected by an independent panel of judges on the basis of the unique value of each writer's catalog of original compositions as well as the recent performance activity of those works in areas not surveyed by the society. ASCAP offers the awards, which range from \$500 to \$1,500, to assist and encourage writers of serious music.

A faculty member since 1968, Curtis-Smith has received some 75 grants, awards, commissions and prizes from organizations

Mathews elected to board

Gary Mathews, social work, has been elected to a two-year term on the national board of directors of the Council on Social Work Education, the accrediting body for social work programs in the United States. He will fill one of two slots that represent graduate social work faculty on the board.

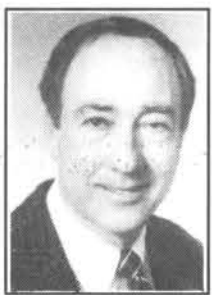
On campus



going through publishers, shipping and receiving. "We try to have all books on the shelves for students and faculty when classes begin," she says. "With 3,500 titles, that's a challenge. Communication about such things as changes in class enrollments and revisions in teaching assignments from the departments and faculty is very important." Gillette, who has worked in the bookstore since 1972, says she enjoys the opportunity to get out on the floor from time to time to meet faculty and staff she frequently knows only from their voices on the telephone. "Meeting faculty and staff face to face after numerous phone calls is interesting," she says. Gillette notes that the bookstore recently has extended its hours to better serve customers. It's now open one hour later — from 8 a.m. until 6 p.m. — Mondays through Thursdays. And it's open on Saturdays from 10 a.m. until 5 p.m., rather than 11 a.m. to 3 p.m. Hours on Fridays remain 8 a.m. to 5 p.m.

HOOKED ON BOOKS —

The pace picks up in many offices on campus with the beginning of the school year. But one could argue that one of the busiest places during the first week of school is the WMU Bookstore in the Bernhard Center. "Coming into work during 'book rush,' with all the students filling the store, is quite an experience," says Marilyn J. Gillette, assistant manager-books. She supervises the purchase, sale and return of all text and trade books for the store. During the fall and winter, she and her staff order some 3,500 titles each semester. "The titles that originate from the faculty and departments for each class go through many people and many steps before the books are actually put on the shelf," she says. Those include checking inventories, going through used book companies,



Balkin



Curtis-Smith

such as the National Endowment for the Arts, the American Academy and Institute of Arts and Letters and the Arts Foundation of Michigan. His honors include a Guggenheim Fellowship and the Koussevitzki Prize at Tanglewood. This is the 12th time he has received an ASCAP award.

An accomplished pianist, Curtis-Smith has received national and international acclaim for his unusual and imaginative pieces. He has written nearly 100 compositions for a variety of instruments.

Balkin retired from the WMU faculty in April after 21 years at the University. A composer and educator, he specializes in creating songs for young people and has produced such works as: "We Live in the

City," a 21-song interdisciplinary education experience for children; "Dr. B's TV Tunes," 20 songs from "The Captain Kangaroo Show;" "City Scene," 17 songs about the city for junior high school students; and a full-length musical, "The Musicians of Bremen," which had its national premiere at the Music Educators National Conference in 1984 and has been performed more than 200 times by the Michigan Opera Theatre.

This is the fourth time Balkin has received an ASCAP award. He currently lives in Chicago, and is working on a joint project with Paul T. Wilson, education and professional development, called "Literacy Now: Breaking the Language Barrier Through Song." Balkin is composing songs for the project, a developmental program for elementary school students, and working to generate corporate support for it.

Human resources

Seminar planned on 'Learning to Value People with Disabilities'

To help you learn to understand people with disabilities, the Department of Human Resources-Employment Services will present an informational video on Title I of the Americans with Disabilities Act (ADA) from 12:10 to 1 p.m. Tuesday, Sept. 29, in the Red Rooms of the Bernhard Center. All employees are invited to bring their lunch and their questions, and view "Breaking the Attitude Barrier: Learning to Value People with Disabilities."

This program addresses common myths, fears and stereotypes many of us may have about working with people who have disabilities. Sue Rodia, employment services, will be present to answer questions on the ADA and on how to request accommodations.

To register, call the Department of Human Resources at 7-3620. If you need any special accommodations, you may request those when you register.

Media

Ariel L. Anderson, education and professional development, discusses the issue of students repeating grades on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Sept. 26, at 6:10 a.m. on WKPR-AM (1420).

Photo ideas sought

Is there a University staff member you would like to see featured in "On Campus"? Please contact Ruth A. Stevens, News Services, at 7-4100 with your ideas.

Muizniece co-writes new book to help students better understand Latvian language's verbs

A WMU languages and linguistics faculty member has co-written a book to help Latvian students better understand the language's many irregularly-conjugated verbs.

Lalita R. Muizniece, head of the Latvian Studies Program, along with two other Latvian instructors, wrote "Vingrinājumi Ar I Konjugācijas Verbiem," an exercise book published this summer by the Latvian Study Center Publishing Co. in Kalamazoo. Translated, the title means "Exercises With the Conjugated Verbs."

The book, which is being used in WMU Latvian classes, is directed toward the intermediate level of Latvian studies. It includes the meanings and forms of 480 irregular verbs. Muizniece said this is a fairly large number compared to the approximately 100 irregular English verbs.

The 52-page book is available in paperback for \$6 and is being sold through the Latvian Study Center in Kalamazoo.

Muizniece, a native of Latvia and a member of the Latvian Academy of Sciences, an honorary group of scientists, is an expert on

the Baltic area culture. She received her bachelor's and master's degrees from WMU, and her doctoral degree from the University of Michigan. She has been a WMU faculty member since 1970.

WMU is the only university outside of Latvia to offer a full undergraduate major and minor in Latvian studies, through the Department of Languages and Linguistics. The emphasis is on language, literature and culture with reference to history and politics.

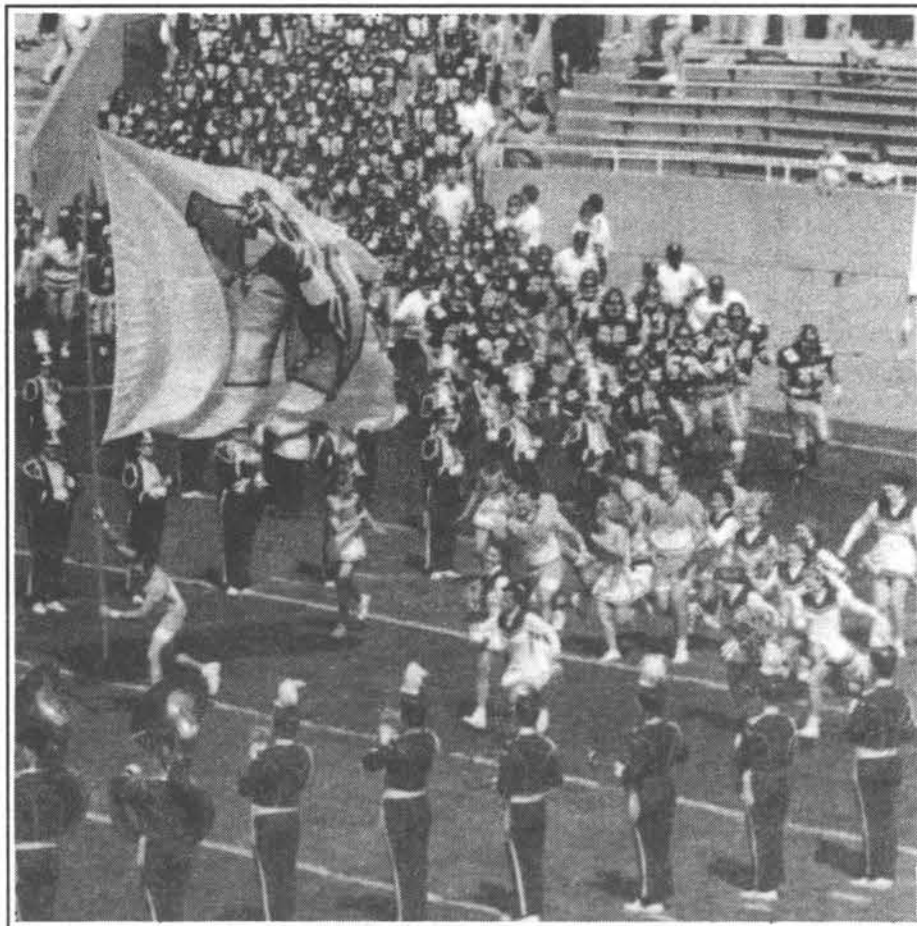
Testing, evaluation services announces location of offices

The staff of testing and evaluation services would like to make sure members of the University community know where to find them for particular services.

Most of the staff has moved from Hillside West to the lower level of Walwood Hall on East Campus. The new telephone number there is 7-8905.

Testing and evaluation services is responsible for administering the WMU Career Guidance Inventory, a take-home test that helps identify personality values, vocational interests and accomplishments; explore options and narrow choices; evaluate career information using computerized resources; and establish career goals and direct action plans.

A part of the former office — scanning services — has moved to 2416 Faunce Student Services Building. The telephone number there is 7-3911. Scanning services provides computer scoring and statistical analysis of tests as well as transferring research data to computer disks for faculty and students.



WAVING THE BRONCOS TO VICTORY — It was a flag-waving kind of day Sept. 19 at Waldo Stadium. Making its premier appearance at the game was this new flag purchased by the Alumni "W" Club, a support group for WMU athletes. The football team was led into the stadium by the cheerleaders carrying the flag while the band played on the field. The flag, measuring 12 by 15 feet, is the largest in the Mid-American Conference. Credit for its purchase goes to Alumni "W" Club members Scott Boyd, Katharine Werme and Gary Vander Weele, who came up with the idea and worked out the details for its design and purchase with Marty Pohl of the Spirit Shoppe. Pohl was able to find a company in Atlanta to manufacture the flag, which has a white background with a yellow "W" and brown and white bronco on it. Evidently, the flag brought the Broncos some good luck as they pulled off a rally to edge the University of Akron 24-20.

Who's Who nominations due

The Office of Student Life is accepting nominations for "Who's Who Among Students in American Universities and Colleges" through Friday, Oct. 2. Faculty and staff members are invited to nominate outstanding seniors or graduate students for this award. Nomination forms are available by calling 7-2115 or stopping by 2420 Faunce Student Services Building.

Alumni

(Continued from page one)

merged with Klynveld Main Goerdeler in January 1987. This merger formed one of the world's leading accounting, auditing and consulting firms. Today, KPMG Peat Marwick has 6,100 partners and principals worldwide and a total staff of 76,200.

As vice chairman-tax, Smith is in charge of the Department of Professional Practice-Tax, located in New York City. He also serves as chairman of the tax practice committee, which makes policy recommendations about the firm's tax practice to the board of directors, of which he is a member.

Throughout his career, Smith has been active in both professional and civic organizations. He is a member of the American Institute of Certified Public Accountants, the American Accounting Association and the Tax Foundation, among others. When living in the Chicago area, he was named 1974 Palatine Man of the Year and 1977 Board Chairman of the Year for the YMCA of Metropolitan Chicago. In Texas, he was a member of the Houston Symphony board of directors and of the editorial board for the Houston Business Journal.

Tuition refund program cited as cost reduction measure

WMU students requesting tuition refunds after they drop classes have been benefitting from the implementation of an idea that recently won an honorable mention in a cost reduction incentive program.

The WMU accounting staff developed the procedure and entered it in the Cost Reduction Incentive Awards Program of the National Association of College and University Business Officers. The WMU proposal was one of 14 in the nation that won honorable mentions in the contest; eight other universities received monetary awards ranging from \$1,000 to \$10,000 during a ceremony July 20 at the NACUBO annual meeting in Toronto. A total of 306 proposals were submitted by 140 institutions in the cost reduction competition.

WMU submitted an idea involving the tuition refund appeal process currently being used. Since its implementation in July 1991, the plan has saved the University money and staff time, as well as saved students' time.

University policy states that students who

drop classes on the fourth day of classes or afterward do not receive a tuition refund. To qualify for an exception to the policy, students must document that they were forced to drop due to a genuine hardship or circumstances beyond their control.

Formerly, students who dropped classes in the registration office then came to the accounting office to appeal. Students had to wait in line to meet with a staff member, often only to find out that they needed to provide documentation and come back for another interview.

With the new procedure, students can now receive a tuition appeal form containing all the information they need to provide when they drop their classes. They fill out the form and submit it with the documentation to the accounting office. Staff members then review the forms and record their decision on them. If the appeal is approved, the process stops there. If the appeal is denied, students have the option of making an appointment to meet with the staff member.

The new appeal procedure has helped accounting staff members more quickly process the appeals. This advantage is especially important, since there has been a staffing reduction in the accounting department. Yearly savings have amounted to more than \$6,000.

"We used to have students lined up and down the hall," said Julia M. Kellogg, accounting. "Now they can get the information they need and leave and come back when they are ready. It used to take twice as many trips."

Other staff members participating in the implementation of the cost savings included Lowell P. Rinker, Arvon G. Farrell, Vicky A. Meinema and Terri J. Culver.

The Cost Reduction Incentive Awards Program is designed to stimulate an awareness of the best use of financial, human and natural resources on campus to foster the development of cost-effective ideas. Since it began in 1976, the total dollar value of direct campus savings realized by program participants exceeds \$367 million.

Calendar

Thursday, September 24

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

(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.

Doctoral oral examination, "Sense of Humor as a Mediator of the Effects of Stress on Physical Health and Psychological Well-Being," Timothy E. Spruill, counselor education and counseling psychology, Tate Center, 3210 Sangren Hall, 10 a.m.

Volunteer Opportunities Fair, East Ballroom, Bernhard Center, 11 a.m.-3 p.m.

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

University film series, "Cinema Paradiso" (Italy/France, 1988), directed by Giuseppe Tornatore, 3750 Knauss Hall, 6 and 8:30 p.m.

Friday, September 25

*Volleyball, WMU vs. Central Michigan University, Oakland Gym, 7:30 p.m.

*Concert, Kalamazoo Symphony Orchestra, Miller Auditorium, 8 p.m.

Saturday, September 26

(and 27) Men's tennis, Bronco Invitational, Sorensen Courts, 9 a.m.

Soccer, WMU vs. Eastern Michigan University, Waldo Stadium, 2 p.m.

*Volleyball, WMU vs. Eastern Michigan University, Oakland Gym, 7:30 p.m.

*Performance, "Homage A Balanchine," featuring principal dancers of the New York City Ballet Company, Miller Auditorium, 8 p.m.

Sunday, September 27

Guest artist and faculty recital, Peter Hopkins, tenor, and Phyllis Rappeport, piano, Dalton Center Recital Hall, 3 p.m.

*Admission charged

Monday, September 28

(thru Oct. 1) Exhibition, photography by student Cheeyong Chow, Student Art Gallery, East Hall, weekdays, 10 a.m.-5 p.m.

Tuesday, September 29

*Breakfast program for WMU alumni and friends, "Higher Education: Challenges of the '90s," President Haenicke, Gilmore Alumni House, 7:30 a.m.

(thru Oct. 8) Exhibition, paintings by Richard Keaveny, art, Dalton Center Multi-Media Room, Mondays thru Saturdays, 10 a.m.-4 p.m.; reception, Wednesday, Sept. 30, 5-8 p.m. Americans with Disabilities Act informational forum and video for all employees, Department of Human Resources-Employment Services, Red Rooms, Bernhard Center, 12:10-1 p.m.

Wednesday, September 30

Workshop for faculty, "Indirect Cost Recoveries, the Research Support Plan and Regulatory Boards," Donald E. Thompson, vice president for research, Red Rooms A and B, Bernhard Center, 8:45 a.m.-noon; call 7-3695 to register.

Doctoral oral examination, "Characteristics of Community Foundations at Different Ages and Asset Sizes," Kathryn A. Agard, educational leadership, Tate Center, 3210 Sangren Hall, 1:30 p.m.

School of Music Convocation Series concert, celebrating the 100th anniversary of the birth of Darius Milhaud, Dalton Center Recital Hall, 2 p.m.

Lecture series on the European Community, "The E.C. at Work: A Look Inside," Chris Marcich, deputy assistant U.S. trade representative to the European Community, Lee Honors College lounge, 7 p.m.

Faculty chamber music concert, celebrating the 100th anniversary of the birth of Darius Milhaud, Dalton Center Recital Hall, 8 p.m.

Thursday, October 1

University film series, "The Soft Skin" (France, 1966), directed by Francois Truffaut, 3750 Knauss Hall, 6 and 8:30 p.m.