Food, football and fireworks will be featured at CommUniverCity Night celebration on Sept. 8. The fifth largest home crowd ever — 29,084 — describe WMU's second ever home night football game. WMU's first ever home night football game.

Leathernecks of Western Illinois University will face Bronco fans, compliments of Country Club of Kalamazoo. WMU students will have a special tailgate party at 5 p.m. at Kanley Track. Live music and food service will be available. Residence hall meal tickets will be honored there, and other students may purchase their meals. Free shuttle bus service will be provided from three locations: Lawson Ice Arena, Bronson Park and the Radisson Plaza Hotel.

The evening will conclude with a giant fireworks show after the football game at Waldo Stadium.

Wel come back! The new school year started out festively as students and other members of the University community attended activities designed to welcome them to campus. Above: These international students were catching up with their American counterparts at the giant pepperoni pizza party after the "For Freshmen Only" forum Aug. 28. Following a program in Miller Auditorium, where they learned about the traditions of WMU, the first-year students consumed some 500 pizzas at the "Fountain Plaza, AT RIGHT." The plaza was the scene of everything from boot walks to Greek organization activities designed to "bash." "Both sides conducted negotiations with a high degree of professionalism," said Doreen A. Brinsson, WMU's contract administrator. She indicated that formal talks began June 29 and there were approximately 11 negotiation sessions. The old three-year contract expired Aug. 12, but it was extended until the tentative agreement was reached.

Recruitment, fieldhouse complex dedicated; other projects moving ahead

The Student Recreation Center and Read Fieldhouse Complex was unveiled with fanfare inceremonies Aug. 29 before a crowd by an elevated walkway, are the major parts of State, County and Municipal Employees (AFSCME), representing about 490 employees in dining services, trades, custodial, landscape and logistical services.

The agreement was reached on Aug. 17 and Local 1668 members ratified it on Aug. 22. The proposal will be presented to WMU's Board of Trustees for ratification at its next meeting on Sept. 30 in Detroit.

Contract terms will provide a 2 percent bonus each year for dining services; a 3 percent bonus each year for custodial, landscape and logistical services; and a 2.5 percent bonus in third and fourth years and a 2.5 percent bonus in the second year for the trades. There also are minor modifications in fringe benefits and changes in work assignments for dining services.

"Both sides conducted negotiations with a high degree of professionalism," said Doreen A. Brinsson, WMU's contract administrator. She indicated that formal talks began June 29 and there were approximately 11 negotiation sessions. The old three-year contract expired Aug. 12, but it was extended until the tentative agreement was reached.

Convocation date set

Members of the University community are asked to mark their calendars for the 15th annual Academic Convocation date set.

The dedication marked the culmination of a decade of preparation, planning, design and construction. The two buildings, joined by an elevated walkway, are the major parts of the University’s "Campaign for Excellence," which included the Student Recreation Center and Read Fieldhouse.

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The University and the WMU chapter of the American Association of University Professors, through a series of mutual gains bargaining initiatives during the past two contracts, have been able to raise the salaries of the professorate to a competitive level and to meet many of the professoriate's concerns. The new faculty attended a reception where they met the opportunity to pick up information about WMU and meet various University service providers. The new faculty members also attended a breakfast with President Haenicke on Aug. 29. In addition to conducting a new faculty orientation, the Office of Faculty Development Services organized a training session for teaching assistants and a special workshop for international teaching assistants in the week before classes started.

### Four-year increase in faculty salaries highest among 15 Doctoral I schools

The University of Missouri at Rolla, which has a strong engineering orientation, has reported an outstanding new faculty orientation. "It's a major component of building a strong faculty," said President Haenicke. "We have made considerable progress in faculty salaries over the past several years," he said. "At the union's option, the across-the-board increase will be calculated on the average salary of the professorial rank. Following discussions over this past summer, both groups selected the option for 1994-95. In addition to the 3 percent across-the-board increase, the University will offer the optional one-half percent merit increase. One-half of the merit will be awarded by the administration and one-half by faculty recommendation. At the union's option, the across-the-board increase will be based on the average salary of the professorial rank. Higher paid professors will receive less of a percentage increase than lesser paid professors.

The across-the-board increases for academic-year faculty are: professor, $1,780; associate professor, $1,440; assistant professor, $1,194; and instructor, $799. For fiscal-year faculty, the figures are: professor, $2,225; associate professor, $1,800; assistant professor, $1,493; and instructor, $999. At the projected one-half percent salary increase, the 3.5 percent increase in 1994-95, gives the full professor an average salary of $62,410 and the associate professor an average salary of $44,890.

The level for associate professor is actually greater at WMU than at UNC at Chapel Hill, which is estimated at $48,719. The level for WMU full professor is behind, but continues to approach, the level of $48,719. The level for WMU full professor is behind, but continues to approach, the level of $48,719.

**Facts on File**

The Research I rating, which is characterized by a high percentage of doctorate degrees per full-time equivalent undergraduate students, also attended breakfast with President Haenicke on Aug. 29. In addition to conducting a new faculty orientation, the Office of Faculty Development Services organized a training session for teaching assistants and a special workshop for international teaching assistants in the week before classes started.

### Comparable Doctoral I Institutions: 1993-94 Average Faculty Salaries

<table>
<thead>
<tr>
<th>Institution</th>
<th>Associate Professor Rank</th>
<th>Assistant Professor Rank</th>
<th>Professor Rank</th>
<th>All Ranks</th>
<th>Rank Increase</th>
<th>Rank</th>
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<td>Akron</td>
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<td>Missouri-KC</td>
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<td>12.09%</td>
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<tr>
<td>Missouri-Rolla</td>
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<td>$50,800</td>
<td>$45,400</td>
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<td>Illinois State</td>
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<td>Ball State</td>
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</tr>
</tbody>
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### Source: Academic, a national publication of the American Association of University Professors

### Hammond elected to office

James B. Hammonds, physician assistant, has been selected as president-elect of the Association of Physician Assistant Programs. He will serve one year each as president-elect, president and past president.

Hammond has been active in leadership positions in the national association as well as the Michigan Academy of Physician Assistants for a number of years. He was named a fellow in the American Academy of Physician Assistants in 1992. He also has been a frequent accreditation site visitor and a presenter of workshops and lectures across the country.
Changes announced regarding parking system

Several changes in the University’s parking system designed to enhance convenience and safety have been implemented with the start of the fall semester. The changes include: improved and added signage, implementation of a parking fee for major entertainment, cultural and sporting events; and introduction of a transferable employee parking permit.

Despite the need to increase parking ramp revenue and improve safety, there have been permits without paying meters there, officially said. At the same time the 250-space dirt Lot 76 on Kalamazoo Avenue will be closed but the 405 “W” spaces on the top level of the new parking structure represent an increase of 155 spaces.

“It’s a matter of greater convenience and safety,” said Capt. Wesley R. Carpenter, public safety. “The dirt lot can become quite messy and it is perceived by students as being remote.

The lower two levels of the new parking structure will continue to be for metered public parking, he said. Faculty, staff and students will be able to enter. Each employee also may park on the lower levels, but they must pay the meters. The charge is 50 cents per hour.

Beginning this month, a $3 parking fee will be charged at all campus parking lots for all students with valid permits, including events. The fee will apply to reserved as well as non-reserved parking areas.

Faculty, staff and students who have valid permits entitling them to spaces, Carpenter explained.

Super Zest prizes are back!

The new zest for Life incentive program reward people who stick with an exercise program throughout regular exercise participation. Record all workouts and fitness-related activities on an exercise incentive form obtained from the Zest for Life office by the end of the year.

All types of workouts may count toward points, including aerobic exercise, Aquatic Fitness Water Exercise classes, ZF Fitness Room visits, personal training, such as walking, running, swimming, biking, racquetball, tennis and any performance in the Student Recreation Center. Super Zest prizes for this incentive program will be a handbill water bottle, T-shirt, and workout shorts.

The Zest for Life Employee Wellness Program helps you meet your fitness potential and the goal of good health through the exercise opportunities offered during fall semesters. The Zest for Life graduate is available to one-on-one consultation to develop a personal fitness motivation and to suggest proper guidelines for safe, effective exercise participation, according to the correspondence.

Beginning this semester at 7-3626 for dates, times and locations of programs and to receive information on “How To Get Started” requirements or if you have never participated.

Jobs

The following list of vacancies is currently being posted through the Job Opportunities for Students program. To see a list of the Department of Human Resources. Interested candidates should submit a current résumé. According to the position, the candidate must have completed the required course work and meet all qualifications, including the college's policies on securing these positions.

For persons interested in faculty positions, there are openings in selected fields. A letter of application should be submitted to the appropriate department and/or chairperson.

Library

Waldo Library recently acquired two CD-ROM databases in the field of history. America and Life on the Island. The databases are available at the CD-ROM station in the reference department on the first floor of the library.

America: History and Life on the Island is a comprehensive resource containing detailed information on the history and culture of the United States and Canada from prehistoric times to the present. The CD-ROM contains more than 100 years of historical information, including more than 24,000 journal articles, 12,000 dissertations and 20,000 books.

Historical Abstracts on Disc covers the history and culture of the world (except for the United States and Canada) from 450 AD to the present day. The online version covers more than 10 years of information, which includes more than 204,000 article abstracts, 17,000 dissertations and 35,000 book citations. The automated indexes are not full-text, but they do provide a lengthy abstract of the article, which is a time-saver for the researcher.

Exchange


Obituary

Leonard Germain, dean emeritus of academic services, died Aug. 14 in Kalamazoo. He was 86.

A 1934 WMU graduate, Germain earned his master’s degree from the University of Michigan and taught at Kalamazoo Central High School and East Lansing High School. He returned to the University in 1943 to teach at University High.

Over the next 32 years, he served in several capacities, including assistant registrar, associate director of field services, director of summer session, director of academic services and dean of academic services. In 1973, he chaired the University committee that established the College of Health and Human Services. He also chaired the Committee on Gerontology and was a student advisor for the multidisciplinary gerontology minor offered by WMU for the first time in 1975, the year he retired from the University.

Also active in the community, Germain helped found Kalamazoo’s Senior Services Inc. in 1958 and served as a board member for that group. He held leadership positions in the Kalamazoo Committee on Aging, the Michigan Society of Gerontology and the Michigan Commission on Aging, and was a delegate to the first White House Conference on Aging in 1961. He was present with the Michigan Society of Gerontology’s Harry J. Kelley Award in 1975 in recognition of his years of service on behalf of the aging. He was a 50-year member of the First Presbyterian Church of Kalamazoo.

Persons may make memorial contributions to the Gerontology Fund in the WMU Foundation, to Senior Services Inc. or to the First Presbyterian Church.

Human resources

Directory information needed NOW

Preparations for printing the 1994-95 Faculty/Staff/Student Directory are under way.

This year instead of mailing an individual label to each employee, human resources information systems (HRIS) emailed a postal card in mid-August to all departments, asking employees to update their home or campus address information if necessary. Information that is currently in your computer record is the information that will be printed in the directory. Please notify information systems if you require a change of address or phone number. See your director for information.

For this year’s directory, please include your Social Security number with your information.

Changes may be made by telephone, in the office or on the back of your paycheck.

Recycling

Recycling is expanding to include more materials. Colored glass bottles and jars, kitchen metal (sinks, faucets, etc.) and #1 and #2 plastic bottles will be collected in all academic buildings starting this fall. Please leave these at the building coordinator for collection.

Telephone directories are still being collected for recycling. Leave them at the location designated for your building. Again, see the building coordinator for more information.

Thanks for your participation. If you have any questions, please contact recycling services at 78-1855.

On campus

IT ALL STARTS HERE — With this year’s crop of freshmen just beginning their academic careers at WMU, staff members in the Office of Admissions and Orientation are already at work with some 4,000 future first-year students. Judith K. Philips plays an integral role in that process. She began her job on the office eight years ago as a secretary, and advanced through the ranks to her current position as administrative assistant. She now supervises a secretarial and receptionist staff of 10.

In addition, she provides administrative support to Stanley E. Henderson, director of enrollment management and admissions, and to the Medallion Scholarship Program. “If I like all parts of my job,” she says. “Even though we have a lot of high stress jobs in the office, they are supportive. We work teamwood and old-fashioned good humor to handle the stress.” In her spare time, Philips enjoys camping, bicycling and crocheting as well as spending time with her family.
NIH staff members to present sessions on funding research

Two research grant administrators from the National Institutes of Health will be on campus Tuesday, Sept. 13, to tell faculty members and area business people how to secure federal funding for research and technology transfer programs.

Separate morning and afternoon sessions will feature Faye Calhoun, deputy chief for review of the Division of Research Grants, and Sonny Kreitman, program officer for three research and technology transfer programs.

A morning session designed for faculty members will take place from 8:30 to 11:30 a.m. in 2020 Fetzer Center. An afternoon session for faculty members and small business persons is scheduled for 1 to 3:30 p.m. in 2020 Fetzer Center. The sessions are sponsored by the Office of the Vice President for Research.

The pair will discuss the submission and review process for applications to the NIH. They also will outline grant programs designed to put technology developed with federal funding into the hands of the business community for further development, marketing and sales. Academic Research and Enrichment Awards, Small Business Innovation Research and Small Business Technology Transfer are among the programs to be discussed.

Calhoun and Kreitman will explain how to make applications more competitive and how to encourage collaboration between the University and the business community. There also will be an opportunity for those attending to ask questions and raise concerns.

There is no charge for either program but registration is necessary to ensure adequate space. To register or obtain further information, persons should contact the Office of the Vice President for Research at 78-2928.

Senate to meet tonight

The first Senate Faculty meeting of the academic year will be held by a reception at 6:30 p.m. Thursday, Sept. 1, in the Fetzer Center. The meeting will begin at 7 p.m.

Agenda items include remarks by President Haenicke, a report on changes in the cancellation of enrollment policy due to the new Federal Direct Loan Program and a report on activities of the Committee to Review the President’s Statement on Racial and Ethnic Harmony.

Committee reviewing president’s statement; several sessions scheduled to gather feedback

A University committee has been re-established to review the President’s Statement on Racial and Ethnic Harmony and has scheduled meetings with several constituency groups this fall along with three public forums to gather feedback.

President Haenicke issued the statement in 1988 "to foster among students, faculty and staff an atmosphere of civility in our public and private discourse and to protect students in racial, ethnic, sexual and minority students from verbal aggression and intentional degradation."

"All members of the University are expected to contribute to an atmosphere of racial and ethnic harmony on campus, displaying tolerance for cultural differences and courtesy and civility in discourse with students, faculty and staff of diverse backgrounds and origins. In this environment there is no room for any derogatory comments of a racial nature, be they in the form of slurs, jokes, songs, graffiti or the like."

It warns that "the University will take the strongest possible action, including dismissal, against those who through racist acts bring discord to this campus."

In January 1994, Haenicke asked Theresa A. Caputo, executive vice president for faculty affairs, to chair a committee of faculty, staff and students to advise him on the statement after the called meeting by some. His goal in appointing its members was to include both proponents and opponents of the statement. "What we want is a thorough and liberating debate," he said.

The committee to Review the President’s Statement on Racial and Ethnic Harmony has been meeting since April to discuss the legal and social aspects of the statement, to review relevant articles and to develop a strategy for gathering feedback. The committee began meeting with key constituency groups in August and those groups continue will continue through mid-October.

The campus groups include the Dean’s Council, Organization of Chairs and Directors, Administrators, American Association of University Professors, Clerical/Technical Organizational Faculty Senate, American Federation of State, County and Municipal Employees, Police Officers Association, President’s Committee on Education and Student Affairs and the Faculty Senate.

Three public forums also are scheduled: from 7 to 9 p.m. Wednesday, Sept. 21, in 3750 Knauss Hall; from 7 to 9 p.m. Tuesday, Oct. 4, in 3750 Knauss Hall; and from 3 to 5 p.m. Tuesday, Oct. 18, in the West Ballroom of the Bernhard Center.

Prior to the forums, the committee will put a collection of relevant articles on reserve at Waldo Library. It also will develop a set of questions to facilitate discussion.

In addition to verbal feedback during the meetings, the committee also is collecting hard copy in the form of written comments.

For a copy of the statement and a list of questions for discussion, persons should contact President Haenicke or Robert D. Wallis, chairperson of the Committee to Review the President’s Statement on Racial and Ethnic Harmony.

Welcome reception planned for adult students Sept. 8

Adult students will have a chance to connect with each other and learn about University services at a special reception from 4 to 7 p.m. Thursday, Sept. 8, in the Historic Administration Building, South Ballrooms of the Bernhard Center. A wide range of activities and services will be available for those attending.

Adults who are graduate or nontraditional students comprise about one-third of the WMU student body. Nontraditional students include adults over 25 who never started or who did not complete a degree after high school. Today, more working professionals and workers seeking to update their job skills.

During the free event, those students will be able to attend seminars on making money, securing a new student identification card, purchasing a parking sticker and having their blood pressure checked. Representatives from about 45 University offices and academic departments will be on hand to meet with those attending.

Pen works with the accommodations team to make the campus more accessible for those using wheelchairs; the Office of Student Affairs.

According to Julie A. Scrivener, Graduate Coordinator, the University expects about 2,000 adult students this year and organizers have tried to reach greater numbers of graduate students than in the past. The university has taken measures to make the working professional and make the reception more convenient for them, including adding the Student Services Center to the working professional day to accommodate what we hope will be a larger crowd this year."