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 Service Club. The annual holiday reception and banquet Thursday, Dec. 10, in the North Ballroom of the Bernhard Center.

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’s important mission is an integral part of 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 chairs 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 chairs or program directors, or call committee chairperson Marcia A. Kingsey, University libraries, at 7-5147.

Students to present solutions to business/industry problems

A system to unchain, recover and reprocess mispackaged bubble gum is among the projects to be presented Tuesday, Dec. 8, at the 11th Conference on Senior Engineer- ing Design Projects. Sponsored by the College of Engineering and Applied Sciences, the conference 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 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.

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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," E.C. at 3 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 the region, who will have a common external tariff for world trade.

Sonneville will discuss programs offered by the E.U. and other European countries 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 and work abroad. She also has related a number of 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 Information Resources, the European Studies Program, the Lee Honors College, the Department of History, the Department of Political Science and International Programs, and the Office of International Programs and Services.

Additional support has been provided by the Center for Western European Studies at Kalamazoo College.

Earhart book gives readers overview of world religions

Readers of a new book edited by a WMU faculty member will have taken a pilgrimage through the major world religions within the comfort of their living rooms.

"Religions of the World," a 1,200 page book containing 10 volumes, has been published by HarperSanFrancisco. The chapters on various faiths around the globe are designed for students and the general public, and readers gain a quick overview of major religious traditions.

"Every newcomer carries 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, how they are lived out day by day in actual practices."

Earhart says the increasing presence of people of all religions in Europe and America has brought about a much more diverse religious population, making people more aware of other religions. "Religions which once seemed distant and exotic are now brought closer to home not only by the daily news, but by encounters with people of other faiths," he says.

Earhart had completed 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 religions.

The first volumes in the series, Earhart's "Religions of Japan," was published in Harper in 1984. "Religions of Africa," written by E. Y. Thomsen, general editor, was published by Harper, was published by Harper in 1984. "Religions of Africa," written by E. Y. Thomsen, general editor, was published by Harper.

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 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 Bookstore, 641 E. S. Westmigde. Copies may be purchased at $5.\n
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.


The book explores the applicability of Scandinavian defense systems as a new Europe emerges. These 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.

"A new Europe is 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
Nominees sought for Volunteer Service Contest

WWU 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 in a row to reward students for their commitment to the University and the community.

Offices, departments and community agencies are invited to nominate their WWU student volunteers for the award. Students and groups also may nominate themselves. Entries must be registered for at least one credit hour at WWU and the volunteer service must be completed by Dec. 1.

Nominees may be from any category of the volunteer work: including dates and hours 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: Lenny E. Jones, Facilities; Kenneth L. Peterson, human resources; Jeorgio Ferro, administration and orientation; Jason E. Lott, a WWU student; and Ruth E. Joachim, program coordinator at the Voluntary Action Center of Greater Kalamazoo; James C. Petersen, sociology; and A. Wyrwa, student volunteer service.

Persons should submit their applications to: Patricia R. Stulman or Pat Fisher, Student Financial Aid Information, 3115 Fawence Student Services Building. Persons with questions may call 745-6177.

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 standards for the state. Wygant’s term expires in March 1995.

Jobs

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

S-41 and S-02 clerical positions are not required to be posted. Additional University employees may contact employment services staff member for assistance in securing these positions.

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

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

(R) Program Assistant, P-03, Continuing Education-South Central Regional Center.

Faculty Senate’s Ad Hoc Committee to Revise General Education will meet at 7:30 p.m. Friday, Dec. 4, in 1017 Tritle Building. Agenda items include comments on the revised draft of criteria for general education courses by Keith R. Benson, associate professor of medical history and ethics at the University of Washington, who chaired that institution’s Committee on General Education.

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 students. She — and 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 wastestream. Noack is responsible for setting up programs for recycling such materials as paper, cardboard, plastics, glass, 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 was working in environmental and hazardous waste consulting firms in Portage and Detroit. She holds a bachelor’s degree in chemistry at the University of Michigan.

Emeriti

Emeriti who would like to receive the Faculty Development newsletter should call 387-2930 and ask to have their names and addresses added to the mailing list.

Media

Raymond E. Zelder, economics, discusses the 1993 $25 billion 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-FM (1420).

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The CONFERENCE system allows participants to read or post questions and comments on an electronic bulletin board. Participants can then access the bulletin board and respond to the original postings. All original messages and responses are notified about new entries or responses so that we can continue to provide quality library service and resources." Strasser said.

HRIS publishes P-006 completion guide

A guide to completing the Employee Training Program, which sponsors S-00 to S-09, is available from the information systems office of the Department of Human Resources to aid users in completion of this interactive system. The following press release was jointly distributed by the University libraries and the WESTNET library computer systems.

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Cotton achieves economic development certification

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 loked all of the problems inherent in pursuing both a degree and a full-time career. J. Michael Keenan, management, teaching a graduate-level management seminar this semester in Students around the state totally by electronic mail. The students in “Managerial Decision Making” are linked to each other or to Keenan through computer terminals and modern. 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.

The second is the only time such a course has been offered, and the response has been so positive that Keenan will teach another class, “Career Planning for 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 MicNet 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.”

-MicNet 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 MicNet 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, 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 input students contribute to the discussions. Without ever meeting his students, he says he can easily tell which are the more 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 the format of reading and writing to speak and 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 classroom it is often possible for many individuals to go to 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 MicNet access numbers and worked from offices or hotel rooms in San Diego, Miami and New York.

The course instructor reaps the benefits as well. Keenan reports leading the class discussions from Berkeley, Calif., and Billings, Mont. When he’s at home, he frequently monitors his students’ work while browsing through 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.

“Some students like it,” 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 the class should contact him at 7-9528, or the Division of Continuing Education at 7-4190. Enrollment is limited to 35 students.

Cotton

Off-campus management students pound keyboards instead of the pavement

**Calendar**

**Thursday, December 3**
(thru Jan. 20) Exhibition, student work from the 1992 "Outdoor Encounter Studio" on South Maui Island, Department of Human Resources, 12405 Selbert 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.; Rotundi Gallery, graphic design by BFA candidate Donna Mitchell; and South Gallery, computer imagery by Katie Heilman.

and (4) Exhibition of historic theatre models, Vem H. Stillwell, theatre, Darton 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 Particles," Norman F. Ramsey, the Higgins Professor of Physics, Harvard University, 11 Bodo Hall, 4 p.m.

Guest jazz artist concert, Joshua Breakstone, guitar, Darton Center Recital Hall, 8 p.m. (*thru 5) Orchesis dance concert, Darton Center Dance Studio B: Dec. 3-4, 8 p.m.; and Dec. 5, 8 and 9 p.m.

**Friday, December 4**

College of Health and Human Services Research and Scholarly Activities Day, Red Room

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 Penocelli, both saxophone, Darton Center Recital Hall, 5 p.m.

Student recital, Diane Derocha and Peter Reitima, both piano, Darton 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, Darton Center Recital Hall, 8 p.m.

**Saturday, December 5**

(hthru 9) Exhibition, student work from the 1992 "Outdoor Encounter Studio" on South Maui Island, Department of Human Resources, 12405 Selbert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

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**Tuesday, December 8**

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

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

American teen, Minnesota, Darton Center Recital Hall, 8 p.m.

**Wednesday, December 9**

School of Music Convocation Series concert, Battle Creek Boychoir, Darton Center Recital Hall, 7 p.m.

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

**Thursday, December 10**

Concert, University Symphony Band with faculty soloists, Darton Center Recital Hall, 8 p.m.

*Admission charged*