

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Volume 19, Number 11

November 12, 1992

United Way contributions reach 95 percent

With contributions still coming in, \$140,626 has been collected for this year's campus United Way drive. That's 95.4 percent of the goal of \$147,400.

Campus fund-raisers learned the good news at a "Victory Celebration" Nov. 9 in the Bernhard Center. Andrew A. Rivers, Office of the President and chairperson of this year's drive, said that while the "victory" might be a bit premature, he's confident the University can collect the amount in pledges it needs to put it over the top.

Helping the University toward its goal this year was a \$1,500 contribution from the Community Awareness Committee of the WMU residence halls presented at the celebration. Representatives said student contributions are still coming in.

Of the more than 100 fund-raisers, 28 were named to the "Winners Club" at the celebration for achieving at least 75 percent participation and contacting five or more people in their areas. All were awarded United Way coffee mugs and were eligible for drawings for door prizes donated by the WMU Bookstore, Miller Auditorium, the Bernhard Center, the Fetzner Center and the Division of Intercollegiate Athletics. Two persons won the right to park in President Haenicke's reserved space near the Seibert Administration Building for a few days.

Members of the "Winners Club" are: David A. Corstange, intercollegiate athletics; Gregory A. Dobson, Office of the President; Carol A. Eddy, Sindecuse Health Center; Daniel J. Farrell, management; Joyce A. Fitzstephens, testing and evaluation services; Jerry F. Fuss, cashiering; Polly R. Graham, Office of the Vice President for Student Affairs;

Bassam E. Harik, economics; Dean K. Honsberger, University budgets; Paul F. Iagnocco, student life; Shashanta James, student financial aid and scholarships; Stephen M. Keizer, institutional advancement; Timothy R. Kellogg, business services; Molly L. Kinnison, international affairs; Pamela G. Liberacki, admissions and orientation;

Randall K. Lung, printing services; Gail L. MacNellis, College of Fine Arts; Susan M. Mosca-Uldricks, academic records; Joseph J. Odehnal, physical plant-B/E maintenance; Altheria R. Parker, campus planning, engineering and construction; Elizabeth Richardson, Martin Luther King Jr. Program;

James T. Schaper, auxiliary enterprises; Diana L. Sherburn, human resources; Barbara Shouse, international student services; Hazel L. Starcher, College of Health

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Policy governing student academic rights and responsibilities approved by Faculty Senate

After seven years of work and revision, the Faculty Senate unanimously approved a policy on Student Academic Rights and Responsibilities during its Nov. 5 meeting.

The new policy, the only action item on the senate's agenda, was approved following more than an hour of discussion and the inclusion of several language changes recommended by senators.

The new policy pertains to all matters of student academic conduct and is designed to make a clear distinction between academic conduct and student behavior. Under the new policy, all responsibility for conducting reviews of questions concerning student academic activity rests with the University's academic administration rather than with the dean of students, whose office previously had jurisdiction in such matters.

The policy is a revision of a section titled "Academic Dishonesty — Academic Review" from the Code of Student Life that the senate began revising in 1985. A new Student Code was approved by the senate, the president and the Board of Trustees in 1991. The section governing academic conduct was removed from the new code before its presentation to the Board of Trustees at President Haenicke's request. Haenicke then asked the senate executive board to separate the issue of academic conduct from the Student Code and address it in a separate policy statement.

"The Student Code as it now stands covers matters of student behavior and consequent discipline for such behavior and activities," said Linda M. Delene, marketing, who presented the policy to the senate.

The new academic policy, she said, is based on a body of case law developed since 1961 that supports an academic institution's right to judge, by itself, the issues involving academic matters.

Academic activities covered and defined by the revised policy include academic evaluation, academic honesty, conduct in research, academic status, grade appeals and general academic appeals.

The policy spells out procedures for faculty or other academic officers to use when taking action against a student who violates the rules of academic conduct, as well as a complete description of the student's right to appeal. Students may appeal disputes with a faculty member to department chairpersons, deans and college review boards, the provost and, in cases involving dismissal from the University, the president.

Other major changes that will result from adoption of the new policy include: the addition of rules governing student conduct in research; the University's first explicit written description of academic policy and sta-

(Continued on page four)

Four gain experience and insight into higher education through internship

President Haenicke has created an internship program for graduating students that is designed to provide them significant professional experience, enhance their probability for a successful job search and encourage them to consider higher education administration as a viable career option.

Four recent WMU graduates are the first participants in the program. The interns and their mentors are: Gregory A. Dobson, Haenicke; John D. Fleckenstein Jr., Theresa A. Powell, vice president for student affairs; Stephen M. Keizer, L. Michael Moskovis, vice president for institutional advancement; and James B. Thelen, Keith A. Pretty, general counsel and vice president for legislative affairs.

The interns serve as trainees in one or more executive and administrative areas while working part-time on a master's degree. Their appointment is for two years with an optional two-year renewal.

"The graduates of our University are among the very best young people currently on the job market," Haenicke said. "They are well educated, hard working and eager to dedicate themselves to advancing WMU. We can't hire better people. And I want to give our own students, after graduation, an opportunity to better understand how their alma mater operates and is governed."

"The youthful exuberance that these young people bring to their job responsibilities helps to energize an entire office," Pretty said. "The benefits for the University from this program will be long term and extremely positive."

Dobson, who graduated last December with a bachelor of business administration degree in management, is from Quincy. He is currently working on his master of business administration degree with an emphasis in finance. The former president of WMU's Henry Hall as an undergraduate, he serves as a liaison between Haenicke and student leaders and groups, both on and off campus. He also was an assistant director and resident adviser in Goldsworth Valley residence halls. In addition, he was active in the Western Student Association, WMU's student gov-

ernment.

He occasionally accompanies Haenicke on official travel for the University, and attends legislative and alumni meetings. Dobson has been involved in construction meetings for WMU's \$50 million student recreation complex and renovated and expanded facilities for intercollegiate athletics. He also works closely with Haenicke and Dean K. Honsberger, University budgets, on the institutional budgeting process.

Dobson approached Haenicke during the president's open office hours to inquire about a 1991 summer internship. He now realizes he has another viable option — higher education — when it comes to career plans. He's also considering business — his family's property management and real estate firm. He turned down military flight school to

keep his WMU internship, but he only needs two hours to complete his private pilot's license.

Fleckenstein, who is from Kalamazoo and was the 1990-92 president of the Western Student Association, has been coordinating an intensified effort to build Bronco spirit, pride, loyalty and enthusiasm in both the on- and off-campus communities for Powell's office. He also worked on Parents Day activities and spearheaded the recent CommUniverCity Day program with the Division of Intercollegiate Athletics and several off-campus groups, including the Chamber of Commerce, Downtown Kalamazoo Inc. and the CEO Council.

Fleckenstein says his internship coincides with his career goal of higher education administration in student affairs. "It's on-

the-job training for me," he said. "What I like best is working with people both on and off campus to promote Western." A 1988 graduate of Kalamazoo's Hackett Catholic Central High School, he received his bachelor's degree in secondary education computer science last April, when his internship began. During his undergraduate career, he also served as an orientation leader and coordinator.

Keizer enjoys his internship experience so much that it has caused him to alter his career goals from secondary school teaching and coaching to higher education administration. A 1982 graduate of Grand Rapids Forest Hills Central High School, he received his bachelor's degree in 1989 and his master's degree in 1991, both in physical education, from WMU. He was a graduate assistant with the WMU Foundation before accepting his current internship appointment in September 1991.

He was assigned to the foundation during the final phase of its successful \$62 million capital campaign. Since then, he has been working in the alumni relations office as staff liaison to the Student Alumni Association and two alumni chapters — Grand Rapids and Tri City (Midland, Bay City and Saginaw). Keizer also has worked with the College of Health and Human Services constituent group and on such special projects as the alumni gathering this fall in conjunction with the Bronco football game against Texas Christian in Fort Worth.

Thelen, who is now in law school at Tulane University in New Orleans, worked this past spring and summer in Pretty's office. A Lee Honors College graduate, a former Medallion Scholar and a former Western Student Association vice president, he exemplified the best as a WMU ambassador, Pretty said. Thelen spent a significant portion of his internship in Lansing, providing University information for public officials. He also upgraded the communications programs in Pretty's office and conducted research on legal and legislative issues. The 1988 graduate of Fowler High School has been elected president of his class at Tulane Law School.



GAINING HIGHER EDUCATION EXPERIENCE — Three recent WMU graduates currently are serving as interns in executive and administrative areas at the University while working on their master's degrees. Pictured with President Haenicke, who created the internship program, are, from left, Gregory A. Dobson, Stephen M. Keizer and John D. Fleckenstein Jr. Not pictured is James B. Thelen, also one of the first participants in the program, who has completed his internship and is now at Tulane Law School.

New students find a friend in popular UNV 101 course

A record number of students at WMU are realizing that learning the ropes can be as important as hitting the books.

More than 30 percent of WMU's 2,825 beginning freshmen are enrolled this fall in "University 101," a course designed to teach students everything from how to use the library's computerized catalog to how to take notes. The 860 freshmen enrolled this year represent the largest number taking the class since it began as a pilot program in 1985 with 60 students.

"The goal of the course is to help students make the transition from high school to college and to provide opportunities for students to develop the skills, behaviors and attitudes necessary for success in college," said Lynne C. McCauley, Center for Academic Support Programs, the unit that houses University 101.

The course began as part of WMU's efforts to keep students enrolled once they came to campus. University officials reasoned that giving students a better introduction to the skills they need to survive college would improve the chances that they would continue past their freshman year.

The statistics have proven the point. When the class began, WMU's freshman drop-out rate was about the same as the national average for those students, hovering around 30 percent. Today, only about 20 percent of WMU's freshmen drop out during their first year.

McCauley credits word-of-mouth and promotion efforts for the class at summer freshmen orientation sessions for the record number enrolled. "The freshmen are happy to know that there's such a course for them," she says. "Most of them are scared, and this class eases their minds a little."

Student evaluations of the course have been very positive. "Students especially like the small class atmosphere and the opportunity for hands-on experience with the University's computing and library resources," McCauley says.

Each class is limited to 20 students. The one-credit course meets once a week for the entire semester or twice a week for half the semester, depending on the availability of the instructor.

Leading the classes are faculty and staff members from all corners of the University. This year, 55 persons are teaching or team-teaching the course. They represent such diverse areas as University computing services and the Office of Student Financial Aid and Scholarships.

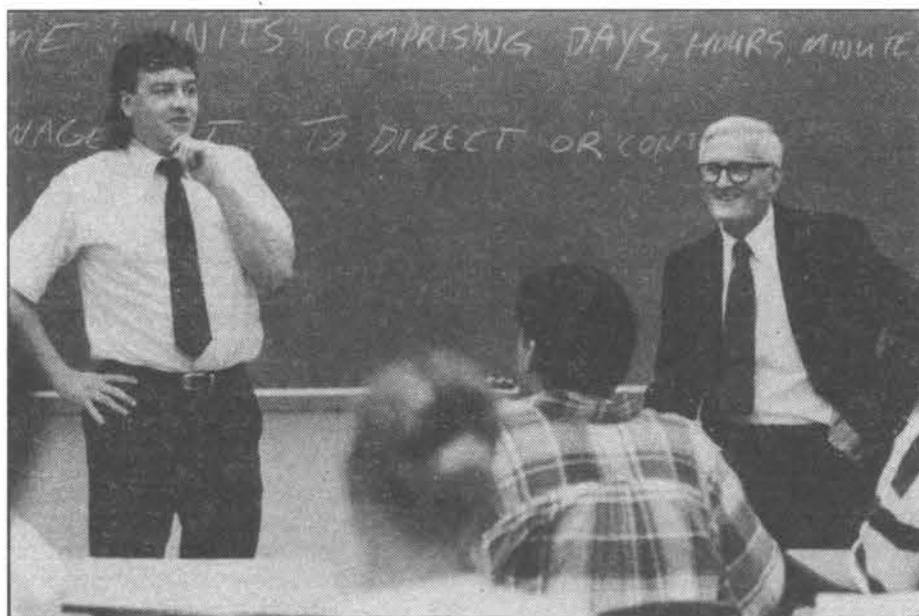
Conference to focus on empowering women

"Empowering Today's Woman for a Stronger Tomorrow" is the title of the 11th annual Issues and Opportunities for Women Conference scheduled for Friday, Nov. 13.

The conference will run from 8:15 a.m. to 1:30 p.m. in the South Ballroom of the Bernhard Center. Persons may still make reservations at \$15, including lunch, by calling the Office of Conferences and Institutes at 7-4174. On-site registration also is available beginning at 7:45 a.m. Friday.

The keynote speaker for the event is Marilyn Vineyard, executive director of the Kalamazoo County chapter of the American Red Cross. She will speak at 8:20 a.m. on "Do You Get There by Chance, By Challenge or By Plan?"

Other sessions will cover such topics as sexual harassment, self esteem, stress, leadership and surviving in a male-dominated



TEAM TEACHING — Among the volunteers teaching University 101 this fall are the team of Toby Boyle-Hosken, University computing services, and his father, registrar Dennis Boyle. "He's especially helpful when we talk about registration," the younger Boyle says. "He's my mentor — when I have questions, I go to him." The elder Boyle says he enjoys the class: "It's important to get freshmen off to a good start. This is a fun class in many ways."

The volunteer instructors attend a three-hour training session in the summer. Staff members from the Center for Academic Support Programs review course goals and suggest appropriate instructional methods. In addition, representatives from key University resources are on hand to discuss how they might help.

All University 101 classes must cover some core areas: use of the library; use of computers; familiarity with the University catalog and touch-tone registration; and basic academic skills, such as reading, writing and note taking. The instructors are strongly recommended to cover other important topics, such as use of the health center and diversity.

Instructors are provided with a list of options they might choose in order to accomplish the course goals. For example, one option is a "treasure hunt," which sends students to various offices across campus. Students must bring back specific items from those offices to fulfill the requirement. The object is to familiarize the freshmen with the buildings as well as the functions of the offices housed in those buildings.

"There are all kinds of places that students should know about, but they might not normally run across these offices in the normal course of things," McCauley says. "This

exercise might turn up something that will help the students down the road."

Kevin T. Stevens, a freshman from Grand Rapids, says the course has been helpful for him in his first semester at WMU. "Half of the buildings I've been to I didn't know existed," he says. "I'm also better at note taking. I didn't take many notes in high school. I'm good at it now."

Stevens says the lessons in time management taught during the course have helped him immensely. "I'm in the Miller Auditorium Usher Corps and that takes up a lot of nights," he says. "So I have to know how to manage my time to get my studying done, and this class has helped big time."

Tiffany L. West, a freshman from Detroit, says the note taking and time management tips also have been important to her. In addition, she's meeting some new people through her class.

"Most of the people I know here are from my high school," she says. "In my 101 class, we get into groups and I've been meeting some new people. So the class has forced me to meet some others I might not otherwise have talked to."

Teachers discover that introducing freshmen to the University is a rewarding experience

The 55 faculty and staff members who have volunteered to teach or team teach University 101 this fall represent all corners of the University.

"The people who teach this course really do care about first-year students," said Richard M. Oxhandler, Counseling Center, who developed the pilot course and has been teaching it since 1985.

The instructors come from the traditional academic teaching areas, as well as many non-academic areas.

Patrick M. Halpin, campus planning, engineering and construction, is in his third year of teaching University 101. "I like the student contact," he says. "I get a lot of satisfaction out of helping others."

Halpin, who earned his bachelor's and master's degrees from WMU, says he uses his experiences to try to help the freshmen. "I think it's important that they work on gaining a clear understanding of what direction they're heading early in their college careers, so I emphasize career planning," he says. "I point out some of the mistakes that I made, like taking a career test after I got my bachelor's degree and then realizing what I should have done."

One tactic Halpin uses in his class is having students reflect on their experience by keeping a journal. He also brings in guest speakers to address topics ranging from substance abuse to healthy sexual lifestyles.

Mogda S. Walker, minority affairs, also is teaching her third University 101 class. "I love teaching 101," she says. "I've been fortunate because the three groups I've had have been a great vehicle

Economist to present talks on human capital, development

A discussion on how the accumulation of human capital affects the family and economic development will take place Wednesday, Nov. 18, at WMU.

Mark R. Rosenzweig, professor of economics at the University of Pennsylvania, will speak at 8 p.m. in 3750 Knauss Hall. The title of his address is "Human Capital Accumulation, the Family and Economic Development."

He also will lead a seminar on "Shared Tenancy, Risk and the Adoption of New Technology" that day at 3 p.m. in 3760 Knauss Hall. The free talks are part of the Department of Economics' 29th annual lecture-seminar series titled "Human Capital and Economic Development." The series is intended to explore the role of human capital in economic development from national and international perspectives.

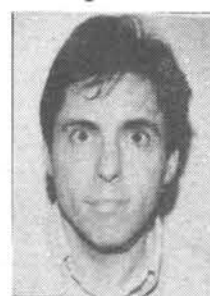
Rosenzweig also serves as a research associate in the Population Studies Center at the University of Pennsylvania. He is the co-author or co-editor of five books, including his most recent volume, "The New Chosen People: Immigrants in the United States," published in 1990 by the Russell Sage Foundation of New York. He also has written several articles for professional journals in the fields of economic development and human capital.

The associate editor of the Journal of Development Economics, Rosenzweig is a member of the editorial board of the Journal of Economic Literature and the World Bank Economic Review.

The lecture-seminar series is supported by a grant from the W.E. Upjohn Institute for Employment Research in Kalamazoo. It is directed by Sisay Asefa and Wei-Chiao Huang, both economists.

Reception planned for Bickle

A retirement reception honoring Esther E. Bickle, Graduate College, is scheduled for 3 to 5 p.m. Friday, Nov. 20, in the President's Dining Room of the Bernhard Center. The University community is invited to celebrate with Bickle her 28 years of service to WMU.



Rosenzweig

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E.C. common defense is topic of Ziring lecture

The struggles the European Community is encountering as it attempts to form a common defense will be the focus of a lecture Wednesday, Nov. 18, at the University.

Lawrence Ziring, political science, will speak on "NATO and the Future of Community Defense" at 7 p.m. in the Lee Honors College lounge.

The free presentation is 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 series is designed to pro-



Ziring

vide 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.

Ziring will address the problems faced by the European Community as it tries to create a common defense policy in a region once dominated by NATO, the American military presence and the challenge of Soviet East Europe.

Also the director of WMU's Institute of Government and Politics, Ziring has had long experience in world affairs. He has served on the boards of journal editors and as an official in organizations dedicated to Asian studies, particularly on Pakistan. He has been a consultant or lecturer to a wide variety of U.S. and foreign government agencies and programs, including the U.S. Information Agency, the U.S. Department of State, the Center for Strategic and International Studies in Washington, D.C., and the U.S. Defense Intelligence Agency.

Since 1988, he has been an academic associate with the Atlantic Council of the United States. In June 1990, he participated in the council's NATO discussion series in Europe and, in 1991, he was a participating fellow in the council's seminar for European defense ministers, "NATO: An Alliance at the Crossroads."

Last March, Ziring convened an international conference on "The New Europe and the World," which attracted speakers from several countries to WMU. The author or editor of 16 books and more than 75 articles, he has been invited as a visiting scholar or adviser to Oxford University as well as to Bangladesh, China, Pakistan and Russia.

The lecture series is being coordinated by Dale H. Porter, history, 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.

Johnson to share ideas on teaching black children

Mildred Johnson, a third grade teacher at Marquette Elementary School in Muskegon, will speak at WMU Friday, Nov. 20, as part of the Visiting Scholars and Artists Program.

In conjunction with her daughter, Johnson will present her ideas in a lecture titled "Producing Black Scientists and Teaching Black Children" at 3 p.m. in 3750 Knauss Hall. The event is free and open to the public.

Johnson will focus on her personal experiences as well as problems and solutions related to teaching math and science to young students based on 30 years of service in the Muskegon Public Schools. The recipient of the schools' "Excellence in Teaching Award" in 1989, Johnson will be assisted by her daughter, Maria B. Johnson, a design engineer at Dow Chemical in Midland.

Mildred Johnson also will give the keynote address at a graduation ceremony for WMU's Hands-On Science Program for young minority students at 11:45 a.m. Saturday, Nov. 21, at the Wesley Foundation on campus. She has been a proponent of the hands-on approach to teaching science and has been an instructor in such a program in Muskegon.

The visit is being coordinated by the WMU Black Americana Studies Program. For more information, persons may contact LeRoi R. Ray Jr. at 7-2664.

Strazdas heads local group

Peter J. Strazdas, campus planning, engineering and construction, has been elected president of the Home Builders Association of Greater Kalamazoo. An active member of the organization since 1979, Strazdas has served in several elected positions and has worked on various committees. The group has 525 member firms that employ about 12,000 people in the area.

Media services

A videotape of the 1992 Academic Convocation is available through the Media Resource Center, 2213 Sangren Hall. To arrange for a loan of the program, call 7-5070.

A two-hour resource program on the future of distance education, "Ports of Entry: Major Case Studies in Distance Education," is a recent addition to the University Film/Videotape Library. The program explains the key elements for successful distance learning programs in both the public and private sectors and includes the IBM Education 2000 Plan, British Open University and Kentucky Public Schools. To arrange a loan of this program, contact the Media Resource Center at 7-5070.

Media

Christian R. Hirsch, mathematics and statistics, discusses the need for mathematics curriculum reform on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Nov. 14, at 6:10 a.m. on WKPR-AM (1420).

On campus



LINKING UP WITH STUDENTS — Diana Hernandez starts recruiting students to attend college while they're still in junior high school. As director of the King/Chavez/Parks Program in the Division of Minority Affairs, she's responsible for several initiatives aimed at getting minority students from 17 school districts in Southwest Michigan to think more about higher education. "Junior high is the best time to work with these students," she says. "They're in the middle. We work with them in a positive way to help them go down the path to success." Hernandez works with 450 students each year by putting together programs for them and their parents on how to prepare for college academically, socially and culturally.

The programs include bringing students to campus for one-day visits, presenting sessions in their communities and housing them on campus for a week during the summer. She gets some help from WMU minority students who not only speak to the groups but also act as role models. "Our goal is to make parents and students familiar with the University and such processes as admissions," Hernandez says. "So when the students do make a decision, it's something that's already familiar. We try to instill in them that it's *what* college, not *whether* to go to college." Hernandez has worked in the Division of Minority Affairs since 1987 and in her present position since 1989. In addition to working in the K/C/P Program, she has been an adviser to several minority student organizations. A WMU graduate, Hernandez says she knows the importance of having someone to help students along the way. "Students are important to me," she says. "When I first came here, I linked up with someone. I know what a difference that made to me, so I want to do that too."

Human resources

Learning to value diversity

Those who supervise our University's diverse, multicultural workforce may find many situations that require deft, sensitive handling. A training and development seminar on "Valuing Diversity" for managers and supervisors from 8:30 a.m. to noon Thursday, Nov. 19, in 204 Bernhard Center will use videos and discussions to focus on areas that challenge a supervisor's self-awareness and skill.

Presenters Doreen A. Brinson and Larry C. Scott, both human resources, will high-

light techniques for dealing with differences that will increase appreciation for working with diverse employees, and can make WMU an even finer place to be for both students and employees. David A. Glenn, affirmative action, will lead the final hour and discuss the legal principles and appropriate skills managers and supervisors need with regard to race, sex, age, sexual orientation and handicapped discrimination.

To register for this seminar, call Doris J. Moore, human resources, at 7-3620.

Senate

The Faculty Senate's **Ad Hoc Committee to Revise General Education** will meet at 12:30 p.m. Friday, Nov. 13, in 1017 Trimpe Building. Agenda items include reviewing sections of a draft of criteria for general education courses.

Libraries

The new FINDER is alive and well at the University libraries. The improved version of the online catalog appeared on the WESTNET system on Oct. 25. To fully utilize the new enhancements to FINDER there are several searching tips to keep in mind:

1) When viewing a record, FINDER defaults to a Brief View, which contains the basic bibliographic information for an item. For more detailed information, look at the Long View by typing LON and pressing <ENTER>.

2) For all serials in FINDER (magazines, journals or other multi-volume materials), the designation "SERIAL" appears after the title on the INDEX screens. This makes finding serials much easier than before.

3) ALWAYS look at the Holdings screens for serials. To display the holdings when viewing a record, type HOL 1 or HOL 2, etc., and press <ENTER>. This will give you special locations, which volumes and issues are available, or if an item is checked out.

4) The new truncation or "wild card" symbol is the question mark "?" (instead of the dollar sign used in the old FINDER). You may use this symbol in key word searching. Example: k=system? (will retrieve "system" or "systems" or "systematic").

5) To exit the new FINDER and return to the WESTNET menu, type STOP and press <ENTER>.

The updated FINDER Searching GUIDE (L1.200) is available from the reference staffs in the University libraries.

Zest for Life

The WMU-Zest for Life Corporate Olympics teams will be highlighted at halftime at the WMU vs. CMU home football game Saturday, Nov. 14. The teams won first place overall in Division V at this year's Corporate Olympics competition, making it the second time we've brought home the gold cup trophy. It's not too late for Olympians to attend our victory celebration. Call Theresa Landis as soon as possible at 7-3262.

The annual WMU Turkey Trot 2.2 mile race will start at 4:30 p.m. Thursday, Nov.

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 benefit-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) **Chairperson** (Tenure)*, Mathematics and Statistics, 92/93-118, 11/10-11/16/92.

(R) **Director** (Tenure)*, Social Work, 92/93-139, 11/10-11/16/92.

(R) **Customer Support Representative** (.76 FTE; Academic Year Plus), S-06, Telecommunications, 92/93-141, 11/10-11/16/92.

(R) **Building Service Person**, M-4, Physical Plant-Building Custodial and Support Services, 92/93-144, 11/10-11/16/92.

(R) **Custodian** (2 Positions; Third Shift; 10:30 p.m.-7 a.m.), M-2, Physical Plant-Building Custodial and Support Services, 92/93-145, 11/10-11/16/92.

19, on campus. This event is sponsored by campus recreational activities, University recreation programs and facilities and the Department of Health, Physical Education and Recreation's club for students majoring or minoring in that curriculum. The HPER club is encouraging faculty and staff to join WMU students in this running or walking event. Turkeys will be given to the first place finishers.

Admission is free and advance registration is appreciated. Call the CRA office at 7-3760 for more information.

(R) **Utility Food Worker** (Academic Year; .65 FTE), F-1, Dining Services, 92/93-146, 11/10-11/16/92.

(N) **Secretary I** (.50 FTE; 20 Hours/Week; Term Ends 5/31/93; Grant Eligible for Renewal), S-04, Upward Bound, 92/93-147, 11/10-11/16/92.

(N) **Adviser, Upward Bound** (.50 FTE; 20 Hours/Week; Term Ends 5/31/93; Grant Eligible for Renewal), P-03, Upward Bound, 92/93-148, 11/10-11/16/92.

(R) **Chairperson** (Tenure)*, Educational Leadership, 92/93-150, 11/10-11/16/92.

(R) **Associate Director, Intellectual Skills Program** (.71 FTE), P-06, Academic Skills Center, 92/93-151, 11/10-11/16/92.

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.

* Executive Official

(N) New

(R) Replacement

WMU is an EO/AA employer

Calendar

Thursday, November 12

(thru 20) Exhibition, watercolors and mixed media, realistic and abstract, Sylvia Wong, Three Rivers artist, Department of Human Resources, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

*Albert L. Brown Lecture Series in Special Librarianship, "Maximizing Customer Satisfaction," Red Rooms, Bernhard Center, 8:30 a.m.-4:30 p.m.

(and 13) Exhibition, "Issues and Causes: Propaganda in the Public Interest," graphic design exhibition from the Detroit chapter of the American Institute of Graphic Arts, Gallery II, Sangren Hall, 10 a.m.-5 p.m.

Women's resources and services conference, "Confronting Sexual Harassment on Campus," Kirsch Auditorium, Fetzer Center, 1-5 p.m.

Student recital, Stephen Foster, horn, Dalton Center Recital Hall, 5 p.m.

*Performances, "David Copperfield: Magic for the '90s," Miller Auditorium, 5:30 and 8:45 p.m.

University film series, "Stolen Kisses" (France, 1968), directed by Francois Truffaut, 3750 Knauss Hall, 6 and 8:30 p.m.

*(thru 15) University Theatre production, "Chicago," Shaw Theatre: Nov. 12-14, 8 p.m.; and Nov. 15, 2 p.m.

Friday, November 13

*11th annual Issues and Opportunities for Women conference, "Empowering Today's Woman for a Stronger Tomorrow," South Ballroom, Bernhard Center, 8:15 a.m.-1:30 p.m.; call 7-4174 to register.

Meeting, Executive Board, Council of Representatives and committee chairpersons of the Administrative Professional Association, 105 Bernhard Center, 11 a.m.

Meeting, Faculty Senate's Ad Hoc Committee to Revise General Education, 1017 Trimpe Building, 12:30 p.m.

Doctoral oral examination, "Computational Neural Networks in Chemistry: Model Free Mapping Devices for Predicting Chemical Reactivity from Molecular Structure," David W. Elrod, chemistry, 5190 McCracken Hall, 2:15 p.m.

Psychology colloquium, "Employee Teams and Performance Management," Julie Smith, Center for Entrepreneurial Studies and Development, West Virginia University, 3760 Knauss Hall, 4 p.m.

Student recital, Steven Harrington, horn, Dalton Center Recital Hall, 8 p.m.

*(thru 15) Kalamazoo Film Society showing, "Delicatessen," directed by Jean-Pierre Jeunet and Marc Caro, 2750 Knauss Hall: Nov. 13-14, 8 p.m.; and Nov. 15, 2:30 p.m.

Saturday, November 14

*Football, WMU vs. Central Michigan University, Waldo Stadium, 1 p.m.

*Hockey, WMU vs. Bowling Green State University, Lawson Arena, 7 p.m.

Concert, WMU Choral Honors Festival with University Chorale and massed chorus, Dalton Center Recital Hall, 7 p.m.

Sunday, November 15

*Concert, Janis Siegel, jazz vocalist, and Fred Hersch, pianist, Dalton Center Recital Hall, 8 p.m.

Famous geographer here as part of special week

A lecture by an internationally known geographer will highlight this year's celebration of the sixth annual Geography Awareness Week at WMU Nov. 15-21.

Harm de Blij, professor of geography at the University of Miami, will present "The Geography of Politics in the 21st Century" at a noon luncheon Friday, Nov. 20, in the Red Rooms of the Bernhard Center. While the luncheon is by invitation only, de Blij will be available at an informal question and answer period at 2:30 p.m. in 338 Wood Hall. His visit to campus is sponsored by a portion of a \$25,000 gift from Ruth M. Scherer of Alma and the late Milton E. Scherer.

De Blij currently is helping Georgetown University establish a geography program as the Landegger Distinguished Professor in its School of Foreign Service. Over the past three years he has gained national attention from his



de Blij

appearances on ABC's "Good Morning America," where he provides the geographic background for major news events.

Other Geography Awareness Week events at WMU will include two noon lectures in 338 Wood Hall. On Wednesday, Nov. 18, Victor Privalsky of the Utah Climate Center at Utah State University will present an "Assessment of the Influence of El Nino/Southern Oscillation on Global Air Temperature."

On Thursday, Nov. 19, Phil Gersmehl, professor of geography at the University of Minnesota, will speak on "The Conservation Reserve Program: An Analysis at Six Scales."

The first National Geography Awareness Week resulted from work completed in 1987 by U.S. Sen. Bill Bradley. He realized that a deficient knowledge of geography was inhibiting U.S. businesses in international relations. Together with Sen. Robert Stafford, Bradley pushed through Congress the signing of a joint resolution declaring a Geography Awareness Week. Bradley reintroduces the resolution each year for an annual recognition.

The week's activities are being organized by the WMU Department of Geography.

Senate (Continued from page one)

tus, covering issues that involve a student's status of admission to, or dismissal from, an academic program; and formal inclusion of graduate students in the Academic Rights and Responsibilities Policy signaled by graduate student representation on the Academic Fairness Committee.

The policy was developed by a conference committee comprised of: Delene, who is past president of the senate; Thomas C. Bailey, English, who served as chairperson of the senate's Admissions, Financial Aid and Student Affairs Council; Susan B. Hannah, representing academic affairs; and Stella I. Morado, student affairs. The committee worked in close consultation with Beverly A. Belson, ombudsman; Dennis Boyle, registrar; and Provost Nancy S. Barrett, who charged the committee with development of the policy and recommended the proposal to the senate for review.

Besides material from the Student Code, the revised policy also incorporates material from the current undergraduate catalog and the 1988 Policy Statement on the Principles of Academic Integrity developed by the senate Ad Hoc Committee on Academic Con-

duct, chaired by Michael S. Pritchard, philosophy.

The policy approved by the senate will now go to Haenicke for his approval. When the approval process is complete, the policy will be published in both graduate and undergraduate catalogs.

The senate also heard brief remarks by Haenicke, who commented on what changes in the Legislature might mean for higher education in Michigan and reiterated the state budget outlook that was part of his Nov. 2 "State of the University" message.

Haenicke also said a decision about building a parking ramp near Miller Auditorium will be made in the very near future. If the decision is made to go ahead, Haenicke said, construction could start in December and would take at least nine months to complete. Such a construction timetable, he said, would cause major disruption of parking for two commencement ceremonies and the current Miller season as well as daily parking on that part of the campus. He urged faculty members with concerns about the issue to contact John T. Houdek, history, chairperson of the senate's Campus Planning Committee.

Monday, November 16

(thru 20) Exhibition by students, Student Art Gallery, East Hall, weekdays, 10 a.m.-5 p.m.: Rotunda Gallery, paintings by BFA candidate Marisa Krusniak; and South Gallery, photography by Melissa Meader.

Doctoral oral examination, "Perceptions of Racial Climate in Residence Halls Between African-American and Euroamerican College Students," Vanessa D. Johnson-Durgans, counselor education and counseling psychology, Tate Center, 3210 Sangren Hall, 9:30 a.m.

(and 17 and 19) College Bowl tournament, Bernhard Center, 7-10 p.m.

Tuesday, November 17

*Breakfast program for WMU alumni and friends, "Helping Students Cope," panel led by Theresa A. Powell, vice president for student affairs, Fetzer Center, 7:30 a.m.

Doctoral oral examination, "Women and Leadership: The Effect of Gender, Gender-Role Orientation, Socioeconomic Status and Parental Influence on Women's Aspirations to Leader Roles," Barbara K. Kreuzer, educational leadership, 3310 Sangren Hall, 9:45 a.m.

Doctoral oral examination, "The Effects of Training on Counselors' Abilities to Detect Relapse Precipitants in a Substance Abuse Client," Michael F. Sunich, counselor education and counseling psychology, 2305 Sangren Hall, 10:30 a.m.

*Young Concert Artists Series concert, Christopheren Nomura, baritone, Dalton Center Recital Hall, 8 p.m.

Wednesday, November 18

Geography Awareness Week lecture, "Assessment of the Influence of El Nino/Southern Oscillation on Global Air Temperature," Victor Privalsky, Utah Climate Center, Utah State University, 338 Wood Hall, noon.

*School of Music Convocation Series concert, Christopheren Nomura, baritone, Dalton Center Recital Hall, 2 p.m.

Economics lecture series on "Human Capital and Economic Development" by Mark R. Rosenzweig, professor of economics and research associate of the Population Studies Center, the University of Pennsylvania: seminar, "Shared Tenancy, Risk and the Adoption of New Technology," 3760 Knauss Hall, 3 p.m.; and lecture, "Human Capital Accumulation, the Family and Economic Development," 3750 Knauss Hall, 8 p.m.

College of Education research colloquium, "At the Crossroads of General Education and Special Education: The Prognosis for Pre-referral Intervention," Michael Bahr, counselor education and counseling psychology, 2308 Sangren Hall 4 p.m.

Student recital, Paul L. Mundo, trombone, Dalton Center Recital Hall, 5 p.m.

Lecture series on the European Community, "NATO and the Future of Community Defense," Lawrence Ziring, political science, Lee Honors College lounge, 7 p.m.

Slide lecture on his own work, Phil Vander Weg, chairperson of art, 2304 Sangren Hall, 7 p.m.; reception following in Gallery II.

Symposium, "China in the Wake of the 14th Communist Party Congress," presentations by five WMU faculty members, 3770 Knauss Hall, 7-9 p.m.

*(thru 21) University Theatre production, "I Hate Hamlet," Dalton Center Multi-Media Room, 8 p.m.

Thursday, November 19

Training and development seminar, "Valuing Diversity," David A. Glenn, affirmative action, and Doreen A. Brinson and Larry C. Scott, both human resources, 204 Bernhard Center, 8:30 a.m.-noon.

(thru Dec. 10) Exhibition, sculpture, painting and drawing by Phil Vander Weg, chairperson of art, Gallery II, Sangren Hall, 10 a.m.-5 p.m.

Geography Awareness Week lecture, "The Conservation Reserve Program," Phil Gersmehl, professor of geography, the University of Minnesota, 338 Wood Hall, noon.

*Admission charged

United Way (Continued from page one)

and Human Services; Jewell M. Street, affirmative action; Marvin J. Weessies, blind rehabilitation; and Melanie K. Williams, Office of the Provost and Vice President for Academic Affairs.

Also at the celebration, Curtis Steward, physical plant-B/E maintenance, was recog-

nized with a coffee mug for his efforts to coordinate the campaign for WMU's chapter of the American Federation of State County and Municipal Employees. In addition, a WMU T-shirt was given to Lori Lopez, this year's United Way Loaned Executive from First of America to WMU.



NEARING THE TOP — The thermometer keeping track of WMU's contributions to the Greater Kalamazoo United Way campaign is nearing the top. With cards still coming in, \$140,626 or 95 percent of the goal has been pledged. Andrew A. Rivers, left, Office of the President and coordinator of this year's drive, gives the thumbs up as he checks out the thermometer with Curtis Steward, physical plant-B/E maintenance, who handled the AFSCME campaign, and Hazel L. Starcher, College of Health and Human Services, who is a member of the "Winners Club" for fund-raisers.