President Haenicke has urged all University employees to become informed and to vote "yes" 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 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 finance, but for the economic well-being of our community, and the growth and stature of the University; and to the University's management and Research Center in Welborn Hall. The center, completed in 1988, is home to the printing pilot plant that Byl helped establish. WMU is the only university in the world doing both research 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 from the National Science Foundation to study the economic impact of WMU's academic programs; service in areas that contribute to the state's economic well-being; and the University's minority recruitment efforts. Several people nominating him for the award noted the important initiatives on which he placed his energy. He was a participant in WMU's Minority Mentor/Advisor Program and he has been an instructor for "Understanding WMU," a special course that introduces freshmen to WMU.

"Byl possesses an immense energy and capacity to accomplish goals," said a colleague in nominating him for the award. "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."

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 $8,400 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 Staff of WMU, the Faculty, 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 Community College and all the boards of all other K-12 school districts in Kalamazoo County.

The Michigan Association of School Boards, the Michigan Association of University Professors and the American Federation of State, County and Municipal Employees have not endorsed the proposal.

Groups that oppose the proposal include several labor organizations, among them the United Food and 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.

Subcommittee vows to keep close eye on tuition, salaries

Close scrutiny of tuition and compensation levels was promised by the Michigan Senate Appropriations Committee at a hearing for WMU May 1 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 $9.59 million in 1992, including $3.50 million in faculty positions, $2.50 administrative, $2.37 technical/chemical and $1.42 AFSCME. He also identified $4.5 million in increase costs resulting from government mandates, the financial aid process for WMU students. Since coming to WMU, he has computerized the Office of Student Financial Aid and Scholarship, which that process former spent process applications could be deployed to help students.

Kundel established one of the state's first computer systems for storing financial information, and for estimating 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 scholars and an administrative 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. "He is truly refreshingly to work with someone who is concerned with the financial aid process for WMU students."

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.

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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 policy in 12 years, in thinking those who worked on the revision, including Arthur E. Falk, chairperson of philosophy, and John K. Hannigan, chair of the Faculty Committee to Revise General Education.

Senators applauded after a unanimous vote of approval on a revision proposal submitted to Provost Nancy S. Barrett, who is to make a recommendation to President Haenicke, implementing the Senate's decision.

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, a foreign language, a computer literacy requirement, and a career decision.

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 services," said Bryan A. Barnhart, an assistant vice president for student affairs.

Career Planning and Placement Services will now be called the Career Services Office. Bryan A. Barnhart continues as 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 1981, he was previously coordinator of professional practice services in SERS. He holds bachelor and master's degrees from WMU.

Located in Ellsworth Hall, Career Services provides such comprehensive offerings as: job-seeking workshops that cover resume writing and interviewing skills; a weekly jobs bulletin; a career resource center; confidential 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: job placement on internship search classes, daily listings of part-time employment and internship opportunities; and a Career Advising service.

The new name change involves the office formerly called Handicapped Student Services. It has been renamed Disabled Student Services. The office is headed by Daniel Hartigan, who is to coordinate the functions of this office, located in the Faunce Student Services Building.

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

A second department, University Judicial Services, has been renamed Student Judicial Affairs. Charles G. (Bud) Donnelly, associate dean of students, continues to head this area.

It also located in the Faunce Student Services Building. Student Judicial Affairs provides conflict resolution and mediation services in 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 structure.

Miller Auditorium patrons may use a temporary entrance, including a barrier-free ramp, on the west side of the building near the south of the entrance that will be closed. Patrons also may access the auditorium from the enclosed student entrance through the new entrance on the Grand Tier level near the fine arts plaza.

Pedestrians will 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 the pedestrian route near the west side of the campus near Kolin Hall and on the east side near Vandenberg Road.

Retirement reception planned

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

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 across the state on Thursday, May 20, at WMU.

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

Judge Damon J. Keel of the U.S. Circuit Court of Appeals will preside at the symposium as the keynote speaker. Other speakers will be: Dwight D. Carlsson, president of Perceptron Inc. of Ann Arbor and a member of the WMU Board of Trustees; and David W. Adams, president of Wayne State University in Detroit, who will address the symposium's theme.

After the presentations by Carlsson and Adams, participants will break out into focus sessions.

A leadership group, executive director of the Citizens Council, is coordinator of the symposium. The Citizens Council is made up of community leaders and officers conducted throughout the state by the Presidents Council. The Citizens Council seeks to inform and promote understanding of the role of Michigan's 15 public universities.

Track complex dedication

Formal dedication ceremonies for the Alumni Track and Field Complex will take place at 11 a.m. Sunday, May 23, at the Kent Truck.

The dedication precedes the 1:30 p.m. race meet and a 2 p.m. banquet. 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, mezzanine seating, coaches, officials and trainers' rooms, plus storage areas.

GRADUATE STUDENTS FELT - Two events honoring WMU graduate students took place on campus May 10. A: Above: Five students were recognized as University Research Fellows during the seventh annual Research Luncheon in the Bernhard Center. Each received a plaque and a $10,000 check from the Faculty Senate, with a faculty mentor. Pictured with Donald E. Thompson, seated right, are: (seated left) Jonathan L. Truett; (standing left) left) Adam L. Falson, Julianne S. Lark, Timothy L. Chary and Cheryl L. Lommen. B: At right, from left) Adam L. Falson, Julianne S. Lark, Timothy L. Chary and Cheryl L. Lommen. These students were honored as Graduate Research Award, and Creative Scholars at an after-noon celebration in the Bernhard Center. Interim Dean Rollin G. Duoma, Gradu-ate College, congratulated Mary L. Wright, who was presented a $500 award for contributions to the scholarly and artistic activities of the University. This is the eighth year that the awards were given to recognize the students' productivity of the University were made by the Graduate College and the Gradu-ate College of the Faculty Senate. Each student received a certificate.
Board approves personnel matters

An administrative move to boost the University's activities in international affairs and to recruit more international students to campuses in other countries, as well as to internationalize efforts of the University, "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 with expertise. He will coordinate the latter with the provost.

Dooley's title change reflects that we are combining his former job of assistant dean and assistant to the dean in international affairs, into one position.

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 held 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 and full professorship in May 1993, 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 Midwestern 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 named a professor of religion with tenure and full professorship at Augsburg College in Minneapolis.

In other action, the board approved the resignation of four faculty members: Sherrill Busboom, printing science and engineering, 10 years, effective Aug. 16, 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 Molezun Patterson, 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 1960 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 supervisor. 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 Administration accident prevention counselor and a FAA flight examiner. In 1981, he was named "Flight Instructor of the Year" for the Great Lakes region by a group of aviation trade associations and the FAA. Although Schiffer retired from the University in 1986, he continued to give flight certification rides to WMU students. He also volunteered at the Kalamazoo Aviation History Museum and was manager of the Otsego- Plainwell Airport. He was a member of St. Margaret's Church, the Knights of Columbus and a number of aviation organizations. Schiffer made significant contributions to the Kalamazoo Zoo.

Marlan A. Spalding, emeritus in physical education, died April 17 in Saginaw. She was 96.

Spalding began working at what was then Western State Normal School in 1916 after earning her life certificate. She taught physical education courses to college and high school and at the campus training school. She went on to earn her bachelor's degree from WMU and her master's degree from Columbia University.

In the 1920s and '30s, she set up and supervised programs in physical education and taught the teachers at WMU's training schools in Richland, Portage and Paw Paw. She joined the University's physical education faculty full time in 1957 and retired in 1962.

Exchange

For sale — Two pair of young girls' white ice skates, like new, sizes two and three. Ask $20 per pair. Call 7-2501 between 9 a.m. and 4 p.m.

Vacation rental — Large, new lakefront home in Traverse City. $775 per week. August and late June weeks available. Call 7-323-1232.

Media

Two faculty members will be guests in the coming weeks on campus radio. Carl Carlson, professor of psychology, and Timothy Light, professor of history and dean of the College of Arts and Sciences, are being interviewed by produced 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. Caufield, sociology, on youth violence, May 29.

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, undergraduate and graduate 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 department of education, although there is a number from the health and human services area. In addition to maintaining paper files, Hayes and the six students he supervises will key information into a computer database. While requests come in from employers, they can check the database for matching credentials. Hayes also produces Career Services' jobs newsletter once a week and participates in various events sponsored by the office, such as job fairs and workshops and Career Fair.

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

Jobs

The following vacancies are currently being advertised through the Job Opportunity Program by employment services in the Department of Human Resources. Interested and eligible applicants 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 Employment services staff member for assistance in securing these positions.

(D) Nurse, P-03, Sindecuse Health Center, 92-365, 5/18-5/24/93.


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

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

Service

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

25 years — Irvin R. Hawkins, public safety, and Darlene Ludm, mathematics and statistics.

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

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

10 years — Rebecca A. Beech, English.

Five years —-initia A. Chaudhury, University computing services; Lorrie A. Racine, admissions and orientation; Tommy 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 can use the area space to watch for trucks, which are delivering 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 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." Haenisch said that faculty salary rankings in Michigan for WMU were as follows: second for full professors, third for associate professors, which is "clearly too low"; fourth for associate professors, which is "very low"; and 12th for instructors, who also is "very low." "We are competing in too many ranks, and with so many faculty members retiring we are having an increasing difficulty in hiring qualified replacements," he explained. "It is an enormous problem for us because any increase in revenue will have to come from tuition. I don't look forward to having to balance these two high priority interests of the institution. I'm very much encouraged and encouraged by the reasonableness of the people in our institution who will not come with unreasonable requests, but in the long run we should be able to address very seriously for the rest of this decade.

He added that for different examples of faculty compensation increases to be displayed on the budget model without factoring any increases for other employee groups, Haenisch insisted on providing "good salaries for good people" in all employee classifications.

"I am afraid we are rapidly approaching the point where we are going to price the cost of an education at a Michigan public institution beyond what we can 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
(8:30 a.m.) Dedication, Alumni Track and Field Complex, Kanley Track, I p.m.; picnic, 5 p.m.
Monday, May 25
11 a.m. — 1 p.m. The University Theatre will present the musical "Mame" at the Fetzer Center. 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 to Goldsworthy Valley to intersect with Glikson Avenue near the pond. The section that will be closed is from the parking structure exit on North Dormitory Road south to North Hays Drive. People are encouraged to avoid the area by taking West Michigan Avenue to North Hays Drive to North Dormitory Road to Glikson Avenue. Limited access to the parking lots on the north side of Hokeje and Bigelow Halls will be available.

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

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

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.

The president has restructured his office so that staff members, including himself, can schedule more time to meet with students. Outside of his office, he works to promote understanding of the financial aid process by participating in recruitment events off campus and holding 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

and been a delegate to MidWest rental rates at WMU will increase by 3 percent this fall. The Board of Trustees approved the new rates at its meeting April 23, but had tabled the proposed increase March 1960 allow for time to study data.

A typical student choosing 20 meals per week in a residence hall would pay $329.86 plus $11 or 2.9 percent over last year's total of $1,387.

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

Bean had presented the Residence Hall Association with an explanation of the 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," Bean said.

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

Capozzi on research council
Laura Capozzi, chairperson of physician assistant, has been appointed to the Research Council of the American Association of Physicists. Assistant, who represents the Board of Regents of Michigan State University, will resign from that position when the Research Council focuses on health care research and on policy research.

Bernhard Center to become smoke free Tuesday, June 1

Wednesday, June 3, 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' areas will 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."

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

Lecture, "Multi-Media Computer Use in the Classroom," John E. Blank, associate dean of University Computing Center, noon-1:30 p.m.

Doctoral oral examination, "Morbidity and Mortality among the Leper Community of Distinct Hispanic Groups," Snez Rios-Charroz-Aranbide, psychology, 283 Wood Hall, 3 p.m.