

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Board praises Haenicke, honors his request for no salary increase for 1993

At his recommendation, President Haenicke was not granted a 1993 salary increase Jan. 18 by the Board of Trustees in response to his desire "to demonstrate the kind of sacrifice that is necessary under the existing state and University budget constraints."

Trustee Richard G. Haworth of Holland, who chaired the board's ad hoc presidential evaluation and compensation committee, recognized Haenicke's "real sacrifice" and indicated that the board "appreciates his leadership and strength of character. It is capable people willing to make sacrifices in tough times that have enabled the University to succeed in the past and will enable the University to succeed in the future."

Haworth's report to the board noted that "President Haenicke continues to lead Western Michigan University in a constructive, dynamic way. Many positive things continue to be accomplished such as the strengthening of academics, faculty and administrators, improvement of new and existing facilities, successful conclusion of the Campaign for Excellence, and the improvement of the University's image. Progress continues in a tough financial operating environment. The University is finding ways to improve its operating efficiency while keeping the focus on the education of its students."

"We recognize that President Haenicke has earned a pay increase for the exemplary job he has done," Haworth continued. "However, in recognizing President Haenicke's desire to demonstrate the kind of sacrifice that is necessary under the existing state and University budget constraints, we honor and recommend his request for no salary increase in 1993."

WMU has good sense of direction, Barrett tells senate

Despite some who say the University lacks direction, it seems clear that WMU values teaching and seeks to be a comprehensive, culturally diverse institution, Provost Nancy S. Barrett told the Faculty Senate Jan. 14.

"Sometimes I hear people say that our University lacks a sense of direction," Barrett said, in reflecting on her first two years as provost and vice president for academic affairs. She came to WMU in February 1991 from a dean's post at Fairleigh Dickinson University in New Jersey.

"I find this attitude very peculiar because, as a newcomer, it seemed to me that most people I talked to were pretty confident about our direction themselves," she said. "It was always some 'other' person who was the doubting Thomas or Thomasina."

"WMU knows what it does not want to be: large, impersonal classes, faculty who shun the classroom for the research lab, graduate programs with highly abstract and theoretical focus," she said.

"There is a lot going on here that underpins this commitment to teaching—much more than people are aware of—from individual faculty innovation in the classroom to the emphasis on teaching in our graduate programs," she said.

"But we shortchange general education, not because we minimize the importance of the undergraduate experience but because, like elsewhere in the academy, we aren't sure where it fits in anymore or how it will be rewarded."

Earlier, Barrett declared that "the most important piece of unfinished business" is general education reform. "This is perhaps the biggest disappointment to me—that general education has not moved further along."

"I believe we need a 'sea change' here, to get people on to a different approach en-

tirely," she said, adding that she liked "the idea of cross-cutting areas" much as is done in the non-Western world curriculum, where courses are offered in several departments.

"Why can't we learn from this model, and begin to develop other areas of excellence for the undergraduate, general education curriculum?" She suggested that a group of faculty members could form a seminar in spring or summer terms to share resources and where each could develop a course in his or her field.

The provost's office would pay each participant the equivalent of a spring or summer course, thus investing about \$60,000 a year in faculty development for general education, she said. Each year a new group of faculty members would be prepared to teach in an area that would be introduced into the general education curriculum through the regular curriculum process.

In dealing with the theme of direction, Barrett emphasized that WMU seeks to be a comprehensive university "because we know that this will enrich our professional programs, enhance the undergraduate experience and provide a resource to the community."

"And, again, there is much going on here that is part of our metamorphosis from a regional college to a national, comprehensive university," she said, citing several examples. They included the high quality faculty and administrators being attracted to the campus, the development of new graduate programs and the expansion and national recognition of the Lee Honors College.

"Yet as we design truly innovative and focused doctoral programs, and encourage and strengthen the research and scholarship of faculty in our professional schools, we fear that these will tempt us from our commitment to teaching," she said.

"We want to be a more culturally diverse institution because, pragmatically, we know that the world is changing in that direction and, less pragmatically, because a more diverse environment will enrich us intellectually and humanistically," she said.

"And yet we fear that our infrastructure cannot accommodate more international students," she said, noting President Haenicke's goal of increasing the number of international students by 25 percent, to 2,000 students from 1,500 students.

"This point is, that creating an interna-

tionally diverse environment will require changes in our current infrastructure," she said, "just as creating a comprehensive doctoral institution is requiring changes in our graduate college, and elsewhere in the academic infrastructure."

Earlier in her remarks, Barrett pointed to a reorganization of the Graduate College now under way and to the new leadership and merger of computing resources as personal accomplishments, noting the latter as a recommendation of a faculty committee. She emphasized the key role of the faculty in moving the institution forward.

"Many of the most important accomplishments (of the past two years) were almost entirely products of faculty hard work and deliberation," she said, citing as examples new Ph.D. programs, successful accreditation reviews, curriculum initiatives in the colleges, the student academic code and others.

"And, of course, it is the deans and department chairs, working with the faculty, who provide leadership, engage in academic planning, hire new faculty and review faculty for tenure, promotion and merit, initiate curriculum review, and recommend academic directions for the colleges."

She characterized the role of her office as "catalytic, either financially or—given the current budget situation—at least in spirit." She also acknowledged many accomplishments of the past two years as "largely attributable to the efforts of President Haenicke and of my predecessor, George Dennison."

The new Ph.D. programs are in geology, mathematics and statistics, history, political science, English and computer science, bringing to 17 the total of doctoral programs at the University. Two more Ph.D. programs, one in economics and one in biological sciences, are being developed, and others are being considered.

Barrett also pointed to the successes in hiring talented new faculty members as an accomplishment of the past two years.

"Probably the most important thing any administrator can do to shape an institution is the hiring of new faculty and staff members," she said. "Since I arrived, we have hired 133 new bargaining-unit faculty members. Of these, 57 percent were women and 20 percent minorities, about double their respective

(Continued on page four)

Brady and St. John to lead Board of Trustees

James S. Brady of Grand Rapids and Richard Y. St. John of Kalamazoo were elected chairperson and vice chairperson, respectively, of the Board of Trustees at its meeting Jan. 18. Both terms are for one year.

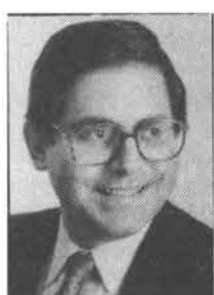
Brady replaces George A. Franklin of Kalamazoo. His selection is in keeping with Section One of the board's bylaws that identifies seniority as a key criterion for chairperson.

Other officers elected to one-year terms were: secretary, Betty A. Kocher; treasurer and assistant secretary, Robert M. Beam, who is the University's vice president for business and finance; and assistant treasurer, Lowell P. Rinker, who is the assistant vice president for business.

Brady, a 1966 WMU graduate, became a member of the Board of Trustees in 1987. He previously served as vice chairperson in 1990 and in 1992. He is a partner in the law firm of Miller, Johnson, Snell & Cumiskey, which has offices in Grand Rapids, Ann Arbor, Kalamazoo and Lansing. He has been with that firm since 1981 and, in 1992, he was selected to chair the firm's 39-person litigation section.

Previously, Brady served as the U.S. Attorney for the Western Judicial District of Michigan from 1977 to 1981. He has been active in legal associations, serving as president of the Grand Rapids Bar Association and as chairperson of its Young Lawyers Section as well as working on numerous committees for the group. He was elected a Fellow of the Michigan State Bar Foundation and was a foundation trustee in 1983.

Brady is a board member and vice chair-



Brady



St. John

person of Grand Rapids Junior Achievement. He serves as a member of the finance counsel for the Roman Catholic Diocese of Grand Rapids, has been president of the Grand Rapids Jaycees and has been an instructor for several law schools. He earned his law degree from the University of Notre Dame.

St. John also joined the WMU board in 1987. He was an employee of the Upjohn Co. of Kalamazoo for 35 years when he retired last year as manager of community and legislative affairs. He has since become the public affairs officer of the Kalamazoo Foundation.

St. John has been a civic leader, serving as president of the Greater Kalamazoo United Way and as chairperson of both the Kalamazoo Downtown Alliance and the Kalamazoo County Economic Expansion Corp. He has been active in dozens of other community organizations.

He holds his bachelor's and master's degrees from the University of Michigan. He also attended the Michigan Department of Natural Resources Leadership Institute.



SWORN IN — From left, President Haenicke looked on as George A. Franklin of Kalamazoo and Joan H. Krause of Belmont were sworn in as members of the Board of Trustees by Kalamazoo County Circuit Court Judge Richard Ryan Lamb in ceremonies Jan. 18. Franklin, a WMU trustee since 1989, was reappointed to his seat on the board by Gov. John Engler. Krause, a 1972 WMU graduate, replaces Winifred D. Fraser of Northville.

WMU to transfer Asylum Lake property to state DNR

WMU and the Michigan Department of Natural Resources have reached a preliminary agreement to transfer to the DNR the ownership and management of about 240 acres of the Asylum Lake natural area currently owned by the University.

"We are delighted with the DNR's interest in owning and managing this property," President Haenicke said. "The de-

partment's oversight will help ensure that this unique and valuable resource will remain exactly that, which has been our intention for the property from the beginning."

The property, located near the intersection of Drake Road and Stadium Drive in the southwest section of the city of Kalamazoo, became University property when the State Legislature deeded it to WMU in 1976. The

parcel includes savannah, meadowlands and Asylum Lake, so named because of its proximity to a state hospital.

"The transfer of ownership is part of WMU's effort to preserve critical natural areas in preparation for the development of a University-sponsored research and business park adjacent to the property," said Richard T. Burke, vice president for regional education and economic development. "It reflects our sustained commitment to the community to retain this parcel in its natural state."

"If approved, the DNR will own and manage this property in perpetuity, thereby assisting WMU and the Kalamazoo community in preserving the natural character of Asylum Lake and its immediate environs," said Roland Harnes, director of the DNR.

"The DNR applauds the far-sighted thinking represented by WMU's plans for the long-range use of its land holdings near Asylum Lake, particularly the University's desire to retain Asylum Lake and its immediate environs as a natural open space," Harnes continued.

"We see WMU's current plans for the area as an excellent example of how open space preservation can be made compatible with the economic development needs of our state and Kalamazoo County," Harnes said.

The Asylum Lake property will be managed from a DNR facility to be located on a site nearby, but not on the Asylum Lake parcel itself. Further details about this facility will be forthcoming in a few weeks.

The conveyance of the property will not take place until the terms of a land transfer agreement are worked out, and the appropriate approvals are received from the WMU Board of Trustees, the Natural Resources Commission and the Legislature.

Fraser given emerita status, honored for work on board

Winifred D. Fraser of Northville, a member of the Board of Trustees for eight years, was granted the honorary title of trustee emerita Jan. 18 in recognition and appreciation for her outstanding service to the University and the citizens of Michigan.



Fraser

The trustees passed a resolution honoring Fraser for her "exemplary service" on the governing board. She concluded her term on the board on Dec. 31 and has been replaced by Joan H. Krause of Belmont.

The resolution recognized Fraser for her outstanding leadership, including her service as board chairperson in 1991, "during a period of the University's history that included a presidential search, record enrollments, a multi-million dollar construction program, significant advances in affirmative action and the successful conclusion of the largest fund-raising campaign in the University's history."

She was praised for providing personal support and encouragement to many of WMU's programs through her participation and counsel at numerous board and committee meetings, building groundbreakings and dedications, and University and community gatherings.

The resolution cited Fraser for being "particularly active in championing the cause of women in higher education and representing the board on the Michigan Association of Governing Boards."

Wolpe returns to the classroom as first chosen for Distinguished Visiting Professor Program

Former Congressman Howard Wolpe has returned to his roots in the classroom at WMU as the first participant in the University's new Distinguished Visiting Professor Program.



Wolpe

His appointment as a Distinguished Visiting Professor in the College of Arts and Sciences, effective Dec. 21, 1992, to Dec. 20, 1993, was approved Jan. 18 by the Board of Trustees. He currently is teaching a class in the Department of Political Science on "The Politics of Congress."

Wolpe came to Kalamazoo in 1967 to teach political science at WMU. He first took political office on the Kalamazoo City Commission in 1969 while still a WMU faculty member. He resigned his faculty position and left the commission in 1972 to serve as a member of the Michigan House of Representatives. From 1978 to 1992, he represented Michigan's 3rd Congressional District in Washington, D.C. He decided to retire last year after that seat was eliminated by redistricting.

Wolpe has maintained close ties to the University, returning numerous times during his political career to participate in conferences, workshops, lectures and debates. He was instrumental in helping WMU secure several federal grants, including a \$5.2 million award from the U.S. Department of Education to establish a new national center to improve the performance of teachers and administrators in America's schools.

In keeping with a pledge not to accept a congressional pay raise until an election intervened, Wolpe donated three salary in-

creases to WMU. This past June, the University awarded him an honorary doctor of public service degree. Wolpe holds a bachelor's degree from Reed College in Oregon and a doctoral degree from the Massachusetts Institute of Technology.

The Distinguished Visiting Professor Program was recommended by President Haenicke and approved by the Board of Trustees at its meeting in December.

The program is intended to attract individuals to campus who have come to prominence through unusual scholarly achievement, exceptional public service or outstanding professional contributions and experience.

The designation is a senior appointment on a limited time basis. The professors may serve for short periods of time to conduct specific research projects, offer public lectures, seminars and workshops, or participate in symposia, or they may be in residence for extended periods of time up to one year with the possibility of a one-year renewal. Appointees may serve in a department, in a college or on a University-wide basis. Each department or college may propose exceptional candidates for appointment.

Appointments will be made at irregular intervals and will be based on the availability of exceptional candidates and institutional funds. Proposals for appointment and requests for funding of a Distinguished Visiting Professor will usually originate in an academic department and need endorsement of the dean, who will present to the provost the appropriate documentation for appointment. If supported by the provost, the appointment will need approval of the president, who will fund the position from central budgets. Final approval rests with the Board of Trustees.

Award-winning poet to bring talents here this fall

Robert Vasquez, an award-winning poet from Visalia, Calif., will teach at WMU this fall as part of the Martin Luther King Jr./Cesar Chavez/Rosa Parks Visiting Professors Program.

His appointment, from Aug. 16, 1993, to Dec. 17, 1993, was approved Jan. 18 by the Board of Trustees. He will teach undergraduate and graduate classes in the Department of English on American Hispanic literature and on poetry.

Vasquez currently is an instructor in English at College of the Sequoias in Visalia, where he teaches courses in college writing, college reading and composition, and creative writing.

His poems have been published in several periodicals, including the Los Angeles Times

Book Review, Ploughshares and the Village Voice. His work also has been included in a number of anthologies, including "After Aztlan: Latino Poets of the Nineties."

Vasquez has won three Academy of American Poets Prizes, the James D. Phelan Award from the San Francisco Foundation and a University Fellowship from the University of California at Irvine. He earned his bachelor's degree from California State University at Fresno and his master of fine arts degree from U.C.-Irvine. From 1988 to 1990, he was a Stegner Fellow in Poetry at Stanford University.

The King/Chavez/Parks Visiting Professors Program was initiated by Rep. Morris Hood of Detroit and the Michigan Legislature to increase the number of minority faculty members at the post-secondary education level. In addition to recruiting several visiting professors to stay on as permanent WMU faculty, the program has been successful in encouraging minority students to consider careers in education through their exposure to minority scholars.

The board also approved the previously announced appointments of Richard A. Wright as associate vice president for academic affairs and professor of philosophy with tenure, effective Feb. 1, 1993, and of David B. Vellenga as dean of the Haworth College of Business and professor of management with tenure, effective June 1, 1993.

In addition, the board approved the resignation, effective July 1, 1993, of Charlene Renner, dean of University libraries since 1987. The trustees approved a professional development leave for Renner from July 1, 1993, to Dec. 31, 1993. She plans to return to the faculty as a professor of University libraries with tenure, effective Jan. 1, 1994.

The board also approved the resignation of Janette M. Gabel-Goes, business information systems, effective Dec. 20, 1992.

Visiting Scholar to speak on ecological literacy

Ecological literacy, the campus and sustainable development are among the topics to be discussed by a speaker at the University Wednesday and Thursday, Jan. 27-28.

David W. Orr, director of the environmental studies program at Oberlin College, will make three presentations at WMU as part of its Visiting Scholars and Artists Program. From 3 to 5 p.m. Wednesday, he will lead a roundtable discussion on "Doing Education: The Campus as Biosphere" in 205 Bernhard Center.

He also will give a lecture on ecological literacy and educational reform titled "The Problem of Education: Liberalizing the Liberal Arts" at 7:30 p.m. Wednesday in 3750 Knauss Hall. A reception will follow at 9 p.m. in a room to be announced in the Bernhard Center.

From 11:30 a.m. to 1 p.m. Thursday, Orr will participate in a lunch discussion on "The Ecological Design Arts: From Domination to Design" in Red Room C of the Bernhard Center. All events are free and open to the public.

From 1979 to 1990, Orr was founder and co-director of the Meadowcreek Project in Fox, Ark. That ecological education center was designed on the principles of

sustainability and offers courses and apprenticeships in sustainable agriculture and alternative energy. It has served as a venue for conferences of environmental studies faculty from around the country.

Orr has written or co-edited more than 35 articles and three books, including "The Global Predicament: Ecological Perspectives on World Order" and "Ecological Literacy and the Transition to a Postmodern World."

In addition to the Visiting Scholars and Artists Program, his visit is being sponsored by the Environmental Studies Program and the Department of Science Studies.

The Visiting Scholars and Artists Program is funded by the provost's office.

Payne named to commission

Gov. John Engler has named Vernon Payne, University recreation programs and facilities, to the Higher Education Facilities Commission. The commission provides advice on the preparation and administration of the state plan for participation in the federal grant program under the provision of Title I of the Higher Education Facilities Act of 1963. Payne was appointed to represent public colleges and universities for a term expiring May 22, 1996.

Cellular phones now available

The Department of Telecommunications has announced that cellular telephones are now available for check-out with University cars. The charge is \$5 a day plus usage fees. For more information, persons may contact transportation services at 7-8510.

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COMMEMORATING KING WITH CANDLES — Sherman R. Harris, a sophomore from Lake Orion, and Keisha Barksdale, a sophomore from Kalamazoo, were among the participants in the candlelighting ceremony Jan. 18 in observance of Martin Luther King Jr.'s birthday. A total of 39 candles were lit to symbolize King's age when he was assassinated in 1968 and the significant events in his life. The ceremony in the Bernhard Center was sponsored by the Division of Minority Affairs.

Edwards to head search for athletic director, target date for appointment is July 1, 1993

President Haenicke has appointed an advisory committee to help him select the next director of intercollegiate athletics at the University.

"In forming the committee, I have chosen to make the Athletic Board the core of the committee and to ask its current chairperson, Dr. Adrian C. (Ed) Edwards, to preside over the search," Haenicke said.

Edwards is a professor of finance and commercial law and has been chairperson of the Athletic Board since 1989. Haenicke said he would convene the committee soon.

"The Athletic Board is broadly representative of the appropriate University student, faculty, administration and alumni constituencies," Haenicke said. He added that "in order to broaden the traditional base," he has asked three others to join the committee.

They are Katharine Werme, president of the Alumni "W" Club; Taylor Jacobs, representing the community; and John D. Fleckenstein, an intern in the Office of the Vice President for Student Affairs.

"It is my expectation that the committee will present me with a slate of candidates, one of whom I will recommend to the Board of Trustees for appointment," Haenicke said. "I hope that such an appointment can be made by July 1."

Here are the other members of the Committee to Advise the President on the Selection of an Athletic Director, all of whom are members of the Athletic Board: Dean R. Tyndall, occupational therapy; Linda L. Powell, health, physical education and recreation; Herbert L. Smith, sociology; Keith A. Pretty, vice president for external affairs; Chauncey J. Brinn, interim director of intercollegiate athletics; Kathy B. Beauregard, intercollegiate athletics; Lawrence E. (Lornie) Russell of Kalamazoo, a member of the Alumni "W" Club; and two students, Susan Crowe and Steven A. Griffin, both of Kalamazoo.

The position of director of intercollegiate athletics became vacant with the resignation Aug. 5 of Leland E. Byrd.

Pakistani officials to give Sam Clark Lectures

Two dignitaries from Pakistan will visit WMU Monday, Jan. 25, as this year's Sam Clark Lecturers.

Fakhr Imam, Pakistan federal minister of education, and his wife, Syeda Abida Hussain, the Pakistan ambassador to the United States, will present free public presentations and meet with students, faculty and administrators.

Imam will lead a seminar on "Problems of Education in the Developing Countries" at 3 p.m. in 3020 Friedmann Hall. Hussain will give a public lecture on "Diplomacy, the Third World and the New World Order" at 8 p.m. in 3770 Knauss Hall.

The couple also will meet with President Haenicke, who will attend a dinner in their honor Monday evening. In addition, they will meet with members of the Pakistan Students Association at WMU.

The Pakistani officials are coming to WMU through the University's affiliation with and membership in the American Institute of Pakistan Studies. In addition to WMU, their tour will take them to Wake

Forest University, Duke University, Columbia University, Arkansas State University, Pennsylvania State University and Hamilton College.

The visit to WMU is being sponsored by the Institute of Government and Politics with assistance from the Department of Political Science and the College of Arts and Sciences. The director of the institute, Lawrence Ziring, is also the president of the American Institute of Pakistan Studies, a fellowship-granting organization associated with the Council of American Overseas Research Organizations based at the Smithsonian Institution in Washington, D.C.

The Sam Clark Lectures are named for Samuel I. Clark, founding director of the Lee Honors College. He was a WMU faculty member from 1948 until his retirement in 1986.

Recycling

The University collected about 85.5 tons of office paper, corrugated cardboard, colorless glass, #2 plastic and kitchen metals for recycling in December. That amounted to some 25.8 percent of the total waste generated.

The environmental savings for recycling paper products are 1,384 trees, 756 barrels of oil and 570,000 gallons of water (enough to fill Gabel Pool 1.63 times). The total landfill space saved due to recycling all materials was about 282 cubic yards (enough to fill 2-1/2 semi trailers).

Please remember to recycle as many items as possible. Carolyn R. Noack, recycling, hopes to announce some efficiency enhancements soon.

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) **Custodian** (2 Positions; 3rd Shift; Mon.-Fri.), M-2, Physical Plant-Building Custodial and Support Services, 92/93-240, 1/19-1/25/93.

(N) **Custodian** (5 Positions; 3rd Shift; Wed.-Sun.), M-2, Physical Plant-Building Custodial and Support Services, 92/93-241, 1/19-1/25/93.

(R) **Groundsperson/Laborer I**, M-2, Physical Plant-Landscape Services, 92/93-243, 1/19-1/25/93.

(R) **Mail Person**, M-3.5, Logistical Services-Freight/Postal/Delivery, 92/93-244, 1/19-1/25/93.

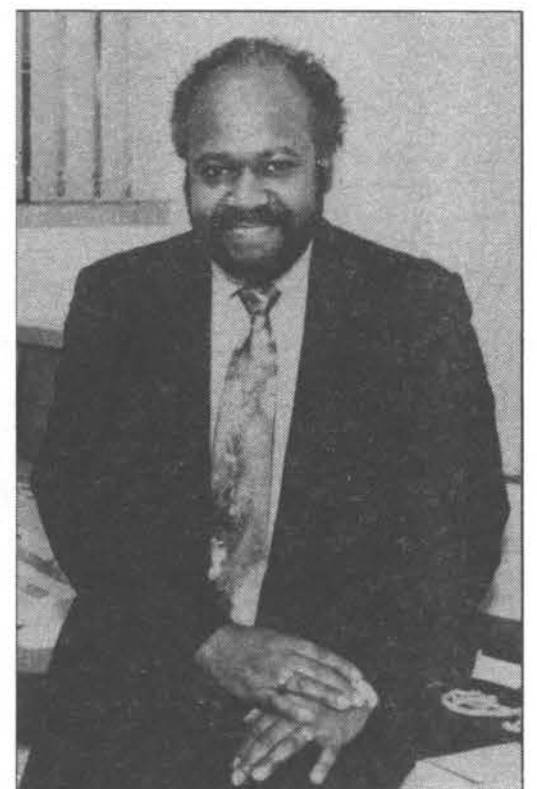
(R) **Clerk II**, S-03, Accounts Payable, 92/93-245, 1/19-1/25/93.

(N) **Skills Training Specialist II**, S-04,

On campus

APPLYING HIS SKILLS — Connecting supervisors who need employees and candidates who need jobs is all in a day's work for Larry C. Scott. An employment analyst/recruiter in employment services in the Department of Human Resources, he says he helps staff the University. During a given year, the University can receive some 3,500 to 4,000 applications from external candidates alone. Scott's particular area of specialty is professional/administrative positions. His tasks include monitoring internal candidates through the Job Opportunity Program, posting jobs, reviewing background materials and making sure they get to the hiring areas, and recruiting candidates through advertising when there are no internal bids. Once a candidate is selected, Scott follows through with the department to assure that those hired meet the minimum qualifications for the job. Scott says he enjoys bringing the right candidates and supervisors together. "Western is

an exciting place to work," he says. "I think it offers a lot of opportunities for upward mobility." Scott also spends time leading the "Valuing Diversity" program his department offers. In addition, he must keep abreast of new laws, such as the Americans With Disabilities Act, as well as help with the University's participation in local salary surveys. A native of Chicago, Scott earned his bachelor's degree in business administration from Roosevelt University and his master of business administration degree from DePaul. He has worked at the University for four and a half years.



Zest for Life

The WMU-Zest for Life Corporate Olympics team is now recruiting new participants for the 1993 YMCA Community Corporate Olympics. If you are interested in taking part in an event that promotes company pride, team spirit and physical fitness through events such as basketball, walking, running, swimming, biking, volleyball, obstacle course, cheerleading, tug of war and banner making, call the Zest for Life office at 7-3262 as soon as possible to sign up.

Last year's participants do not need to call — your names will remain on the mailing list. However, if you did not participate in 1992 but participated in previous years, you will need to call and sign up again. Join us to represent WMU in a spirited event, get in shape, meet new people and have fun while promoting good health.

"Managing Anger" is the topic of the next health enhancement seminar from 12:05 to 12:50 p.m. Wednesday, Jan. 27, in Red Rooms A and B of the Bernhard Center. Kathy Kreager, Employee Assistance Program, will discuss how anger comes from being hurt, having our rights violated or feeling that too many of our beliefs, values or desires are being compromised. Anger grows out of and perpetuates unhealthy relationships. This session will explore the dynamics

of anger, what prevents us from effectively expressing it and how to cope with it. Bring a lunch and join us.

"Take Care of Your Back" is a three-week program from 12:05 to 12:50 p.m. Wednesdays and Fridays, Feb. 3-19, at the Sindecuse Health Center. This program will help you take care of your back through progressive strength and flexibility exercises as well as relaxation techniques and education on proper posture and body mechanics. Call the Zest for Life office at 7-3262 to register.

"Cholesterol Count Down" is scheduled for 5:15 to 6:45 p.m. Thursdays, Feb. 4, 11 and 18 in the Kohrman Hall foods lab. Maija Petersons, consumer resources and technology, will present the tasty choices available when selecting and preparing foods that are low in fat and cholesterol. This workshop will include menu planning, shopping, label reading, food preparation, recipe adaptation and assessment of personal eating patterns that affect serum cholesterol. Call the Zest for Life office to register.

Libraries

Faculty who wish to obtain masters of the University libraries' WESTNET handouts for duplication and distribution to their classes may obtain a request form at the Waldo Library reference desk or by contacting Pat Vander Meer in the reference department at 7-5179.

Faculty may request the basic packet of masters on white paper for the most used handouts or request masters for individual titles. Completed forms should be dropped off or sent to Vander Meer. The ordered masters will then be placed in the Waldo Library copy center for pick-up or sent through campus mail upon request.

The WESTNET handouts currently cover: remote access (dial-up) directions to access the system; commands and tips for searching FINDER, KELLY and DATAQUEST I and II; and descriptions of CD-ROM databases. To view the handouts that are available to the public, visit one of the reference desks in the University libraries.

Exchange

FOR SALE — Two photocopiers: Panasonic FP3040, 3-1/2 years old, copies back-to-back, sorts, enlarges/reduces, automatic document handler, maintenance agreement, \$1,000; Ricoh FT6085, 10+ years old, copies back-to-back, enlarges/reduces, automatic document handler, \$150. Call Mary Ramlow at 7-5895.

Reception set for Wilcox

A retirement reception honoring Lillian T. Wilcox, media services, is scheduled for 4 to 6 p.m. Friday, Jan. 29, in the Walwood Union lobby. The University community is invited to attend.

Media services

Videotapes of two recent PBS teleconferences are available for loan from the Media Resource Center in Sangren Hall.

"Creating the Live Event" offers practical advice and information on how to successfully organize a videoconference. This 90-minute program includes accompanying printed information and a discussion from other universities on their experiences.

"Healing and the Mind Teleconference" introduces the upcoming PBS series with Bill Moyers to be broadcast Feb. 22-24. The program assists community members in organizing and conducting health study groups in conjunction with the upcoming series. A detailed viewer's guide accompanies this two-hour videotape.

The University film/videotape library recently acquired through a joint purchase with other local colleges a three-part series that provides a candid exploration of total quality management in the United States and Japan. Narrated by Lloyd Dobyns, "Quality...or Else" includes the titles "Change to Survive," "The Global Marketplace" and "How to Hit the Moving Target."

To arrange for a loan of any of the above programs, call 7-5070.

Media

Dean Charles M. Hodge, education, discusses what might be in store for the field of education under the Clinton administration on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Jan. 23, at 6:10 a.m. on WKPR-AM (1420).

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



CHANCE ENCOUNTER — No, it's not a cardboard cut-out of the new president of the United States. This photograph of then Gov. Bill Clinton (back row, center) with members of the Bronco pep band has been a hot number in the School of Music during this inauguration week. The band happened to be staying in the same hotel as Clinton last March in Detroit when the Mid-American Conference basketball tournament coincided with a campaign stop. The students encountered Clinton after his session in a workout room in the hotel. "The students got into quite a discussion with him and asked some pretty significant questions," said Stephen D. Grugin, director of the band. "They were pleased that he took the time to talk with them."

Barrett (Continued from page four)

rates of representation in the full-time faculty pool."

Barrett noted that the hiring that has occurred in the past two years represents about 19 percent of the University's full-time faculty, and searches are currently under way for 50 additional faculty. "By the time this academic year is over," she said, "we will have hired nearly one-fourth of our full-time faculty since I came to WMU."

The provost concluded her remarks with a reference to the ever changing environment "in which we gain and transmit knowledge."

"In the medium term, these can engage our energies in unexpected ways, without fundamentally derailing us from our chosen track, like the closing of Nazareth College thrusting us into nursing education," she said.

"And then there are longer-term, structural changes that might alter our course entirely," she said. "Who, 10 or even five years ago, would have predicted the impact of the computer on university life?"

Citing population shifts and the economy and politics of the state as other examples, she referred to a new book by Tom Peters on institutional survival, which suggests that flexibility will be a key resource.

"That is perhaps a rather obvious insight,

but one that we should think about as we hasten to protect turf and bog ourselves down in procedural squabbles," she said.

One response that WMU is making to the future is a strategic planning process that has been initiated by Haenicke, Barrett said.

"The outcome of these deliberations will certainly have a significant impact on our future directions," she said, "and it will boost our confidence as our institution undergoes the stress of change and transformation."

Seminar set on competitiveness

The Clinton administration will be the first in many years to recognize manufacturing performance as a policy concern, according to a speaker that will address the University community Wednesday, Jan. 27.

Daniel Luria, a scientific fellow with the core competence team at the Industrial Technology Institute in Ann Arbor, will speak on "Technology and Industrial Competitiveness, 1980-2000: The Economic Context for Michigan Engineering in the Clinton Era" at 4 p.m. in 3034 Kohrman Hall.

He will discuss what the Clinton administration is likely to do and how it will affect Michigan. The seminar is the first in a series this semester offered by the Department of Electrical Engineering.

Retirement of Chauncey Brinn in July 1994 among nine approved by Board of Trustees

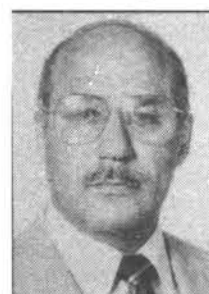
The retirement of a long-time WMU administrator was approved Jan. 18 by the Board of Trustees.

Chauncey J. Brinn, vice president for administrative affairs, will retire July 1, 1994. Brinn, who has been serving as interim director of intercollegiate athletics since August 1992, will continue in that post until June 30, 1993, or later if a permanent replacement has not been found.

During the fall 1993 semester, he will serve as a Loaned Executive to the Greater Kalamazoo United Way campaign. He is then scheduled for an administrative leave until June 30, 1994.

Brinn, who holds both his bachelor's and master's degrees from WMU, has served in many positions during his 25 years at the University. He joined the staff in 1968 as a field representative for the Office of Student Financial Aid and Scholarships and, from 1969 to 1971, he coordinated special programs in that office. He was named assistant to the vice president for academic affairs in 1972. In that capacity, he also served as director of minority student services. His title was changed in 1977 to assistant vice president for academic affairs-special programs.

For six months in 1979, Brinn served as acting director of intercollegiate athletics. Later that year, he was named assistant vice president for governmental relations. Brinn became vice president for University relations in 1984. His title was changed to vice



Brinn



Campbell



Davidson



Richards



Scarrow



Wilcox

C/TO seeking donations for Domestic Assault Shelter

The Clerical/Technical Organization is collecting items for its second annual campaign for the YWCA's Domestic Assault Shelter through Friday, Jan. 29.

Items desired include gently used women's and children's clothing, linens, lamps, dishes, kitchen tools, strollers and toys. Also needed are personal care items, fresh and canned fruits, juices and vegetables, and fresh or frozen meats.

Collection areas will be in these offices: Information Center in the Seibert Administration Building; Office of Conferences and Institutes in Ellsworth Hall; the Dialogue Center in Kanley Chapel; the Department of Anthropology in Moore Hall; the Education Library in Sangren Hall; the Department of English in Sprau Tower; dining services in the Bernhard Center; and the School of Music in the Dalton Center.

For more information, persons may contact Cindy L. Zimmerman, funds management, at 7-4241.

president for development and administrative affairs in 1986 and to vice president for administrative affairs in 1990. Along with his other duties, Brinn has been secretary to the Board of Trustees since 1981.

The board also approved the retirements of one faculty member and seven staff members. Audrey J. Davidson, music, was granted retirement with emerita status, effective Aug. 15, 1993. She has been a faculty member since 1965.

The staff members retiring, along with their years of service and effective dates, are: Fern V. Berner, printing services, 20-1/2 years, effective Jan. 31, 1993; Cora L. Campbell, Fetzer Center, 12 years, effective Jan. 31, 1993; J.W. Griggs, intercollegiate athletics, 30-1/2 years, effective Jan. 29, 1993; Myrl J. Helwig, electrical engineering, 11 years, effective Jan. 15, 1993; Jack L. Richards, printing services, 40 years, effective Feb. 28, 1993; Janet S. Scarrow, continuing education, 14 years, effective Oct. 15, 1993; and Lillian T. Wilcox, media services, 12 years, effective Jan. 29, 1993.

Calendar

Thursday, January 21

(thru 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 29) Exhibition, "Painting with Paper," Mary Jo Peterson, consumer resources and technology, Lee Honors College lounge, weekdays, 8 a.m.-5 p.m.

(thru 28) Exhibition, paintings by Gordon Grinwis, art, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

(and 22) Exhibitions, student art gallery, East Hall, 10 a.m.-5 p.m.: Rotunda Gallery, BFA show in graphic design by Sharon Merchant; South Gallery, BFA show in printmaking by Geoffrey Harvey.

(thru Feb. 21) Exhibition, work by WMU Department of Art faculty, Miller Auditorium, weekdays, 10 a.m.-6 p.m.

Apple seminar on instructional computing, "Teaching With Technology," clock tower conference room, third floor, University Computing Center, noon-1 p.m.

Biological sciences seminar, "Plant Mitochondrial Genome," Edward K. Kaleikau, biological sciences, Stanford University, 5190 McCracken Hall, 4 p.m.

University film series, "Barton Fink" (USA, 1991), directed by Joel and Ethan Cohen, 3750 Knauss Hall, 6 and 8:30 p.m.

Friday, January 22

Unveiling of Sunseeker 93, solar-powered car that will participate in Sunrayce 93, Fetzer Center, 9 a.m.

Psychology colloquium, "Some Case Studies and a Research Program on Treatment of Post-Traumatic Stress Disorder," Richard Tsegaye-Spates and Michele Burnette, psychology, 3760 Knauss Hall, 4 p.m.

Men's and women's gymnastics, WMU vs. Michigan State University, Gary Center, 7 p.m.

*Concert, Kalamazoo Symphony Orchestra with pianist David Owen Norris, Miller Auditorium, 8 p.m.

Saturday, January 23

Women's basketball, WMU vs. Central Michigan University, Welsh Auditorium, Grand Rapids, noon.

*Men's basketball, WMU vs. Central Michigan University, Welsh Auditorium, Grand Rapids, 2:30 p.m.

Student recital, Jason Bendler, violin, Dalton Center Lecture Hall, 4 p.m.

*Performance, "Fiddler on the Roof," Miller Auditorium, 8 p.m.

Sunday, January 24

Student recital, Colleen A. Riley, flute, Dalton Center Lecture Hall, 2 p.m.

Monday, January 25

(thru 29) Exhibition, Department of Art Foundations Area Show, student art gallery, East Hall, 10 a.m.-5 p.m.

Seminar, "Problems of Education in the Developing Countries," Fakhr Imam, Pakistan federal minister of education, 3020 Friedmann Hall, 3 p.m.

Lecture, "Diplomacy, the Third World and the New World Order," Syeda Abida Hussain, Pakistan ambassador to the United States, 3770 Knauss Hall, 8 p.m.

*Dalton Series concert, David Owen Norris, piano, Dalton Center Recital Hall, 8 p.m.

Wednesday, January 27

Training and development seminar, "Courtesy in Business," Velois Bowers, human resources, and Judith Priest, telecommunications, 204 Bernhard Center, 8:30 a.m.-noon.

Zest for Life health enhancement seminar, "Managing Anger," Kathy Kreager, Employee Assistance Program, Red Rooms A and B, Bernhard Center, 12:05-12:50 p.m.

School of Music Convocation Series concert, David Owen Norris, piano, Dalton Center Recital Hall, 2 p.m.

Visiting Scholars and Artists Program events with David W. Orr, director of environmental studies, Oberlin College: roundtable discussion, "Doing Education: The Campus as Biosphere," 205 Bernhard Center, 3-5 p.m.; and lecture, "The Problem of Education: Liberalizing the Liberal Arts," 3750 Knauss Hall, 7:30 p.m., reception following in the Bernhard Center.

Biological sciences seminar, "Ion-Channels and Electrophysiology of the Heart," Kai Lee, the Upjohn Co., 5270 McCracken Hall, 4 p.m.

Electrical engineering seminar, "Technology and Industrial Competitiveness, 1980-2000: The Economic Context for Michigan Engineering in the Clinton Era," Daniel Luria, scientific fellow, core competence team, Industrial Technology Institute, Ann Arbor, 3034 Kohrman Hall, 4 p.m.

Thursday, January 28

Visiting Scholars and Artists Program lunch discussion, "The Ecological Design Arts: From Domination to Design," David W. Orr, director of environmental studies, Oberlin College, Red Room C, Bernhard Center, 11:30 a.m.-1 p.m.

University film series, "Tie Me Up! Tie Me Down!" (Spain, 1990), directed by Pedro Almodovar, 3750 Knauss Hall, 6 and 8:30 p.m.

*Admission charged