

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Volume 19, Number 13

December 3, 1992

47 honored for 25 years of continuous University service

Forty-seven faculty and staff members who have completed 25 years of continuous service at the University are eligible for induction into the 25 Year Club at the annual banquet Thursday, Dec. 10, in the North Ballroom of the Bernhard Center.

The club, which will now have 248 active and 189 retired members, was founded in 1982 with 98 charter members.

Members and guests will be welcomed and prospective members introduced by Barbara S. Liggett, associate vice president for human resources. New members will be inducted by President Haenicke. Gold Company II, directed by Duane Davis, will present the evening's entertainment. The group will be introduced by Robert M. Beam, vice president for business and finance. A social hour will precede dinner and the program.

Those eligible for induction are: Kenneth D. Bartholomew, dining services; Harley Behm, University computing and communication services; Gary L. Belleville, student employment referral service; Laurence H. Berman, testing and evaluation services; Robert E. Boughner, industrial engineering; Phillip P. Caruso, economics; Billye A.

Cheatum, health, physical education and recreation; Wendy L. Cornish, dance;

Dennis E. Darling, paper and printing science and engineering; Beverly R. David, theatre; Charles A. Davis, electrical engineering; James R. Dean, dining services; Robert C. Eisenberg, biological sciences; Opal I. Ellis, history; Howard E. Farris, psychology; Gyula Ficsor, biological sciences; Jolene V. Groh, international student services; Elizabeth J. Gromek, physical plant-building custodial and support services;

Howard E. Hartness, physical plant-building custodial and support services; James A. Jaksa, communication; Frank R. Jamison, media services; Shashichand F. Kapoor, mathematics and statistics; David P. Karsten, theatre; R. Dean Kaul, physics; Peter W. Krawutschke, languages and linguistics; Beverly J. Liles, Valley II dining service; Richard R. MacDonald, sociology; John L. Martin, plant-landscape/grounds maintenance;

Linda L. Maze, Miller Auditorium; John L. Michael, psychology; Eldor C. Quandt, chairperson of geography; Karen Seelig, speech pathology and audiology; Robert E. Shamu, physics; Visho Sharma, science stud-

ies; Gerald L. Sievers, mathematics and statistics; Thomas Sill, communication; William K. Smith, Waldo Library; Janet E. Stillwell, associate dean of the College of Fine Arts;

Arthur W. Stoddart, mathematics and statistics; Michael R. Stoline, mathematics and statistics; Joan Sukovich, physical plant-administrative services; James VanDePolder, engineering technology; William Welke, accountancy; Phyllis M. Wolf, computer science; Shirley C. Woodworth, communication; Roger M. Zabik, chairperson of health, physical education and recreation; and Lawrence Ziring, political science.

The 25 Year Club was established by the Board of Trustees as a way to recognize the valuable contributions made to the University by its employees who have committed their careers to WMU. New members receive a 25-year service pin, a silver-color identification card and a framed certificate, and may choose from a selection of commemorative gifts. New, active and retired members are guests of the University for the evening.

The club is the cornerstone of WMU's ongoing employee recognition program, which includes December publication of a service roster containing the pictures of new inductees of the 25 Year Club, lists of current and retired members, and names of employees celebrating anniversaries of 35, 30, 20, 15, and 10 years of continuous service. These employees also receive certificates of recognition and lapel pins.

This year, three employees have been recognized for completing 35 years of active service and 11 for 30 years. The 1992 roster names 33 employees who have celebrated 20-year anniversaries, 55 who have celebrated 15-year anniversaries, and 58 who have served 10 years. The cut-off date for listing in the roster was September 30, 1992. Employees with service anniversaries after this date will be listed in 1993.

The University wishes, through this formal program that recognizes and honors employees who have provided long-term service, to acknowledge how much their loyalty is appreciated. In the words of President Haenicke, "Each employee's unique contribution to Western is important to the success of the whole University's commitment to excellence. It is appropriate to publicly recognize these persons."

Faculty and staff invited to annual holiday reception

Faculty and staff members should mark their calendars for Monday, Dec. 14, for the annual holiday reception sponsored by President Haenicke and the Board of Trustees. The event will run from 2:30 to 4:30 p.m. in the South Ballroom of the Bernhard Center. Supervisors are encouraged to arrange work schedules so that staff members who wish to attend the reception sometime during the afternoon may do so.

Department proposals sought for visiting scholars/artists

The Visiting Scholars and Artists Program Committee has sent calls for proposals to University department chairpersons and program directors. Each department and academic program may submit one request for funds to support a campus visit by an outstanding scholar or artist during the 1993-94 academic year. The deadline for submission of proposals is Jan. 20.

Sponsored by the Office of the Provost, the program annually funds about 15 awards to pay for expenses and honoraria for visiting scholars and artists. Amounts for 1993-94 will range from \$1,300 to \$2,000.

For more information, persons may contact their department chairpersons or program directors, or call committee chairperson Marcia A. Kingsley, University libraries, at 7-5147.

Students to present solutions to business/industry problems

A system to unwrap, recover and reprocess mispackaged bubble gum is among the projects to be presented Tuesday, Dec. 8, at the 11th Conference on Senior Engineering Design Projects. Sponsored by the College of Engineering and Applied Sciences, the event will run from 9 a.m. to 4 p.m. in the Bernhard Center.

Other projects include a study of the use of non-wood fibers in paper for printing currency, an improved airplane cockpit voice recorder and the design of a mountain bike frame with rear suspension.

A total of 112 seniors in engineering technology and in aeronautical, computer systems, electrical, industrial, mechanical and paper engineering will present the results of 49 projects they have completed to solve problems facing business and industry.

Catalogs highlight 11 artworks and their creators included in year-long Sculpture Tour Program

Two catalogs describing the University's Sculpture Tour Program have been produced by the Department of Art. A four-color catalog as well as a two-color docent catalog have been published to help guide patrons through the year-long exhibit on campus.

This past summer, 11 sculptures by professional artists from seven states and Canada were installed outside various campus buildings. "The title of 'Sculpture Tour' is intended to have a dual meaning in that viewers embark on a walking campus tour to encounter the works, and that the individual works may also become part of an extended networking exhibition effort among different institutions," said Phillip VanderWeg, chairperson of art.

"Rather than selecting artists with similarly defined, limited objectives," he said, "the ambition has been to select professional artists that represent more fully the range of approaches and media at work today."

All of the artwork is on loan to WMU. University officials hope that the program will be an annual exterior sculpture invitational.

"It is my sincere hope that many of our students, faculty, staff, alumni, townspeople and campus visitors will take advantage of this annual exhibition that will feature a diversity of sculpture works by professional artists," said President Haenicke, who supported the project. "It also is my wish that this project become a treasured campus tradition."

The larger, four-color catalog contains photographs of the sculptures in their current locations, as well as the names of the artists and titles of the pieces. It also includes a map pinpointing the locations of the sculptures.

The smaller docent catalog uses the same map. Instead of color photographs, it contains representative drawings of the pieces, along with their titles and the names of the artists. In addition, it includes short explanations by the artists about their works.

"The docent catalog is designed for people who are out walking and want to look at the sculptures," said Carol H. Rhodes, art. "It is intended to help people without a strong background in art."

The docent catalog is available without charge in Waldo Library, the WMU Book-

store in the Bernhard Center and the Information Center in the Seibert Administration Building. Persons also may obtain either catalog by contacting Rhodes at 7-2433.

A 15-minute videotape about the Sculpture Tour Program has been produced by the Division of Media Services and is available for loan by contacting Rhodes.

Credit for the production of the catalogs goes to the Design Center in the Department of Art, including: Tricia Hennessy, director of design and photography; Timothy H. Hertz, production manager; and student designers and photographers Lisa J. Klein, Wally Krantz, Kurt E. Munger and Jennifer L. Sweeting.

Last News published Dec. 10

The Dec. 10 issue will be the last *Western News* of the fall semester. The deadline is noon Tuesday, Dec. 8. The first issue of the winter semester will be published Thursday, Jan. 7. The deadline for that issue is noon Tuesday, Jan. 5.

READ RENOVATION—A few piles of rubble are all that's left of the interior of Read Fieldhouse. The interior of the building has been demolished and asbestos is being removed in preparation for new arena construction, which is expected to begin by the end of this month, according to Evie Asken, campus planning, engineering and construction. The project is part of the \$50 million renovation and expansion of WMU's facilities for student recreation and intercollegiate athletics. The fieldhouse will be redesigned to accommodate a variety of events, including concerts and intercollegiate basketball, gymnastics and volleyball competition. The basketball floor will be turned 90 degrees and new seating will be installed, including some with backs. The arena also will feature television and theatre lighting as well as an enhanced sound system. The goal for completing the Read renovation is January 1994.



Final lecture in series to focus on study/work opportunities in E.C.

Study and work opportunities available in the European Community will be the focus of the final lecture in the semester-long series titled "What You Need to Know About the European Community: From Single Market to Superpower."

Christina Sonnevile, international affairs, will discuss "Study/Work in the E.C." at 7 p.m. Wednesday, Dec. 9, in the Lee Honors College lounge.

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

Sonneville will discuss programs offered by WMU and other universities that are coordinated by her office. In conjunction with her talk, Sonnevile has a display in the Lee Honors College through Dec. 9.

Sonneville has been in her present position since 1991, helping students find opportunities for study, work and travel abroad. While a WMU student, she took advantage of a foreign study program in Costa Rica. She also has traveled to several other countries around the world.

The lecture series has been coordinated by Dale H. Porter, history, and Joseph G. Reish, interim dean of the Lee Honors College. Sponsors at WMU included 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 has been provided by the Center for Western European Studies at Kalamazoo College.



CALLING FOR LISTENER SUPPORT—WMUK-FM (102.1), the University's public radio station, is urging listeners to call with pledges of financial support during its fall fund-raising campaign. Here, Carlton Macksam, WMUK-FM, takes note of a pledge recorded by Karen Chadwick, one of 160 volunteers staffing the telephones. The on-air marathon began Nov. 30 and is scheduled to run until 6:30 p.m. Friday, Dec. 11. The goal this year is \$160,000—\$10,000 more than last year's target. Persons wishing to donate should call 7-1021. Faculty and staff members can use payroll deduction for their pledges. "Our listeners have always shown their strong commitment to the range of programming on WMUK during past campaigns," said Garrard Macleod, WMUK-FM. "With that history, we are certainly hopeful that regular contributors will again recognize our need and that listeners who have been using WMUK for news and music programming but haven't given to the station in the past will call or write with financial support."

Earhart book gives readers overview of world religions

Readers of a new book edited by a WMU faculty member can make a pilgrimage through the major world religions without leaving the comfort of their living rooms.

"Religious Traditions of the World," a 1,200 page book edited by H. Byron Earhart, religion, has been published by HarperSan Francisco. The chapters on various faiths around the globe are designed to help college students and general readers gain a quick overview of major religious traditions.

"Every day newspapers carry stories about the role of religion in world affairs, too often about the conflict within a religion or between two religions," Earhart says. "It is important to learn not just from the sensational events and occasional contacts with world religions, but also from the story behind the headlines: how these religions arose, how they present a unified world view for their members and how they are lived out day by day in actual practices."

Earhart says the increasing presence of people from other continents in Europe and America has brought about a much more diverse religious population, making people more aware of other faiths. "Religions which once seemed distant and exotic are now



Earhart

brought closer to home not only by the daily news, but by encounters with people of other faiths," he says.

Earhart is concluding his own pilgrimage of sorts with the publication of this book. Following a sabbatical in Japan in 1980, he returned to WMU and began teaching a new course on world religions. Because he and his colleagues were dissatisfied with the textbooks for such courses, Earhart started planning a series of individual volumes on major religious traditions.

The first volume in the series, Earhart's "Religions of Japan," was published by Harper in 1984. "Religions of Africa," written by E. Thomas Lawson, chairperson of religion, was published the next year. Eight other volumes by authors from the United States, Canada and Sweden followed through 1991.

More than 100,000 copies of the individual volumes have been sold in North America and other continents. Their success convinced Earhart and Harper to combine all 10 works in a single book.

Each of the volumes was thoroughly revised and improved for the joint work, and Earhart wrote a new introduction. The variety of traditions included is reflected in the book's subtitle: "A Journey Through Africa, Mesoamerica, Native America, Judaism, Christianity, Islam, Hinduism, Buddhism, China and Japan." A common format is used to interpret each tradition, focusing on when and how the tradition developed, the unified system of its beliefs and rituals, and examples of its practices.

Earhart notes that usually such textbooks

are sold only through college and university bookstores. But because of its unique presentation of religious materials, Harper is marketing this work as a trade book and is selling it through bookstores in shopping centers.

Earhart will be signing copies of the book at an autograph party from 1 to 3 p.m. Sunday, Dec. 6, at John Rollins Bookseller, 6414 S. Westnedge. Copies may be purchased at \$39.

A WMU faculty member since 1966, Earhart has published numerous articles and books and has spent more than 25 years studying Japanese religion. In 1981, he received the Distinguished Faculty Scholar Award, the highest honor accorded to WMU faculty members.

Cordier explores post-Cold War defense plans

A retired WMU faculty member who is an expert in modern military affairs has written a new book on post-Cold War defense strategies in northern Europe.

Sherwood S. Cordier, emeritus in history, is the author of "Scandinavia and Finland, Security Policies and Military Capabilities in the 1990s," published by Peace Research and European Security Studies in Mosbach, Germany.

The book explores the applicability of Scandinavian defense systems as a new Europe emerges. Those systems are oriented toward defense of a country and its people, and are not designed for offensive strikes. Such systems are best suited to limited war and crisis management, and may represent the most relevant defense posture in Europe today, Cordier says. He points out that ethnic strife and political turmoil resulting from rapid change will be the most likely threats to be addressed in this decade. Defense and collaboration among northern Europe's neighboring nations, he says, may be increasingly important.

"Northern Europe is a particularly critical intersection of rising and falling lines of national and regional power," Cordier says, noting that the newly independent Baltic nations, Finland and the Scandinavian countries constitute an important new regional sub-grouping of nations since the breakup of the Soviet Union.

Cordier, a longtime researcher on the topic of northern European defense and the

WIDR alumni establish fund for Rossman scholarship

Alumni of WIDR-FM, WMU's student radio station, surprised Jules Rossman, communication, at their annual Homecoming banquet in October by establishing a scholarship fund in his name.



Rossman

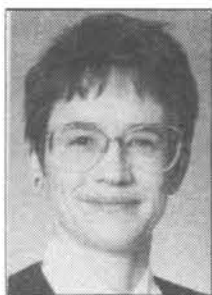
David Lewenz, a 1978 graduate and director of national accounts for the Masco Corp. in Taylor, presented a \$1,000 personal check to start the fund. Contributions will continue to be collected until the \$10,000 needed for the fund to be endowed is reached.

Rossman, who plans to retire in April after 27 years of teaching, has been the faculty adviser to WIDR for 12 years. He started the WIDR Alumni Society four years ago and expected to attend just another Homecoming dinner for the group this fall. He also was presented with a golden microphone trophy, engraved "with warm admiration" from WMU communication students by Russ McQuaid, a 1980 graduate and newscaster at WIBC in Indianapolis.

There are almost a thousand WIDR alumni nationwide, and the society has nearly 250 active members.

Holton earns national award

Patricia M. Holton, environmental health and safety, has received a major national award recognizing her contribution to her profession.



Holton

The American Conference of Governmental-Industrial Hygienists has presented her with the John J. Bloomfield Award. It recognizes her for pursuing the problem of occupational health hazards, primarily by doing field work.

"Dr. Holton has been instrumental in developing and implementing a number of health and safety programs at WMU," said Lanny H. Wilde, public safety. "Compliance with PCB, employee right-to-know and asbestos abatement regulations have been challenging and handled extremely well by her."

The award, named for a pioneer in industrial hygiene, has been given to one person each year since 1978.

Holton, a certified industrial hygienist, came to WMU in 1987.

North Atlantic Treaty Organization (NATO), worked on the book for two years and traveled to the region last year to assess the geopolitical changes. He says a number of factors make the region one of major importance in the 1990s. Those factors include the northward shift of Russian power away from the Ukraine and Moslem states, Sweden and Finland's abandonment of their traditional neutrality in military affairs, and the emergence of a strong European military organization as a result of the formation of the European Community.

The area occupied by the newly independent Baltic states of Estonia, Latvia and Lithuania, in particular, he says, may attract the interest of Europe's new powers.

"The Baltic peoples are very small in number and consequently very vulnerable. The eastern reaches of the Baltic Sea thus represent a power vacuum of strategic concern. Such a vacuum in an area of strategic significance will ineluctably attract a major power's interest," he says.

Cordier proposes the new northern European sub-grouping could be formalized for security reasons into a Northern European Baltic Association that could ensure stability in the region, link the area to the European Community and NATO, and ease the security concerns of the new Russian Republic. Such an association would include the countries of Finland, Sweden, Denmark, Norway,

(Continued on page four)

WESTERN NEWS

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

Western News (USPS 362-210) is published by News Services, B-207 Ellsworth Hall, Western Michigan University, 1201 Oliver St., Kalamazoo, MI 49008-5165, weekly during fall and winter semesters and bi-weekly during spring and summer sessions, except during vacation periods. Second class postage paid at Kalamazoo, MI 49008-5165.

Postmaster: Send address changes to Western News, News Services, Western Michigan University, 1201 Oliver St., Kalamazoo, MI 49008-5165.

Western News is distributed without charge to faculty and staff members, retirees and friends of the University, and is available at several campus locations.

Deadline: Items to be considered for publication should be submitted to News Services by noon Tuesday of the week of publication. Offices that receive too many copies—or too few copies—are asked to call 367-4100. WMU is an equal opportunity/employer/affirmative action institution.

Policy on holiday decorations issued by public safety office

The Department of Public Safety's Division of Environmental Health and Safety has issued a policy on decoration displays and Christmas trees. The purpose is to keep the environment free of fire hazards during the holiday season. The policy includes a list of items that are acceptable and unacceptable when it comes to decorations. Copies have been distributed to departments for posting. For more information or to obtain a copy, persons should contact the division at 7-5590.

Nominees sought for Volunteer Service Contest

WMU students could win cash prizes for their volunteer service. The Office of Student Financial Aid and Scholarships is sponsoring a Volunteer Service Contest for the third year to salute WMU student volunteers for their commitment to the University and the community.

Campus departments and community agencies are invited to nominate their WMU student volunteers for the award. Students and groups also may nominate themselves. Entrants must be registered for at least one credit hour at WMU and the volunteer service must have taken place within the last two years. The deadline is Friday, Feb. 19.

Students will be judged in two categories: individuals and groups. First-place winners in each category will receive \$400 and second-place winners will earn \$200. Among the criteria judges will consider are: the impact of the volunteer work; the change resulting from the work; and innovation.

Applicants are encouraged to submit support materials such as: a written description of the volunteer activity, including dates and length of service; a letter of reference from the recipient of the volunteer service; and

brochures or other materials from the agency or institution, or any other form of verification and explanation of the volunteer service.

Judges for this year's contest are: Lenzy E. Bell, minority affairs; Velois Bowers, human resources; George Fierro, admissions and orientation; Jason E. Lott, a WMU student; Martha J. Means, program coordinator at the Voluntary Action Center of Greater Kalamazoo; James C. Petersen, sociology; and Julie A. Wyrwa, student volunteer services.

Persons should submit their applications to: Patricia R. Stallman or Pat Fisher, Student Financial Aid Information, 3115 Faunce Student Services Building. Persons with questions may call 7-6017.

Wygant named to state board

Robert M. Wygant, industrial engineering, has been appointed by Gov. John Engler to the General Industry Safety Standards Commission. The nine-member commission is responsible for promulgation of industrial safety rules for the state. Wygant's term expires in March 1995.

Human resources

SDM&G on campus for consultations

From Monday, Dec. 7, through Wednesday, Dec. 23, LeeAnn Jasperse and Pam LaBelle from Scott, Doerschler, Messner & Gauntlett (SDM&G) will be on campus for individual retirement savings consultations.

Appointments may be scheduled between 1 and 4:30 p.m. Mondays and Wednesdays and between 8:30 and 11:40 a.m. Tuesdays and Thursdays by calling Jackie in the ben-

efits office at 7-3630. All meetings will take place in 205 Bernhard Center, except for Wednesday through Monday, Dec. 9-14, when meetings will be conducted in 206 Bernhard Center.

Consultations will begin again on Monday, Jan. 4, and continue through Thursday, Jan. 7, in the same location, same days and time periods. You should allow no more than 20 minutes for your personal consultation. If you are unable to meet with the representatives at the dates and times noted, you may call SDM&G at 343-0653 to schedule an appointment at their downtown office. Retirement savings consultations are available at no cost to all faculty and staff.

HRIS publishes P-006 completion guide

A guide to completing the Employee Transaction Form (P-006) has been prepared by the information systems office of the Department of Human Resources to aid users in correct preparation of this important form. Office copies have been distributed to all departments and work units. Please notify HRIS at 7-3622 if your office has not received a guide.

BRARY-WESTNET forum on CONFER, organizers hope to see more activity on the conference.

Organizers encourage all members of the WMU community to participate. If you have a question or comment regarding the library collections, services or system, please feel free to post it on this interactive system. Organizers check the conference every day or two for new items or responses. Contact University computing services for more information about how to access the CONFER electronic conference system.

Media services

Can videocassettes marked "For Home Use Only" be used for educational purposes in a classroom without obtaining permission from the copyright holder?

They can, according to a position statement being circulated by a distributor, Social Studies School Service of Culver City, Calif., and reviewed for accuracy by the Motion Picture Association of America. A motion picture or other audiovisual material, if legally obtained, can be used within a non-profit educational institution for "face-to-face" classroom teaching activities. The statement includes Section 110(1) of the Copyright Law and a definition of "classroom or similar place."

For questions relating to the correct use of films/videotapes in class or more information about this statement, contact Sara Wick at 7-5001.

"The Generation at Risk: Teaching College Students in the Age of AIDS" is available for loan to faculty and staff from the University film/videotape library. This 80-

On campus

DOING HER PART FOR THE ENVIRONMENT

One of the things Carolyn R. Noack says she likes best about her job is seeing the progress — and she has the numbers to back up that claim. Noack has been the University's recycling coordinator for the last two years. Today, the University is recycling enough materials that it is sending 40 percent less trash to the landfill than it was two years ago. "I can see the progress and the people getting into recycling," she says. Currently, the University recycles about a quarter of its total waste stream. Noack is responsible for setting up programs for recycling such materials as paper, cardboard, glass, plastics, metal, styrofoam, telephone books and newspapers. "What I do depends on what sorts of activities take place in the building," she says. "There's a big difference, for example, between the administration building and dining services." Noack finds locations to collect the recyclables inside and outside the buildings. She also coordinates pick-ups by a contractor and monitors the materials for contamination. Noack supervises five students who empty the blue recycling bins and collect cardboard in most of the larger buildings on campus. Before joining the WMU staff, she worked in environmental and hazardous waste consulting firms in Portage and Detroit. She holds a bachelor's degree in chemistry from the University of Michigan.



Jobs

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

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

(R) **Secretary II**, S-05, Continuing Education-South Central Regional Center, 92/93-179, 12/1-12/7/92.

(R) **Secretary III**, S-06, Languages and Linguistics, 92/93-180, 12/1-12/7/92.

(R) **Program Assistant**, P-03, Continuing Education-South Central Regional Center, 92/93-182, 12/1-12/7/92.

(R) **Budget Analyst I**, P-01, Budget, 92/93-183, 12/1-12/7/92.

(R) **Library Assistant II** (.5 FTE; 20 Hours/Week), S-05, Waldo Library, 92/93-184, 12/1-12/7/92.

The following faculty positions have been authorized for search and applicants are being recruited by the departments named:

(N) **Assistant Professor** (Tenure Track), I-30, Mathematics and Statistics, 92/93-092.

(N) **Assistant Professor** (Tenure Track), I-30, Public Affairs and Administration, 92/93-093.

(N) **Assistant Professor** (Tenure Track), I-30, Sociology, 92/93-094.

(N) **Assistant Professor** (Tenure Track), I-30, History, 92/93-095.

(N) **Assistant Professor** (Tenure Track), I-30, Political Science, 92/93-096.

(N) **Assistant Professor** (Tenure Track), I-30, Biological Sciences, 92/93-097.

(N) **Assistant/Associate Professor** (Tenure Track), I-30/I-20, Industrial Engineering, 92/93-132.

These faculty positions have been authorized to fill. Please submit vita to the department named:

(R) **Assistant Professor** (Tenure Track), I-30, Occupational Therapy, 92/93-111.

(R) **Instructor** (.5 FTE; One Semester), I-40, Speech Pathology and Audiology, 92/93-119.

(R) **Instructor** (.5 FTE; One Semester), I-40, Speech Pathology and Audiology, 92/93-120.

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. Employment services office hours are 8 a.m. to noon and 1 to 5 p.m.

(N) New
(R) Replacement
WMU is an EO/AA employer

Exchange

FOR SALE — Four-bedroom ranch home in Portage Central area. Two bathrooms, country kitchen with fireplace, large living room, family room, central air, all nearly new appliances, 2-1/2-car attached garage, large yard with inground pool, vinyl siding, new furnace and roof. Call 327-8113.

FOR SALE — Puppies, just in time for Christmas! Three male Cocker Spaniels, 10 weeks old, red and buff color. \$150. Call Dorothy at 7-4338 days or 375-7385 evenings.

Emeriti

Emeriti who would like to receive the Faculty Development Services newsletter should call 387-5305 and ask to have their names and addresses added to the mailing list.

Media

Raymond E. Zelder, economics, discusses the outlook for retailers during the holiday shopping season on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Dec. 5, at 6:10 a.m. on WKPR-AM (1420).

Libraries

Users of the University libraries now have an up-to-date means of interacting with the library faculty, staff and other library users.

This past July, David J. Netz and Dennis K. Strasser, both Education Library, initiated the LIBRARY-WESTNET electronic conference system mounted on the VAX. LIBRARY-WESTNET is devoted to issues related to the University libraries and the WESTNET library computer systems.

The library initiated the electronic conference to facilitate communication with faculty, students and staff who use the libraries. There is no limitation on the discussion as long as the comments relate to the University libraries or the WESTNET system. "It is important that we keep in touch with our users so that we can continue to provide quality library service and resources," Strasser said.

The CONFER system allows participants to read or post questions and comments on an electronic bulletin board, and other participants can then access the bulletin board and respond to the original postings. All original comments and responses remain in the system for others to read. Users also may send private messages to other participants. The computer tracks all usage and participants are notified about new entries or responses when they log on to the conference.

The conference has included topics such as heating and cooling in the library, availability of journals, acquisition of journals and finding materials in Waldo Library. Organizers also use the conference to announce new library resources, policies and other library related topics of interest to the WMU community. As of Nov. 24, there were 39 registered participants, including President Haenicke. As word spreads about the LI-



TREE LIGHTING — The Westersingers from the School of Music sang in the season Nov. 30 during the annual holiday tree lighting at the fine arts plaza. Sponsored by the Division of Student Affairs, the event included caroling as well as a visit by St. Nick.

Off-campus management students pound keyboards instead of the pavement

They're never late for class, they have no trouble finding a parking space and their attendance never conflicts with an important family event or a business trip. Graduate students in one WMU management class have licked all of the problems inherent in pursuing both a degree and a full-time career.

J. Michael Keenan, management, is teaching a graduate-level management seminar this semester to students around the state totally by electronic mail. The students in "Managerial Decision Making" are linked to each other and to Keenan through computer terminals and modems. Through 12 weeks of interaction, the students may never meet each other or even see Keenan as they "discuss" methods of applying management principles and strategies.

This is the second time such a course has been offered, and the response has been so positive that Keenan will teach another class, "Career Planning and Professional Development," in the same format during the winter semester that begins in January.

"This is close to the ultimate in individualized education," says Dean Geoffrey A. Smith, continuing education. "This format allows students to interact constantly with a professor and other students without physically coming to a classroom — either on the campus or in our regional centers. It's

a very personalized way to offer education to very busy people."

"Anybody in the state of Michigan who can access MichNet can take this course," Keenan says. "We're hoping to serve our own graduate students, students enrolled in other graduate programs and corporations that want their personnel to have access to graduate training."

MichNet is a computer network linking eight Michigan public universities and a number of cities throughout the state. A student in Traverse City can enroll in Keenan's class and access the class discussion by dialing the local Traverse City number for MichNet without incurring long-distance charges.

Students enrolled in the first two sessions of management via e-mail were clustered mainly in Grand Rapids, Benton Harbor and Kalamazoo, Keenan says. They attended class through the use of home or office computers or by using the equipment at the WMU Regional Centers located in Grand Rapids and Benton Harbor.

Although students must complete a reading list, write a paper and take a final exam, the course requirements are heavily weighted toward discussion participation, making it an ideal class for electronic conferencing. Keenan begins the semester by listing 10 discussion topics. By the end of the semester,

Cotton achieves economic developer certification

William H. Cotton, WESTOPS, has been designated as a certified economic developer by the Certification Board of the American Economic Development Council.

The designation recognizes the professional economic developer and sets the standard for excellence within the profession. An individual must have at least five years of full-time employment in the field plus credits for professional activities, higher education or accredited courses in economic development to qualify to take the certification examination.

A WMU graduate, Cotton works with the WESTOPS staff to provide business and technical assistance to firms in West Michigan, sponsor business workshops for individuals desiring to start their own businesses, and assist the various economic development organizations in the region with their business related initiatives. He graduated in 1991 from the Economic Development Insti-



Cotton

tute at the University of Oklahoma.

The council is an international professional society for individuals employed by economic development groups, utility companies, chambers of commerce and other organizations involved in industrial and economic development.

Cordier (Continued from page two)
Estonia, Latvia and Lithuania.

"A power vacuum in a vital yet volatile area may best be stabilized by a measured degree of power," Cordier says in support of such an arrangement. The grouping could serve as a transition between neutrality and a strong European military organization.

The book details the military capabilities of Scandinavia and Finland and also notes the role of evolving NATO strategies and the effects of a reduced U.S. military and naval presence in the region. The book is available for \$20 plus postage from the publisher.

Cordier, a faculty member at WMU for 33 years before his retirement in 1990, also is the author of five earlier books and 13 articles on military affairs. His 1989 book, "The Defense of NATO's Northern Front and U.S. Military Policy," was the result of work conducted under a 1987-88 NATO Fellowship.

the list may grow to as many as 30 with the new topics introduced by the students.

Students are given credit for entering the discussion on an existing topic and earn extra credit for introducing a new topic. A required paper is sent to Keenan by regular mail and the final exam is completed on the computer within a prescribed time frame. Exam answers and paper topics are not accessible to other enrolled students, only to Keenan.

Keenan monitors participation by tracking the number of lines of input students contribute to the discussions. Without ever meeting his students, he says he can easily tell which are the creative "idea people" and which are the team-playing contributors.

Keenan says that while extensive computer proficiency is not needed, taking an e-mail course means students must adjust to reading and writing as opposed to listening and speaking to participate in the ongoing discussions.

"The shift to reading and writing produces an absolute requirement for each individual to participate," he says. "In a normal course, it is often possible for many individuals to go an entire term without any direct involvement."

The shift to reading and writing pays

dividends in convenience for students, Keenan reports. To take part in the e-mail discussion, students can access the conference system at any time of the day or night and from any location where they have a computer and modem. Students traveling on business have placed long-distance calls to MichNet access numbers and worked from offices or hotel rooms in San Diego, Miami and Chicago.

The course instructor reaps the benefits as well. Keenan reports leading the class discussion from Berkeley, Calif., and Billings, Mont. When he's at home, he frequently monitors his students' work while wearing his bathrobe and sitting at his dining room terminal.

While some students remain mystified at the workings of an e-mail course, Smith reports that the format holds great appeal for a certain kind of student.

"It's not the answer for everyone," Smith says, "but for someone comfortable with computers, who likes to write and who is self-motivated, this type of course can be a real benefit."

Persons wishing more information about Keenan's winter semester course should contact him at 7-5928, or the Division of Continuing Education at 7-4190. Enrollment is limited to 35 students.

Calendar

Thursday, December 3

(thru Jan. 29) Exhibition, student work from the 1992 "Outdoor Encounter Studio" on South Manitou Island, Department of Human Resources, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

(thru 9) Exhibition, "Study/Work in the European Community," Christina Sonnevile, international affairs, Lee Honors College, weekdays, 8 a.m.-5 p.m.

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

(and 4) Exhibition by students, Student Art Gallery, East Hall, 10 a.m.-5 p.m.; Rotunda Gallery, graphic design by BFA candidate Donna Mitchell; and South Gallery, computer imagery by Katie Heilman.

(and 4) Exhibition of historic theatre models, Vern H. Stillwell, theatre, Dalton Center Multimedia Room: Dec. 3, 1-5 p.m.; and Dec. 4, 1-5 and 7-9 p.m.

Visiting Scholars and Artists Program colloquium, "Experiments on Time Reversal Symmetry and Parity," Norman F. Ramsey, the Higgins Professor of Physics, Harvard University, 1110 Rood Hall, 4 p.m.

Guest jazz artist concert, Joshua Breakstone, guitar, Dalton Center Recital Hall, 8 p.m.

*(thru 5) Orchestral dance concert, Dalton Center Dance Studio B: Dec. 3-4, 8 p.m.; and Dec. 5, 2 and 8 p.m.

Friday, December 4

College of Health and Human Services Research and Scholarly Activities Day, Red Room B, Bernhard Center, 9 a.m.-5 p.m.

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

Psychology colloquium, "Teams: Performance in Municipal Services," Gordon Henry and William K. Redmon, psychology, 3760 Knauss Hall, 4 p.m.

Student recital, Lea Malta and Frank Petrocelli, both saxophone, Dalton Center Recital Hall, 5 p.m.

Student recital, Diane Derocha and Peter Reitsma, both piano, Dalton Center Lecture Hall, 5 p.m.

Women's basketball, WMU vs. the University of Detroit-Mercy, at Kalamazoo Valley Community College, 7 p.m.

Student recital, Bill Skiba, trumpet, Dalton Center Recital Hall, 8 p.m.

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

*(thru 6) Kalamazoo Film Society showing, "Night on Earth," directed by Jim Jarmusch,

2750 Knauss Hall: Dec. 4-5, 8 p.m.; and Dec. 6, 2:30 p.m.

Saturday, December 5

*Hockey, WMU vs. the University of Illinois-Chicago, Lawson Arena, 7 p.m.

Student recital, Angela Dirig, piano, Dalton Center Recital Hall, 8 p.m.

*Concert, Canadian Brass Christmas, Miller Auditorium, 8 p.m.

Sunday, December 6

Alumnus recital, Tim Eckert, double bass, Dalton Center Lecture Hall, 2 p.m.

Concert, Collegiate Singers, Dalton Center Recital Hall, 3 p.m.

Student recital, David Ingram, trumpet, Dalton Center Recital Hall, 5 p.m.

*Concert, Collegium Musicum with the Society for Old Music, Dalton Center Recital Hall, 8 p.m.

Monday, December 7

(thru 11) Exhibition by students, Student Art Gallery, East Hall, weekdays, 10 a.m.-5 p.m.; Rotunda Gallery, work by Kelly Mock; and South Gallery, painting by BFA candidate Ellen Armstrong.

Heraclitean Society lectures by Keith R. Benson, associate professor of medical history and ethics and adjunct associate professor of history, the University of Washington: "Revolution, Transformation or Construction in the History of American Biology," 3020 Friedmann Hall, noon; "The Social Utility of a Science: The Early 20th Century Search for a Biological Basis of American Society," 3770 Knauss Hall, 7:30 p.m.

Student recital, Russell Brown Brass Quintet, Dalton Center Recital Hall, 8 p.m.

Tuesday, December 8

11th Conference on Senior Engineering Design Projects, Bernhard Center, 9 a.m.-4 p.m.

Student recital, Robert D. Cherry, horn, Dalton Center Recital Hall, 5 p.m.

Christmas concert, Treble Chorus, Dalton Center Recital Hall, 8 p.m.

Wednesday, December 9

School of Music Convocation Series concert, Battle Creek Boychoir, Dalton Center Recital Hall, 2 p.m.

Lecture series on the European Community, "Study/Work in the E.C.," Christina Sonnevile, international affairs, Lee Honors College lounge, 7 p.m.

*(thru 12) University Theatre production, "Joe Turner's Come and Gone," Shaw Theatre: Dec. 9-11, 8 p.m.; and Dec. 12, 2 and 8 p.m.

Thursday, December 10

Concert, University Symphonic Band with faculty soloists, Dalton Center Recital Hall, 8 p.m.

*Admission charged