

# WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Volume 19, Number 30

May 20, 1993

## WMU announces intentions to suspend plans for park

The University announced May 8 that it intends to suspend plans to build a research and business park in Kalamazoo.

"We have carefully considered in the past few weeks the costs and the benefits of this project to the University," said James S. Brady, chairperson of the Board of Trustees, and President Haenicke in a joint 10-page statement. "While we remain convinced that the benefit of a research and business park would be significant for the long-term economic well-being of our community, and the Summary Plan would have reduced the current pollution level of Asylum Lake and protected the lake and its environment, we cannot expose the University to continuous public controversy over a project that was proposed to benefit mainly others.

"Thus, it is with great regret that we announce today that Western Michigan University intends to suspend its efforts to build a research and business park in Kalamazoo," they continued. "We will continue to assess our options regarding properties we presently own. The University simply cannot afford to continue to commit the resources and effort we have put forth on this project on behalf of the community over the last four years. We have concluded that we must redirect the University's resources elsewhere."

The Summary Plan, unveiled this past February, called for development over 20 years of 259 of 593 acres the University owns in the southwest corner of the city of Kalamazoo and in Oshtemo Charter Township at the intersection of Parkview Avenue and Drake Road.

## Haenicke urges employees to learn about ballot initiative

President Haenicke has urged all University employees to become informed and to vote on Proposal A, the Wednesday, June 2, ballot initiative to reform public school finance.

The proposal, by constitutional amendment, would cut and cap property taxes, raise the sales and use tax and narrow the gap in funding between rich and poor school districts. It also would guarantee that proceeds from the sales tax increase and the lottery will go to education.

"I urge all WMU employees to become informed on the purposes of Proposal A and, if they are registered voters, to vote on this important initiative on Wednesday, June 2," Haenicke said. "An informed citizenry is a responsible citizenry.

"It is appropriate that this important issue be placed before the voters because it has far-reaching implications, not only for school financing but for our state budget as a whole," he said.

Haenicke is chairperson of the Presidents Council of State Universities, which represents the presidents and chancellors of the state's 15 public universities. The council has endorsed Proposal A.

"Funding for the state's 15 public universities is affected by what happens in other areas of the state budget," Haenicke continued. "Proposal A represents the best approach available to eliminate much of the controversy surrounding the way in which elementary and secondary schools are funded."

The Presidents Council has been joined by two WMU employee groups in endorsing

## PROVISIONS OF PROPOSAL A

On Wednesday, June 2, Michigan voters will be asked to decide whether Proposal A becomes law by constitutional amendment. Its provisions include:

- Limiting annual property assessment increases to 5 percent or inflation, whichever is less, and rolling back 1993 property assessments — which averaged 11 percent — to 3 percent;
- Cutting school millage levels by an average of 13 mills, or 35 percent, and capping school operating millage at 27 mills;
- Increasing the state sales and use tax by 2 cents to a total of 6 cents on the dollar (food, medicines and housing are not taxed at all);
- Guaranteeing local school districts at least \$4,800 per student, thereby increasing support to poorer districts and reducing the funding gap between rich and poor districts; and
- Guaranteeing by constitutional amendment that proceeds from the sales tax increase and lottery funds will go to education.

Proposal A: the Administrative Professional Association and the Clerical/Technical Organization.

Other groups, including the WMU chapter of the American Association of University Professors, Local 1668 of the American Federation of State, County and Municipal Employees, the Faculty Senate executive board and the Emeriti Council have not taken a position on the proposal.

Locally, the Kalamazoo Board of Education and the Kalamazoo County Education Association have endorsed the proposal along

with the board of the Kalamazoo Valley Intermediate School District. They join the boards of all other K-12 school districts in Kalamazoo County.

The local Board of Realtors and the Kalamazoo County Chamber of Commerce also have endorsed the proposal.

At the state level, the proposal has been endorsed by a wide range of groups, including: the Michigan Education Association, the Michigan Federation of Teachers, the Michigan Association of School Boards, the Michigan Chamber of Commerce, the Michigan Farm Bureau, the Michigan Manufacturers Association, the Michigan Retailers Association and the Small Business Association of Michigan.

Groups that oppose the proposal include several labor organizations, among them the United Auto Workers, the Michigan State AFL-CIO, the Michigan Conference of the American Association of University Professors and the American Federation of State, County and Municipal Employees in Michigan.

## Subcommittee vows to keep close eye on tuition, salaries

Close scrutiny of tuition and compensation levels was promised by the Michigan Senate Appropriations Subcommittee on Higher Education at its hearing for WMU May 7 at the downtown Grand Rapids campus of Grand Valley State University.

President Haenicke and Sens. John J.H. Schwarz, subcommittee chairperson, and Jackie Vaughn all expressed concern about continued access to public higher education in Michigan.

Using the institution's computerized budget model, Haenicke reported that the University had pulled 95.59 positions in 1992-93, including 35.70 faculty positions, 21.50 administrative, 23.97 clerical/technical and 14.42 AFSCME. He also identified \$4.4 million in cost increases resulting from government mandates, exclusive of the financial impact of the Americans with Disabilities Act, which he estimated could be "millions."

Haenicke stressed that the relative funding for WMU as the state's only Doctoral I institution is "way too low." Because of the mix and type of WMU's academic programs, Haenicke said, "we look rather pitiful" in funding support. He called the loss of 35 faculty positions "most tragic" and noted that students feel that loss through the quality of instruction.

## Byle, Kundel selected for Distinguished Service Awards

Arvon D. Byle, paper and printing science and engineering, and John A. Kundel, student financial aid and scholarships, have been selected as the recipients of this year's Distinguished Service Awards.

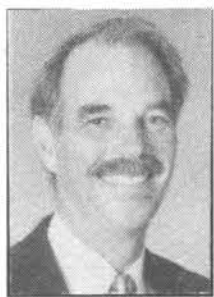
The two were chosen from campuswide nominations based on such criteria as: service through innovative and effective programs; service in areas that contribute to the growth and stature of the University; and service that extends the impact and presence of the University into the larger community.

Byle joined the WMU faculty in 1963 as an instructor of industrial technology and education. He became a professor in WMU's nationally acclaimed Department of Paper and Printing Science and Engineering in 1984, serving as lead professor for the printing management and marketing program. After serving as interim chairperson of the department from 1988 to 1990, he was selected as its permanent chairperson.

Byle is credited with leading the effort to secure \$4.5 million in cash and in-kind donations to build the University's Printing Management and Research Center in Welborn Hall. The center, completed in 1988, is home to the printing pilot plant that Byle helped establish. WMU is the only university in the world to house both paper and printing pilot plants.

Also active in soliciting support from federal agencies and national industry groups, Byle was instrumental in securing a \$1.3 million grant for paper recycling research at WMU in 1991 from the U.S. Environmental Protection Agency. He has been a consultant to a number of businesses and has presented numerous papers and seminars.

Byle has served in leadership roles with the Graphic Arts Sales Foundation, the Gravure Education Foundation, the Gravure Association of America, the Research and Engineering Council of the Graphic Arts and the Technical Association of the Pulp and



Byle



Kundel

Paper Industry. He is on the board of directors of the WMU Paper Technology Foundation and of the School of Packaging at Michigan State University. He also serves on the graphic arts advisory committee for the Kalamazoo Public Schools.

Despite his heavy involvement in administrative tasks, Byle continues to be known for his work with students. He has helped boost enrollment in the department with his recruitment efforts. Several people nominating him for the award noted the importance he places on being available to meet with students. He also is responsible for helping to set up internships for students in the department. He has been a participant in WMU's Minority Mentor/Mentee Program and he has been an instructor for "University 101," a special course that introduces freshmen to WMU.

"Dr. Byle possesses an immense energy and capacity to accomplish goals," said a local businessman in nominating him for the award. "He always has time for students, parents, faculty or visitors. He is always ready to serve on a committee, be it University or faculty related, or industry related if it's in WMU's best interest. I have always been impressed with his participation. Some people accept committee assignments because it's the thing to do. Dr. Byle joins if he can bring something to the group and the objectives of the committee."

Also active in the community, Byle has been a board chairperson and officer at Second Reformed Church of Kalamazoo. He earned his bachelor's and master's degrees from WMU and his doctoral degree from Michigan State University.

Kundel came to WMU in 1984 as director of the Office of Student Financial Aid and Scholarships after 13 years in the Office of Student Financial Aid at the University of Iowa. He is responsible for managing all activities of the WMU office, which serves more than 16,000 aid recipients with some \$60 million of federal, state, institutional and private assistance each year.

Kundel is known for his emphasis on personal service and for his work to simplify the financial aid process for WMU students. Since coming to WMU, he has computerized the Office of Student Financial Aid and Scholarships so that time formerly spent processing applications could be devoted to helping students.

Kundel established one of the state's first computer systems for storing financial information and for awarding financial aid. He also brought in the first computer system in the country for processing loans, cutting the processing time from 10 weeks to one week. He continues to update computer services, most recently providing an inexpensive computer search for scholarships and an electronic system for updating Pell Grant information. He also has worked with other offices on campus to streamline the financial aid process.

"John has been tireless in attempting to smooth out the bureaucratic maze involving admissions, registration, accounts receivable and other areas," said a colleague in nominating him for the award. "It is truly refreshing to work with someone who is concerned with

(Continued on page four)

(Continued on page four)



## Senate completes revision of general education policy

The Faculty Senate May 13 completed action on the revision of the University's general education policy, the first change in general education since 1975.

"We are facing the prospect of a general education policy that we can be rightly proud of," said Visho Sharma, senate president, in thanking those who worked on the revision, including Arthur E. Falk, chairperson of philosophy. He headed the senate's ad hoc Committee to Revise General Education.

Senators applauded after a unanimous vote that sent the revised program on to Provost Nancy S. Barrett, who is to make a recommendation to President Haenicke. Implementation is intended for fall 1995.

In finishing the work started at its March 25 meeting, the senate approved criteria for the remaining four of eight distribution areas. It also approved amendments to the policy that were proposed by the committee.

The revised policy contains four proficiencies in addition to its distribution areas. The proficiencies are college-level writing, baccalaureate-level writing, college-level mathematics or quantitative reasoning and advanced proficiency in one of seven option areas.

The distribution areas are fine arts; humanities; the United States: cultures and issues; other cultures and civilizations; social and behavioral sciences; natural sciences with laboratory; natural science and technology: applications and implications; and health and fitness.

One of the amendments the senate approved allows American Sign Language to be one of seven options for advanced proficiency.

### Three departments in student affairs renamed, Bryan chosen for position in Career Services

The names of three departments in the Division of Student Affairs have been changed, and one appointment has been announced.

"These changes are more descriptive and are reflective of national trends in these service areas," said Theresa A. Powell, vice president for student affairs.

Career Planning and Placement Services will now be known as Career Services. Marcia A. Barnhart continues as acting director of the office, while Lynn C. Bryan has been named acting associate director of Career Services. Bryan will be responsible primarily for the Student Employment Referral Service. A WMU staff member since 1984, she previously was coordinator of professional practice services in SERS. She holds bachelor's and master's degrees from WMU.

Located in Ellsworth Hall, Career Services provides such comprehensive offerings as: job search workshops that cover resume writing and interviewing skills; a weekly jobs bulletin; a career resource center; credential files for students and alumni in education; a computer referral service for employers; annual career fairs; on-campus recruiting for both full-time and part-time employment during the academic year and summer; an employment survey of graduates; and individual career counseling.

SERS remains a function of Career Services, managing all on-campus student employment including College Work Study placement, monitoring student payroll and processing student employee payroll cards. Other services offered by SERS include workshops on internship search skills, daily listings of part-time employment and internship opportunities and a Career Allies Network.

ciency. Another gives students the option of placing into but not necessarily taking a calculus course or taking a college-level mathematics course to meet the mathematics proficiency.

In other amendments, the senate adopted modified language to describe Area III of the distribution requirements, U.S. cultures and issues, which deals with diversity. In its discussion, the senate debated the emphasis to be given to past, present and future diversity issues in the rationale statement for the area.

"As the United States, increasingly multicultural and aware of the claims and rights of all its citizens, strives to include all groups fully into the national life, academic study of these facts needs to be incorporated into a student's general education," the amended policy states.

In separate action, the senate narrowly defeated a proposal that would have made the new Committee to Oversee General Education (COGE) a standing committee of the Undergraduate Curriculum Committee. The revised general education policy created COGE as a standing committee of the Undergraduate Studies Council.

The senate is expected to consider a recommendation for the location of COGE in the curriculum review process at its next meeting in September.

The four proficiencies and the eight distribution areas require at least 37 credit hours to complete, the same number of credit hours as the existing program when two required credit hours of physical education are included. The policy allows the University's computer

The second name change involves the office formerly called Handicapped Student Services. It has been renamed Disabled Student Resources and Services. Beth A. denHartigh continues to coordinate the functions of this office, located in the Faunce Student Services Building.

Services include: class scheduling assistance and registration priority; handi-van transportation; referral and advocacy activities with University departments; a volunteer reader service; campus accessibility information; adaptive computer equipment; and acting as a liaison for special classroom needs.

A third department, University Judicial Affairs, has been renamed Student Judicial Affairs. Charles G. (Bud) Donnelly, associate dean of students, continues to head this area. Also located in the Faunce Student Services Building, Student Judicial Affairs provides conflict resolution and mediation services, workshops and training sessions and support for students and University departments.

### Ramp work causes closing of main entrance to Miller

The main entrance on the west side of Miller Auditorium closed May 17 for about four weeks. The closing is needed so that workers can pour the footings and set the structural steel for the bridge that will connect the auditorium with the new parking ramp.

Miller Auditorium patrons may use a temporary entrance, including a barrier-free ramp, on the west side of the building just south of the entrance that will be closed. Patrons also may access the auditorium from the east entrance near Shaw Theatre or from the north entrance on the Grand Tier level near the fine arts plaza.

Pedestrians will not be able to walk along the west side of the auditorium to get through from the parking lots to the fine arts plaza. They should use alternate routes on the west side near Kohrman Hall or on the east side near Vande Geissen Road.

### Retirement reception planned

A retirement reception honoring Al Rathburn, physical plant, is scheduled for 2:30 to 5 p.m. Thursday, May 27, in the President's Dining Room of the Bernhard Center. Currently the University locksmith, Rathburn will be retiring at the end of May after 24 years of service. The University community is invited to attend and recognize this "key" employee.

literacy requirement to continue separately.

Students may take examinations instead of courses for the proficiencies if the department offering the course work provides for credit by examination and the COGE agrees, according to the policy.

"A bachelor's degree should signify that the individual to whom it is granted has had a broad and balanced education, as well as concentrated studies in at least one discipline or area of knowledge," the policy states in its goals section.

"It should also signify that the individual has acquired intellectual skills that are applicable across a wide range of endeavors, as well as those narrower skills appropriate to a specialization," the policy continues. "Thus the University requires structured plans of study leading toward both a specialized and general education."

The senate's action completes the first of three phases with which the ad hoc committee was charged in October 1991. The next two phases are development of an implementation plan and timeline and determination of resource requirements.

The policy approved by the senate is an alternative to the combination of proficiencies and "core area requirements" that was developed by the Undergraduate Studies Council and presented to the senate in September 1991. The review of general education began in 1988.

The committee will undertake the next two phases under the leadership of Robert C. Eisenberg, biological sciences, a committee member who has become chairperson while Arthur Falk is on sabbatical. Shirley S. Scott, chairperson of English, is vice chairperson of the committee.

As of May 13, committee members besides Eisenberg and Scott include Sisay Asefa, economics; Ronald W. Davis, chairperson of history; Linda M. Delene, marketing; Jeanne M. Jacobson, education and professional development; David K. Peterson, paper and printing science and engineering; Ellen K. Page-Robin, community health services, replacing Visho Sharma; Johnny L. Pherigo, music; Deloris J. Phillips, social work; Gwen Raaberg, English, replacing Falk; Judith F. Stone, history, replacing Linda L. Powell, health, physical education and recreation; and Larry E. Syndegaard, English.

### Symposium today focuses on revitalizing state economy

"The Role of Public Universities in Revitalizing Michigan's Economy" will be the focus of a symposium for community leaders from Southwest Michigan Thursday, May 20, at WMU.

The Citizens Council for Michigan Public Universities, in cooperation with the Presidents Council of State Universities of Michigan, is sponsoring the symposium. All sessions will take place in the Fetzer Center.

Judge Damon J. Keith of the 6th U.S. Circuit Court of Appeals will preside at the symposium as chairperson of the Citizens Council. President Haenicke, as chairperson of the Presidents Council of State Universities of Michigan, will be the host for the symposium.

The event will begin with a luncheon at 11:30 a.m. Following the luncheon, featured speakers will be: Dwight D. Carlson, president of Perceptron Inc. of Ann Arbor and chairperson of Michigan Future Inc., who will provide "A Citizen's View Regarding Michigan's Economy, Present and Future"; and David W. Adamany, president of Wayne State University in Detroit, who will address the symposium's theme.

After the presentations by Carlson and Adamany, participants will break out into focus sessions.

Larry L. Leatherwood, executive director of the Citizens Council, is coordinator of the symposium. The Citizens Council was established in 1991 as a result of a series of forums conducted throughout the state by the Presidents Council. The Citizens Council seeks to enhance and promote understanding of the role of Michigan's 15 public universities.

### Track complex dedication set

Formal dedication ceremonies for the Alumni Track and Field Complex will take place at 1 p.m. Sunday, May 23, at Kanley Track.

The dedication precedes the 1:30 p.m. WMU Open Invitational men's and women's competition and a 5 p.m. picnic is planned at the meet's conclusion. About 300 past and present Bronco athletes are expected to attend.

The two-story complex features an elevated press box, other work areas for media, coaches, officials and trainers, plus storage areas.



**GRADUATE STUDENTS FETED** — Two events honoring WMU graduate students took place on campus May 10. ABOVE: Five students were recognized as University Research Fellows during the seventh annual Researchers' Luncheon in the Bernhard Center. Each received a plaque and a \$10,000 award to pursue original research with a faculty mentor. Pictured with Donald E. Thompson, seated right, are: (seated left)

Kathryn Kinnucan-Welsch; (standing from left) Adil F. Dalal, Julianne S. Lark, Timothy L. Clary and Cheryl Lyon-Jenness. AT LEFT: Twenty-three graduate students were honored as Graduate Research and Creative Scholars at an afternoon reception in the Bernhard Center. Interim Dean Rollin G. Douma, Graduate College, congratulated Mary Lagerwey-Voorman, a doctoral student in sociology. This is the eighth year that the awards to recognize the students' contributions to the scholarly and artistic productivity of the University were made by the Graduate College and the Graduate Studies Council of the Faculty Senate. Each student received a certificate.



## WESTERN NEWS

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## Board approves personnel matters

An administrative move to boost the University's activities in the international arena was approved April 23 by the Board of Trustees.

Howard J. Dooley was named executive director of international affairs and

Timothy Light was appointed special assistant to the president for international affairs. Both positions are effective May 1, 1993, and will report to President Haenicke.

"Dr. Light will oversee and direct, in concert with the president, the internationalization efforts of the University," Haenicke said. "He will advise me how to add each year several new faculty positions which have international orientation and expertise. He will coordinate the latter with the provost.

"Dr. Dooley's title change reflects that we are combining his former job of administrative officer in the Office of International Affairs and that of Dr. Norman Greenberg, formerly the senior adviser to the president for international affairs, into one position."

Dooley has been acting senior adviser to the president for international affairs since December 1991 when he replaced Greenberg, who retired. He joined the international affairs staff when it was formed in 1981. In addition to being the administrative officer, Dooley has previously held the positions of assistant dean and assistant to the dean in that office. He joined the WMU faculty in 1970 and currently holds faculty rank in the Department of History.

Light came to WMU as a distinguished visiting professor in the Office of the President in November 1991. In August 1992, he was named a professor of religion with tenure. He will continue to serve on the faculty in addition to his new post. Light already has traveled to Asia on WMU's behalf to enhance the University's various international efforts.

The president of Middlebury College in 1990-91, Light was acting president in 1989-90 and provost from 1986 to 1989 at Kalamazoo College. From 1980 to 1986, he was professor and chairperson of East Asian languages and literature at Ohio State University. He has held other administrative and teaching positions in languages and linguistics at the Beijing Language Institute in the People's Republic of China, at the University of Arizona and at the Chinese University of Hong Kong.

Haenicke has initiated efforts in recent years to strengthen and expand faculty and student exchanges with higher education institutions in other countries, as well as to recruit more international students to campus. The University currently has linkage agreements with 41 institutions around the globe. In fall 1992, it enrolled 1,593 international students from 88 countries.

In other action, the board approved the previously announced appointment of Joseph G. Reish as dean of the Lee Honors College, effective July 1, 1993. The trustees also approved the appointment of Dean W. Halderson as chairperson of the Department of Physics, effective July 1, 1993. He will

## Exchange

**FOR SALE** — Two pair of young girls' white ice skates, like new, sizes two and three. Asking \$20 per pair. Call 7-2501 between 8 a.m. and noon.

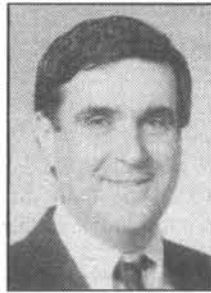
**VACATION RENTAL** — Large, new lakefront home in Traverse City. \$775 per week. August and late June weeks available. Call 323-1232.

## Media

Two faculty members will be guests in the coming weeks on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air on these Saturdays at 6:10 a.m. on WKPR-AM (1420) with the following speakers and topics: William K. Redmon, psychology, on successful entrepreneurs, May 22; and Susan L. Caulfield, sociology, on youth violence, May 29.



Carlson



Dooley



Flores



Light



Wilbur

replace John A. Tanis, whose return to the faculty, effective Aug. 16, 1993, also was approved by the board. Halderson has been a WMU faculty member since 1981.

The trustees also approved the appointment of E. Rozanne Elder as an associate professor with tenure in the Department of History, effective June 21, 1993. She previously was director of WMU's Institute of Cistercian Studies.

In addition, the board approved the retirements of three staff members. They are, along with their years of service and retirement dates: Richard W. Flores, paper and printing science and engineering, 10 years, effective June 30, 1993; Patricia Carlson, Sindecuse Health Center, 13 years, effective Oct. 4, 1993; and Shirley A. Wilbur, University recreation programs and facilities, 22 years, effective April 23, 1993.

The trustees also accepted resignations by two faculty members: Sherrill Busboom, physician assistant, effective June 25, 1993; and Colleen Molenaar Pattison, consumer resources and technology, effective Aug. 15, 1993.

### COMP dates announced

Faculty members are asked to remind their seniors to sign up for the spring administration of the College Outcomes Measurement Program. As a graduation requirement, all seniors must participate in this assessment test.

The test will be given at these times: 5 to 7:30 p.m. Thursday, June 3; 3 to 5:30 p.m. Friday, June 4; and 10 a.m. to 12:30 p.m. Saturday, June 5.

Persons may make reservations by calling the Office of University Assessment at 7-3031.

## Obituaries

Leon D. Nobes, emeritus in communication arts and sciences, died April 9 in Muskegon. He was 82.

Nobes joined the faculty in 1966 after earning his bachelor's and master's degrees from WMU. He taught play production, oral interpretation and business and professional speech courses, among others. He retired in 1980. The author of several articles and poems, Nobes was a member of a number of academic honor societies.

Before joining the WMU faculty, Nobes held civilian positions in the U.S. Navy. He maintained an interest in military affairs and was a member of the national advisory board for the American Security Council, the American Defense Preparedness Association and the U.S. Naval Institute. In 1980, he was honored with a resolution by the state Legislature for his work in education, defense and community affairs.

Pat D. Schiffer, emeritus in engineering technology, died May 5 in Plainwell. He was 67.

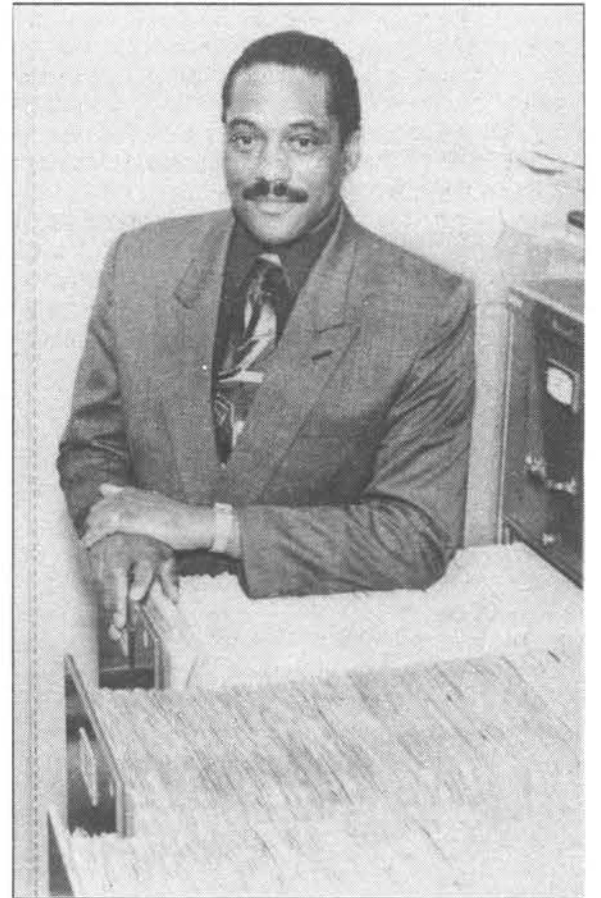
The recipient of bachelor's and master's degrees from WMU, Schiffer joined the staff in 1960 as a building maintenance superintendent. He became an assistant professor in 1965, serving as a flight instructor in WMU's aviation program. He helped structure, build and expand WMU's pilot training program.

Schiffer served as a Federal Aviation

## On campus

**KEEPING UP WITH CREDENTIALS** — Lee Hayes does his part to help WMU students find jobs once they graduate by maintaining their credential files. The credentials supervisor in Career Services, he makes sure that such items as letters of recommendation, student teaching evaluations and data sheets are placed in the right files and sent out upon request. Most of the 25,000 to 30,000 files he maintains are for graduates in the field of education, although there are a number from the health and human services area. In addition to maintaining paper files, Hayes and the six students he supervises put key information into a computer data base. When requests come in from employers, they can check the data base for matching credentials. Hayes also produces Career Services' jobs bulletin once a week and participates in various events sponsored by the office, such as job search workshops and Career Fair.

"I like working with students," says Hayes, who has been in his current position for two and a half years. "I also like working with computers and am learning a lot about how they can help our office."



## Jobs

The following vacancies are 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) Nurse, P-03, Sindecuse Health Center, 92/93-365, 5/18-5/24/93.

(R) Coordinator, Strength/Conditioning, P-03, Intercollegiate Athletics, 92/93-367, 5/18-5/24/93.

(N) Manager, AE Financial Business Operations, P-06, Auxiliary Enterprises, 92/93-368, 5/18-5/24/93.

(N) Accountant, P-05, Office of the Vice President for Business and Finance, 92/93-369, 5/18-5/24/93.

(R) Coordinator, Business and Conventions, P-01, ABA-Psychology, 92/93-373, 5/18-5/24/93.

(R) Secretary III, S-06, Haworth College of Business-Office of Academic Advising and Admissions, 92/93-376, 5/18-5/24/93.

(N) Admissions Representative, P-03, Admissions and Orientation, 92/93-377, 5/18-5/24/93.

(R) Secretary III, S-06, Continuing Education/Adult Learning Services, 92/93-378, 5/18-5/24/93.

(R) Library Assistant II, S-05, Waldo Library, 92/93-379, 5/18-5/24/93.

(R) Secretary II, S-05, Physics, 92/93-380, 5/18-5/24/93.

(R) Human Resources Specialist II, P-04 (Tentative), Human Resources, 92/93-381, 5/18-5/24/93.

(N) Substance Abuse Counselor, P-07, Counseling Center, 92/93-382, 5/18-5/24/93.

(N) Community Facilitator (.75 FTE; Term Ends Dec. 31, 1993), P-02, Institute for Water Sciences, 92/93-383, 5/18-5/24/93.

The following faculty position has been authorized for search and applicants are being recruited by the department named:

(R) Assistant Professor (Tenure Track), I-30, Consumer Resources and Technology, 92/93-372.

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.

(N) New

(R) Replacement  
WMU is an EO/AA employer

## Service

These faculty and staff members are recognized for five, 10, 15, 20 and 25 years of service to the University in May:

**25 years** — Irvin R. Hawkins, public safety; and Darlene Lard, mathematics and statistics.

**20 years** — Libby M. Catt, Waldo Library; and Carol A. Olmstead, University computing services.

**15 years** — Diane L. Clary, electrical engineering; Betty J. McKain, Office of the Vice President for Research; Janet K. Miller, consumer resources and technology; Sharon K. Pontius, Perkins Loans; and Neil G. Rankin, news services.

**10 years** — Rebecca A. Beech, English.

**Five years** — Imtiaz A. Chaudhary, University computing services; Lorrie A. Racine, admissions and orientation; Tommye E. Ragan, public safety; and Deborah L. Stanfield, marketing.





**RAMP CONSTRUCTION** — The new parking ramp near Miller Auditorium is going up quickly as the precast concrete arrives and is immediately put into place. Motorists are urged to use caution in the area and watch for the trucks arriving with concrete columns, beams and panels of up to 60 feet in length. The three-level ramp will hold nearly 1,200 cars and will feature a connector bridge to the auditorium. The \$9.2 million project is expected to be completed by this fall.

## Senate testimony *(Continued from page one)*

He reported that 41 percent of the institution's revenue comes from tuition, and he added, "that trend is running in the wrong direction; 30 to 70 was a good ratio, but the current ratio is not a very healthy proportion." Haenicke said that faculty salary rankings in Michigan for WMU were as follows: seventh for full professors, which is "clearly too low"; fourth for associate professors, which is an "appropriate ranking"; 11th for assistant professors, which is "very low"; and 12th for instructors, which also is "very, very low."

"We are uncompetitive in too many ranks, and with so many faculty members retiring we are having an increasing difficulty in hiring qualified replacements," he explained. "It's an enormous problem for us because any increase in revenue will have to come from tuition funds. I don't look forward to having to balance these two high priority interests of the institution. I'm very much encouraged by the reasonableness of the people in our institution who will not come with unreasonable requests, but in the long run it is really an institutional problem that we have to address very seriously for the rest of this decade."

Schwarz kept asking for different examples of faculty compensation increases to be displayed on the budget model without factoring any increases for other employee groups. Haenicke insisted on providing "good salaries for good people" in all employee classifications.

"I'm afraid we're rapidly approaching the point where we are going to price the cost of an education at a Michigan public, four-year institution of higher education beyond the ability of students, who are Michigan residents, to pay for it," Schwarz said. "We can't do that. It absolutely destroys the whole concept of public higher education. That's a critical point. I can only hope that not only the organization that represents the faculty at Western, but other faculty organizations, will take that to heart when other faculty negotiations come up."

## Calendar

### Thursday, May 20

(thru June 18) Exhibition, painting and calligraphy in the traditional Chinese manner, Paul W. Wang, artist, Department of Human Resources, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

Doctoral oral examination, "Academic Self Esteem of Selected Students from Michigan High Schools," Dolores J. Howe, educational leadership, Tate Center, 3210 Sangren Hall, 9:30 a.m.

(and 21) Exhibition, BFA show in painting by Nikki Loney, Rotunda Gallery, student art gallery, East Hall, 10 a.m.-5 p.m.

Symposium, "The Role of Public Universities in Revitalizing Michigan's Economy," Fetzer Center, 11:30 a.m.

Apple Higher Education TV Series, "Client/Server Innovations: Strategies to Solutions," clock tower conference room, third floor, University Computing Center, noon-1:30 p.m.

Doctoral oral examination, "The Importance of Evaluation Questions in Human Resources Development: Audience Perspectives," Fahad Al-Ruwaished, educational leadership, Tate Center, 3210 Sangren Hall, 1 p.m.

\*(thru 22) WMU Shakespeare Festival student production, "The White Devil," York Arena Theatre, 8 p.m.

### Friday, May 21

Doctoral oral examination, "The Effects of Two Motivational Factors on Accuracy and Persistence for Second Graders," Jesse D. Baker, educational leadership, Tate Center, 3210 Sangren Hall, 9 a.m.

He added the "political observation" that he thought it was a good bet that "jawboning" would start if there were any inordinately high increases in tuition at any institution.

At the beginning of the hearing, Schwarz said that he was unaware of any state that has allocated as much capital outlay support as Michigan has just achieved through Public Act 19. Haenicke, speaking as both president of WMU and as chairperson of the Presidents Council of State Universities, praised the governor and both houses of the Legislature for "showing great courage and foresight in shielding all levels of education from major budget cuts, both this year and last year." He added that capital outlay legislation will provide a major economic stimulus throughout the state.

Joining Haenicke as part of the WMU delegation were: Provost Nancy S. Barrett; Robert M. Beam, vice president for business and finance; Keith A. Pretty, vice president for external affairs and general counsel; Dean K. Honsberger, University budgets; Joe Gagie, public relations and communications; Sandi Lewis, Office of the Vice President for External Affairs and General Counsel; Lynwood H. Bartley, communication, and George S. Miller, education and professional development, representing the American Association of University Professors; Mary J. DeRoo, University computing services, representing the Clerical/Technical Organization; Jeff Smith and Krista A. McNally, representing the Western Student Association; and Daniel J. Stockman, representing the Western Herald.

### Ramp designations changed

The parking ramp near Ellsworth Hall now has specific areas designated for "R" faculty/staff parking as well as specific areas designated for student parking. Previously, the student area was designated as "any WMU permit." Vehicles with "R" permits can no longer park in in this area. The change will be enforced beginning Tuesday, June 1.

## Service awards *(Continued from page one)*

the 'customer' more than issues involving his own 'turf.' Clearly, his past support has gone well beyond the bounds of his own department responsibilities and has a profound and lasting impact on a wide path of WMU student related services."

Kundel has restructured his office so that staff members, including himself, can schedule more time to meet with students. Outside of the office, he works to promote understanding of the financial aid process by participating in recruitment events off campus and leading workshops on campus. He has served on numerous campus committees, including the current Committee to Advise

### Board approves 3 percent increase in room and board

Room and board and apartment rental rates at WMU will increase by 3 percent this fall.

The Board of Trustees approved the new rates at its meeting April 23. It had tabled the proposed increase March 19 to allow time for student input.

A typical student choosing 20 meals per week in a residence hall would pay \$3,938 for fall and winter semesters, an increase of \$111 or 2.9 percent over last year's total of \$3,827.

"The expense factors that we expect to have significant effect on the 1993-94 budget include compensation, inflation, supply needs and debt service," said Robert M. Beam, vice president for business and finance.

Beam had presented the Residence Hall Association with an alternative plan reflecting a 2.5 percent increase. Under that plan, certain deferred maintenance projects would have been delayed. "The RHA suggested that we go for the greater amount in order to do more deferred maintenance in the residence halls," Beam said.

The University operates 22 residence halls, seven dining facilities and 585 apartments in three complexes.

### Capozzi on research council

Laura Capozzi, chairperson of physician assistant, has been appointed to the Research Council of the American Association of Physician Assistants. The new five-member Research Council focuses on health care research and on research policy.

### Bernhard Center to become smoke free Tuesday, June 1

Effective Tuesday, June 1, smoking will no longer be permitted in the Bernhard Center.

"The U.S. Surgeon General and the Environmental Protection Agency have concluded that the simple separation of buildings into 'smoking' and 'non-smoking' sections does not eliminate the unequivocal health risks that result from environmental tobacco smoke," said T.J. Petropoulos, Bernhard Center.

"We have made attempts to provide areas for our smoking customers and employees, but we cannot meet all the requirements for proper air handling," he continued, noting that the cost of installing such equipment is prohibitive. "We need to provide a safe work environment for all our employees as well as our patrons."

the President of Tuition and Fees Policies and University Improving Quality Steering Task Force.

Also active in professional organizations, Kundel is the 1992-93 president of the Michigan Student Financial Aid Association. He also has served as a delegate to the Midwest Association of Student Financial Aid Administrators. He has made many conference presentations to these and other organizations, including the Michigan Association of Collegiate Registrars and Admissions Officers, the National Association of Student Employment Administrators and the National Association of Student Financial Aid Administrators.

Kundel earned his bachelor's and master's degrees from the University of Iowa. He currently is pursuing a doctoral degree at WMU.

Each Distinguished Service Award recipient will be presented with a plaque and a \$1,500 honorarium at the 14th annual Academic Convocation Oct. 26. In addition, \$1,000 will be added to their base salaries.

### Dinner-theatre to benefit University Theatre Guild

A dinner-theatre to benefit the University Theatre Guild is set for six dates in June in the Fetzer Center.

The University Theatre will present the romance, "Dear Liar," by Jerome Kilty. The play takes a humorous jaunt around the world with George Bernard Shaw and Mrs. Patrick Campbell. Two actors recreate this biography of a sometimes strange and intriguing romance.

Performing will be: Von and Fran Washington on June 11 and 20; Arnie Johnson and Linda Starkweather on June 12 and 18; Bob Cox and Naomi Stucki on June 13; and D. Terry and Sharon Williams on June 19.

A dinner buffet will precede the show at 6 p.m. June 11, 12, 18 and 19. A brunch buffet will begin the event at 1 p.m. June 13 and 20.

The cost is \$25. For reservations, persons should call the Fetzer Center at 7-3232.

### Part of Dormitory Road closed

A portion of North Dormitory Road is closed through July 10 for a new construction project. The road is being re-routed to the north, extending diagonally from the Sorensen Tennis Courts into Goldsworth Valley to intersect with Gilkison Avenue near the pond.

The section that will be closed is from the parking structure exit on North Dormitory Road to North Hays Drive. Motorists are encouraged to avoid the area by taking West Michigan Avenue to North Hays Drive to North Dormitory Road to Gilkison Avenue. Limited access to the parking lots on the north side of Hoekje and Bigelow Halls will be available.

There will be periodic disruptions in traffic flow as the project progresses. During the first part of July, Gilkison Avenue will be closed for about 10 days for construction of the new intersection.

When the project is completed, the section of Gilkison Avenue between the new intersection and North Dormitory Road will be designated as a service drive for access to the Sinecuse Health Center and parking lots. The old section of North Dormitory Road will be landscaped as well as used for additional parking.

Doctoral oral examination, "Preferred Motivators for Previously Incarcerated Criminals," Selma R. Massey, educational leadership, Tate Center, 3210 Sangren Hall, 10 a.m.

Lecture, "Multi-Media Computer Use in the Classroom," John E. Blank, associate dean of instructional computing, Cleveland State University, 1335 Haworth College of Business building, 10 a.m.-noon and 1:30 to 3:30 p.m.

Doctoral oral examination, "Rating Intervention Strategies for Overcoming Impediments to Planned Change by Michigan Public School Administrators," Dale Kimball, educational leadership, Tate Center, 3210 Sangren Hall, 1 p.m.

Doctoral oral examination, "Spanish Translation and Validation of the Daily Stress Inventory, and a Comparison of the Levels of Stress Experienced by Three Culturally Distinct Hispanic Groups," Senez Rodriguez-Charbonier, psychology, 283 Wood Hall, 3 p.m.

### Sunday, May 23

Dedication, Alumni Track and Field Complex, Kanley Track, 1 p.m.; picnic, 5 p.m.

Men's and women's track, Bronco Open Invitational, Kanley Track, 1:30 p.m.

### Thursday, May 27

Reception honoring the retirement of Al Rathburn, physical plant, President's Dining Room, Bernhard Center, 2:30-5 p.m.

### Monday, May 31

Memorial Day, most offices closed.

### Wednesday, June 2

Meeting, Clerical/Technical Organization, Red Room C, Bernhard Center, noon-1 p.m.

\*Admission charged