

# WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Volume 21, Number 4

September 22, 1994

## Former three-term governor of Colorado to discuss health care reform in Burian Lecture

Richard D. Lamm, the former three-term governor of Colorado, will bring the current debate over health care reform to WMU's campus in an address Thursday, Oct. 6.



Lamm

Lamm, who now directs the Center for Public Policy and Contemporary Issues at the University of Denver, will speak at 7:30 p.m. in the Brown Auditorium of Schneider Hall. His topic will be "Infinite Needs, Finite Resources: The Brave New World of Health Care."

The address, which is free and open to the public, is being sponsored by the College of Health and Human Services as part of the Bill Burian Memorial Lecture Series.

"We indeed feel fortunate to have attracted a person of Richard Lamm's stature and intellect to the Kalamazoo community for a presentation on one of the top social issues of our time," said Dean Janet I. Pisaneschi, health and human services. "An expert on policy formulation on several levels, he is especially knowledgeable about the many complexities of the health care debate. Based on his careful research and critical analysis, he has a vision of where we need to go and how we should get there, which he will share with us in Kalamazoo."

Lamm served as governor of Colorado from 1975 to 1987 and was a member of the Colorado House of Representatives from 1966 to 1974. He became director of the University of Denver's Center for Public Policy and Contemporary Issues when it opened in 1987. Since then, his research and teaching focus has been in the health policy area with special emphasis on health care systems and allocation of health care resources.

Lamm has been described as one of a new breed of policy analysts who argues that the challenge of the 1990s is to meet new public needs with increasingly limited resources. Public policy, he maintains, "cannot count on historic revenue growth and, thus, cannot chase geometric curves of public spending." Lamm moves beyond traditional liberalism and conservatism to urge that the task before us is "to reconceptualize much of what government does and how it does it."

Health care reform is a key issue in this effort to revamp public policy making. "The genius of American medicine has outpaced our ability to pay," Lamm says. "No element of our budget can continue to grow at two and a half times the rate of inflation. We soon must come to grips with a series of hard choices that we are reluctant to make."

Lamm predicts that every part of the health care system will come under microscopic examination and that hospitals will close, some specialists will be out of work and others will be in high demand.

"Americans will first deny and then learn to live with a series of rationing decisions which today seems unthinkable," he says. "The only constant in the future of health care is change."

Co-sponsors of this address in the Bill Burian Memorial Lecture Series are the WMU Office of the Provost, the WMU Center for the Study of Ethics in Society, the Bronson Methodist Hospital School of Nursing, the Borgess Foundation and the Michigan State University Kalamazoo Center for Medical Studies. The series is named for William A. Burian, the founding dean of the College of Health and Human Services who died in 1988.

## Grant to boost number working in rural health care

A WMU project aimed at increasing the number of new health care professionals headed for careers in underserved rural areas has received a three-year grant from the federal government.

The U.S. Department of Health and Human Services has awarded a \$565,000 grant over three years to the WMU College of Health and Human Services' Interdisciplinary Rural Health Education Project. The funding began July 1 with the receipt of \$192,640 for the project's first year of work. The WMU effort is one of 19 similar projects now in place in 15 states to address the health care and social service needs of rural populations.

The new WMU project, which was developed in partnership with the Migrant and Rural Community Health Association Clinic in Bangor and Pullman Health Systems Inc. in Pullman, is based on a rural health care effort that began at the University in 1990 with a similar three-year federal grant. Working in Allegan and Van Buren counties, the main focus of the project has been to



**THEATRE COMPLEX ADDITION NEARS COMPLETION**—Workers are putting the finishing touches on the \$5.4 million educational wing addition to the University Theatre Complex, which is slated for completion this fall. The 44,000-square-foot addition, funded as part of the University's "Campaign for Excellence," has been under construction since groundbreaking ceremonies last fall. It will feature an experimental multi-form theatre with seating for 275. It also will include makeup and dressing rooms, two major classrooms, a 25-station design studio with computer-assisted design capabilities, a studio classroom, faculty and staff offices, a new ticketing and arts management center and new lobby areas. Dedication ceremonies are scheduled for Nov. 30.

place WMU health and human service majors in rural locations for their clinical training and internship experiences. The project involves students majoring in such fields as speech pathology and audiology, social work, physician assistant, substance abuse and occupational therapy.

According to Kathi Fuller, who directs the project, many of the elements developed for the first three years of the rural health education effort will be incorporated into the new project. Those include a commitment to interdisciplinary work, cultural sensitivity, assessing community needs prior to intervention, community empowerment and treating patients as part of a health care team.

"We've been on the cutting edge of rural health care reform," Fuller says. "We're going to continue to hone our approach and crystallize our techniques."

According to Fuller, the success rate of the projects both at WMU and the other sites in the nation has been extremely high. Fuller, who spent the last academic year as a visiting scholar at the Department of Health and Human Services' Bureau of Health Professions in Washington, D.C., has been compiling data on all 19 national sites.

"Of all program graduates who participated in the rural interdisciplinary training program from 1990 through 1993," she says, "54 percent are employed in rural or frontier areas, a figure that is significantly above the national average for entry into rural practice."

During the WMU program's first three years of operation, 126 students were placed in rural clinical and social service sites in the two West Michigan counties. Placements put students under the guidance of rural professionals in schools, primary health care clinics and social service agencies. Currently, 47 percent of graduates from the WMU program are working in rural areas. That number is expected to rise above 50 percent once all of those rural health students have graduated from the University and are ready for employment.

The new grant program will continue the placement of about 25 health care interns each semester at sites throughout the two

counties. The student interns will be encouraged to work as a team with other professionals who serve the local population, including those involved in delivering health, social service assistance and educational services.

To encourage interdisciplinary work among professionals already in the community, a series of workshops will be offered to professionals. These opportunities are intended to help acquaint professionals with each other and with the other offices and disciplines serving their clients as well as to encourage them to work together to solve clients' multiple needs.

A third major focus of the grant will involve WMU faculty and rural health care practitioners who will conduct interdisciplinary, collaborative research and evaluation on rural health issues. A series of mini grants, each valued at \$1,000, will be available for faculty members and health care professionals to use to conduct research. Frederick F. MacDonald, social work, has been surveying research needs in the two areas and will coordinate that part of the project.

The new grant also includes funds for a national networking project that will link the 19 rural health care project sites. A newsletter, originating at WMU, will be used to share newly developed ideas and methods among the participating projects.

"These are very complicated grants to implement," Fuller says. "Those of us who have done it for a while can be very helpful to those just getting started. This can serve as a forum for talking about some of the issues."

The initial WMU rural health project also focused on interesting children in the community in health care careers. That part of the project will continue, says Fuller, but is now being supported by a \$2,000 grant from the W.K. Kellogg Foundation of Battle Creek. Working primarily in the community of Hartford, the program will pair rural middle school students with rural health professionals. That project will target Native American, Hispanic and African-American youths and will focus on exposing them to professional opportunities in health care.

## Trustee Fountain dedication planned for Sept. 24

The Trustee Fountain, a new water sculpture in the Waldo Library Plaza, will be dedicated at 4 p.m. Saturday, Sept. 24, to honor those Michigan citizens who have provided outstanding service to the University as members of the institution's governing board.

President Haenicke will preside at the ceremony designed to commemorate the 30th anniversary of the establishment of the University's Board of Trustees. Twenty-six persons, including the current eight trustees, have served on the governing board. Most are expected to attend the ceremony.

The fountain has been funded by private contributions to the WMU Foundation, including a major gift from an alumni couple, Elden W. Butzbaugh Jr. and Judith Wise Butzbaugh of St. Joseph. The water sculpture concept was conceived by Evie Asken, campus planning, engineering and construction.

The sculpture features three fountains spilling into a shallow pool that will be lit at

night. The water simulates a creek, with headwaters flowing down to rapids and into the pool. The pool is lined with stones and will be surrounded by benches and greenery.

These area companies contributed to the design and construction of the fountain: James E. Fulton & Sons Inc.; Van Haren Electric; Allied Mechanical Services; Wolthuis Concrete Construction; Central Tile & Terrazzo Co. Inc.; Maple Hill Sprinkling; E. Niewoonder & Sons Landscape Services; and O'Boyle, Cowell, Blalock and Associates.

Principal program participants will be: Haenicke; President Emeritus John T. Bernhard of Kalamazoo; Trustee Emerita Mildred L. Johnson of Muskegon; Richard Y. St. John of Kalamazoo, chairperson of the Board of Trustees; the Butzbaughs; and the University's music fraternity, Phi Mu Alpha Sinfonia.

A public reception will precede the dedication ceremony at 3:30 p.m. at the plaza.



## Minority Freshmen Day offered to provide orientation

Minority freshmen and transfer students attending WMU this fall are invited to attend a Minority Freshmen Day program from 4 to 7 p.m. Wednesday, Sept. 28, in the North Ballroom of the Bernhard Center.

The program is sponsored by the Division of Minority Affairs and Delta Sigma Theta sorority.

"Freshmen and transfer students are being encouraged to attend the program to meet members of various departments, including minority faculty and staff, who provide assistance and support services," said Lenzy E. Bell, minority affairs. "The annual Minority Freshmen Day program has been very successful for the departments to increase their exposure to our minority student population and for student organizations to increase their membership."

"Introducing these students to student organizations and minority faculty and staff also will serve as another retention measure," Bell adds. "If they see African-Americans in higher education, for example, they will feel more comfortable while pursuing their education at WMU."

More than 20 student organizations and minority fraternities and sororities will have booths set up in the ballroom to distribute information as well as answer questions about their organizations.

For more information, persons may contact Bell in the Division of Minority Affairs at 7-3327, or Denico Butler, chairperson of Delta Sigma Theta Sorority, at 7-1846.



**EVENING FORUM SERIES** — President Haenicke, right, was the guest speaker at a session in the Graduate Student Advisory Committee Evening Forum Series last week in the Lee Honors College. Haenicke and Dean K. Honsberger, University budgets, presented the University budget model and answered questions from students. The series, presented for the first time this year, is scheduled for the third Friday of each month from 7 to 10 p.m. in the Lee Honors College. "The purpose is to encourage interaction between graduate students and faculty," says Bobbie D. Muncey, chairperson of the GSAC. "Each month, we'll pick a topic and invite three or four faculty members as a panel. The panel discussion will be followed by questions and answers, and then refreshments. We hope to provide an environment where graduate students can be intellectually stimulated and also have an opportunity to socialize with faculty members and other graduate students." The topic slated for the next forum on Oct. 21 is the 50th anniversary of the establishment of the World Bank. Faculty members who have worked with the World Bank or done research on it have been invited as panelists. Persons with ideas for future forums may contact Muncey in the Graduate College at 7-3576.

## Two receive NSF award to explore engineering ethics

Understanding what makes engineers act ethically in the daily performance of their jobs will be the goal of a WMU project that was recently funded by the National Science Foundation.

WMU's Center for the Study of Ethics in Society has been awarded a one-year, \$48,542 grant from the NSF to work with engineers across the state and region to develop case studies and classroom materials that explore responsible engineering practice that goes beyond simply avoiding or preventing wrongdoing.

Michael S. Pritchard, chairperson of philosophy and director of the center, and James A. Jaksa, communication and an associate director of the center, will co-direct the project. They hope the information they gather will serve as a positive example for engineering students and generate thought and discussion about what "doing good" means in the engineering professions.

The project, they say, marks a departure from earlier studies of engineering ethics in which the focus has been on engineers in critical situations who are forced to stand up against superiors or risk losing their jobs by becoming "whistleblowers" in order to prevent a catastrophic occurrence.

The project also is different from another series of case studies developed by Jaksa and Pritchard under an earlier NSF grant. They interviewed more than 50 engineers to develop case studies that would show the day-to-day ethical issues faced by working engineers. While the stories that unfolded focused on everyday issues rather than the dramatic "big story" events such as the Challenger disaster, the pair found that the focus still was on the negative.

"We were struck by the fact that nearly all of the examples had a negative quality about them. They centered on wrongdoing,"

Pritchard says. "We decided that if we were able to focus on irresponsible behavior, it must be possible to focus on the responsible. Ethics is really about doing what is good, but that is not being emphasized enough in ethics literature."

Jaksa says that one of their final interviews in the earlier study forced them to reconsider how engineering ethics could be presented. That interview was very upbeat and focused on the way one organization's responsible behavior could be seen all the way down that firm's chain of command.

"The firm manufactured safety restraints used by cleaning crews that operate from exterior scaffolding on high rise buildings," Jaksa says. "They had a good product that worked well and received no complaints from customers. The chief engineer, however, spent many hours of personal time trying to improve the restraint because some workers would disable the restraints to speed up their work and sometimes workers would fall and die. It was not the company's responsibility because its product met all federal safety requirements, but still the engineer's response was that the product could be improved to make it more convenient and less likely to be disabled by workers. His view was that 'You do the best you can but that's usually not good enough.'"

"That started us wondering why some people go beyond what's required of them and what kind of organizational structures support and encourage those individuals," Jaksa says.

Over the next year, the pair will enlist the aid of local and state engineering societies and engineering contacts they already have made to seek out exemplary engineers to interview. Those interviews will form the basis of a series of case studies that will be developed for use in engineering ethics classes at WMU and at other universities.

"Finding examples of good engineering practices," Pritchard says, "will reinforce the idea that ethically commendable engineering practice is attainable by any engineer, not just

those very few whose stories reach the attention of media."

Pritchard and Jaksa are longtime collaborators on research and writing projects in the area of ethics education. For more than 10 years, they team taught a WMU class in communication ethics and they are co-authors of a 1987 book on the same subject.

In 1989 they received a two-year grant from the NSF to interview working engineers and develop case studies and educational materials that would encourage engineering students to consider some of the ethical problems commonly faced by engineers. Those materials are now available in text and on computer software and are being used in engineering ethics classes at WMU and at a number of other institutions that have requested the materials.

In addition, Pritchard is the co-author, with two colleagues from Texas A&M University, of a textbook on engineering ethics that has just been published. "Engineering Ethics: Concepts and Cases," published by Wadsworth Publishing Co. of Belmont, Calif., incorporates some of the case studies developed by Jaksa and Pritchard during the earlier NSF-funded research.

## Ethnic and minority press on new CD-ROM

Living, learning and working in an increasingly diverse and multicultural population has created a demand to provide resources that will equip society with a better understanding of this new environment.

Waldo Library is making an effort to meet that demand with a new CD-ROM titled "Ethnic NewsWatch." It is a full text database that provides access to newspapers and magazines from a wide variety of ethnic and minority groups in the United States.

"The database is able to provide information from an ethnic point of view, which is something we don't normally have access to," said Bettina S. Meyer, University libraries.

The CD-ROM, implemented at WMU this past August, provides access to 97 newspapers and magazines through a bilingual (English/Spanish) database. The database currently contains 77,000 articles available from 1991, and will continue to grow on a quarterly basis.

Publications included range from Bay State Banner, an African-American newspaper published in Massachusetts, and Indian Country Today, a Native American publication from South Dakota, to El Nuevo Herald, a Hispanic newspaper from Florida, and Asian Week, an Asian American publication from California. The database is

## Applications available for four scholarship programs

Faculty members are asked to encourage promising students to apply for any of four prestigious scholarships with application deadlines coming up this fall.

Dean Joseph G. Reish, Lee Honors College, is the campus representative for the four awards programs and he serves as chairperson of the campus selection committee that narrows down the number of applicants to comply with the limits set by each program.

Students interested in applying to any of the programs should contact Reish to review the qualifying criteria. For those who decide to apply, the Lee Honors College will assist in assembling necessary materials and copying required documents. Applicants need not be a member of that college.

The awards programs and the application deadlines are:

- **the Rhodes Scholarship**, with applications due Friday, Oct. 7. One senior will be selected to represent WMU in the competition that could result in an award to pursue any field of study at Oxford University in England.

- **the British Marshall Scholarship**, with applications also due Friday, Oct. 7. Awards are for current seniors and are for two years of support to pursue studies at any university in Great Britain. There is no limit on the number of applicants WMU may nominate.

- **the Harry S. Truman Scholarship**, with applications due Friday, Nov. 11. The program is for current juniors with extensive records of public and community service who plan careers in the public sector. WMU may nominate three applicants.

- **the Barry M. Goldwater Scholarship and Excellence in Education Program**, with applications due Friday, Dec. 2. The program is designed for current sophomores or juniors with outstanding potential for careers in mathematics, the natural sciences or engineering. Up to four applicants will be selected to represent WMU in the competition.

For more information, persons should contact Reish at 7-3230.

## Fulbright applications due

The deadline for WMU students to file applications for grants for graduate study abroad offered under the Fulbright Program and by foreign governments, universities and private donors is Friday, Oct. 14.

Faculty members are asked to encourage qualified graduating seniors and graduate students to apply for one of the 800 awards to some 100 countries. Most of the grants provide round-trip transportation, tuition and maintenance for one academic year.

For applications and more information, persons may contact Howard J. Dooley, international affairs, at 7-3951.

## WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Editor: Ruth A. Stevens; Staff Writers: Cheryl P. Roland, Michael L. Smith; Photographer: Neil G. Rankin.

Western News (USPS 362-210) is published by News Services, B-207 Ellsworth Hall, Western Michigan University, 1201 Oliver St., Kalamazoo, MI 49008-5165, weekly during fall and winter semesters and bi-weekly during spring and summer sessions, except during vacation periods. Second class postage paid at Kalamazoo, MI 49008-5165.

Postmaster: Send address changes to Western News, News Services, Western Michigan University, 1201 Oliver St., Kalamazoo, MI 49008-5165.

Western News is distributed without charge to faculty and staff members, retirees and friends of the University, and is available at several campus locations.

Deadline: Items to be considered for publication should be submitted to News Services by noon Tuesday of the week of publication. Offices that receive too many copies — or too few copies — are asked to call 387-4100. WMU is an equal opportunity/employer/affirmative action institution.

## Mary Brown to speak at Phi Delta Kappa meeting

WMU's chapter of Phi Delta Kappa professional education fraternity is sponsoring a session titled "What's Going on in Lansing?" with State Rep. Mary Brown at 7 p.m. Thursday, Sept. 29, at the KVISD Service Center, 1819 E. Milham Road. A tour of the center will follow the presentation. For more information, persons may contact Carol Payne Smith, education and professional development, at 7-3508.



## 'Healthy Bodies, Healthy Minds' conference to focus on wholeness of body, mind and spirit

A day-long conference that explores and celebrates women's health as a state of being that encompasses body, mind and spirit is planned for Saturday, Oct. 15.

"Health Bodies, Healthy Minds" will run from 9 a.m. to 4 p.m. in the Bernhard Center. WMU students, faculty and staff are invited to attend.

The conference is designed to give women the opportunity to nurture those important aspects of themselves and their health that are too often ignored because of the many demands on their time and energy.

The keynote speaker will be Molly B. Vass, holistic health care, who will encourage participants to "Follow the Song of Your Heart." Five other workshops will focus on cultivating self esteem, eating right, massage, addiction and women's spiritual journeys.

The conference will close with a session titled "Laughter Works!" led by Laurie Young, co-founder of Laughter Works.

The conference was initiated by the Graduate Student Advisory Committee and conference costs have been funded by graduate student assessment fees. For this reason, the conference, including lunch, is free to graduate students. Others are welcome to attend for a nominal fee of \$10.

In addition to the GSAC, the conference is sponsored by women's resources and services in the Office of Student Life and the Office of Health Promotion and Education in the Sindecuse Health Center.

For more information and registration, persons should call women's resources and services at 7-2990. Reservations are encouraged by Friday, Oct. 7.

## Kretzmann to speak on community organizing

An expert on community organizing will present a workshop and a lecture at the University Tuesday, Sept. 27.

John P. Kretzmann, project director for the Neighborhood Innovations Network in the Center for Urban Affairs and Policy Research at Northwestern University, will lead the free sessions, which are sponsored by the Rebecca Binkowski Chapter of the Bertha Capen Reynolds Society and funded by the Student Assessment Fee.

At 1:30 p.m., he will discuss "Building Communities from Within: Strategies and Techniques" during a workshop for organizers in 205 Bernhard Center. He will present a lecture on "Community Organizing: Models

and Visions for the Future" at 7:30 p.m. in 2303 Sangren Hall.

The Neighborhood Innovations Network locates, analyzes and promotes neighborhood-based efforts that build upon and enhance local capacities to address issues and solve problems, and develops policy recommendations to support these efforts. Kretzmann has co-written a book based on his research for this project titled "Building Communities From the Inside Out: A Path Toward Finding and Mobilizing a Community's Assets."

For more information, persons may contact Donald F. Cooney, social work, at 7-3190.

## Jobs

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

S-01 and S-02 clerical positions are not required to be posted. Interested University employees may contact an employment services staff member for assistance in

securing these positions.

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

(R) **Occupational Therapist** (Term Ends 9/30/94; Renewable), P-04, Center for Developmentally Disabled Adults, 94/95-061, 9/20-9/26/94.

(R) **Associate Professor**, I-20, Occupational Therapy, 94/95-088, 9/20-9/26/94.

(R) **Associate Professor**, I-20, Occupational Therapy, 94/95-089, 9/20-9/26/94.

(R) **Assistant Professor**, I-30, Theatre, 94/95-091, 9/20-9/26/94.

(N) **Assistant Professor**, I-30, Paper and Printing Science and Engineering, 94/95-092, 9/20-9/26/94.

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

## Exchange

**FOR SALE** — Bushnell binoculars, 10X50 with quick-focus, work perfectly, \$25. Call 7-3407 or 345-6541.

## Media

Elizabeth Whitten, special education, discusses mainstreaming students with special needs on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Sept. 24, at 6:10 a.m. on WKPR-AM (1420).

## Service

These employees are recognized for five, 10, 15, 20, 25, 30 and 35 years of service to the University in September:

**35 years** — Roger L. Cole, foreign languages and literatures; and Robert W. Kaufman, political science.

**30 years** — Triantafilos D. Argyropoulos, art; Harold L. Bate, speech pathology and audiology; Jerry L. Bloemsma, WMU Bookstore; Gary T. Chartrand, mathematics and statistics; David S. DeShon, public affairs and administration; Adrian C. Edwards, finance and commercial law; Wayland D. Gardner, economics; Louis R. Guminski, printing services; James A. Howell, chemistry; Philip P. Hsieh, mathematics and statistics; Robert G. Humiston, music; Richard L. McAnaw, political science; John Metheany III, art; George S. Miller, education and professional development; Louis Rizzolo, art; Robert L. Smith, communication; and Lewis Walker, chairperson of sociology.

**25 years** — Paula J. Boodt, admissions and orientation; Patricia M. Martin, sociology; Tamara L. Porter, budget; Keith Roberts, physical plant-building custodial and support services; Lester A. Roberts, Fetzer Center;

and Philip S. Roekle, physical plant-general services.

**20 years** — Wil B. Emmert, Office of the Vice President for Research; Dessie A. Harris, Draper dining service; Ruth A. Johnston, logistical services-freight/postal/delivery; Robert O. LaDuke, blind rehabilitation; Rita Sparks, Davis dining service; Janet B. Srackangast, physical plant-administrative services; and Valerie J. Warren, music.

**15 years** — Mark S. Allen, campus planning, engineering and construction; Guy R. Barks, Miller Auditorium; Delores A. Jeffries, physical plant-building custodial and support services; Sharon K. Johnson, physical plant-building custodial and support services; Jerolyn Slayton, Evaluation Center; and Deborah K. Withee, Tate Center.

**10 years** — Nancy Brown, physical plant-L/G maintenance; Beatrice I. Clawson, external affairs-alumni relations; Cynthia L. DeRyke, teacher certification; Marcia Ellis, Sindecuse Health Center; Christine A. Hannar, University computing services; Charlotte G. Kelley, affirmative action; Tammy Kiel, Burnham dining service; Liane E. Lester, Valley I dining service; Phyllis A.

## On campus



**STUDENT JOB LAUNCHES CAREER** — Little did Les A. Roberts know when he started working here as a student custodian in the 1960s that he would turn that experience into a 25-year career at the University. "The University has been good for me," he says. A native of Decatur, Roberts joined the custodial staff while working on his bachelor's degree. Before long, he was working full-time hours while maintaining his grades, so his supervisor suggested he become a regular employee. After graduating with a bachelor's degree in special education in 1970 and completing a four-year hitch in the Air Force, he was back on campus looking for a job

and the University was ready to put him to work. He re-joined the custodial staff and, in 1984, was working to keep the new Fetzer Center in top shape. The opportunity to join the center's staff as a conference supervisor presented itself and he jumped at the chance. He's been there ever since. "I didn't really follow in anybody's footsteps — we created the job as we went along," he says. "I got a lot of on-the-job training." His custodial experience comes in handy, as he helps supervise the building's custodial staff. Primarily, he supervises conferences and events in the center, making sure clients' needs are met. Currently, the Fetzer Center handles everything from wedding receptions to three-day conferences to formal dinners. Roberts, who also prepares statistical reports for the building, says the center averages 50 to 60 events a month. "Working one-on-one with clients is always interesting," he says. "I like taking an event from planning to completion, seeing it all work — and work out well!" In his spare time, Roberts enjoys playing tennis and leading and performing in vocal music groups.

## Human resources

**Open enrollment for hospital-medical insurance Sept. 26-Oct. 7**

Once each year, the University offers eligible faculty and staff an opportunity to change their hospital-medical insurance carrier and add eligible dependents without showing proof of insurability through the **open enrollment period**.

This year, the open enrollment period runs from **Monday, Sept. 26, until the close of business Friday, Oct. 7**. Changes will become effective Nov. 1. This timing will enable persons who desire to make changes to select a new carrier prior to rate changes.

In a mailing this week to all benefits eligible faculty and staff, the benefits office announced there will be no premium changes in 1994-95 for the University hospital-medical plan, administered by the John

Hancock Co., nor any rate changes for the group life and long-term disability insurance plans. The local health maintenance organizations (HMOs), Blue Care Network and Physicians Health Plan, will be adjusting their rates for the 1994-95 year. Blue Care Network's rates have decreased from the previous year, while Physicians Health Plan's rates have increased slightly.

If you wish to change hospital-medical insurance plans and/or add eligible dependents during the open enrollment period, you must visit the benefits office in the Department of Human Resources, 1310 Seibert Administration Building, between 8 a.m. and noon and 1 and 5 p.m.

**Meetings set with Capp Care**

Benefits eligible employees are urged to attend one of the informational presentations regarding the University's participation with Capp Care, a preferred provider organization.

Meetings are scheduled for Tuesday, Sept. 27, in 210 Bernhard Center from 10 to 11 a.m. and again from 3 to 4 p.m. Presentations will be repeated on Wednesday, Sept. 28, in 208 Bernhard Center from 11 a.m. to noon and again from 2 to 3 p.m.

The University/Capp Care alliance, which becomes effective Jan. 1, is a further effort to stabilize the ever-increasing costs of health care. The University continues to strive to reduce costs through cooperation with the Southwest Michigan Healthcare Coalition. Some cost-effective ways employees can help are by monitoring their claims to make sure their insurance carrier is billed only for services actually rendered by their medical provider and, if insured under the University (Hancock) plan, by bundling medical claims until the annual deductible has been met.

**Changes to University hospital-medical plan presented**

Two additional meetings to present modifications to the University's hospital-medical plan, administered by the John Hancock Co., have been scheduled by the benefits office of the Department of Human Resources.

Benefits eligible AFSCME, clerical/technical, executive officials and professional/technical/administrative employees are invited to attend either a brown bag luncheon from noon to 1 p.m. or an informational meeting from 3:30-4:30 p.m., both on Thursday, Sept. 29. The meetings will take place in 157-159 Bernhard Center.

Benefits office staff will be available after each meeting to answer individual questions.

### Photo ideas sought

Is there a University staff member you would like to see featured in "on campus"? Please call Ruth A. Stevens, news services, at 7-4114 with your ideas or e-mail her at: ruth.stevens@wmich.edu.





**SCULPTURE ON DISPLAY** — Art by WMU students has decorated the walls of the Sindecuse Health Center in the past, and now the center's lawn is home to new works donated by a WMU graduate. William K. Millmine, who earned his BFA in sculpture last December, decided he couldn't take his work with him to Bowling Green State University, where he is now a graduate assistant. So he donated two pieces to the University and they became part of the Permanent Art Collection. Both works of steel have been placed on the grounds of the Sindecuse Health Center. From left, Millmine, discussed his sculpture, "Arrow and Mass," here with Erica J. Krol and Terry L. Baxter, both Sindecuse Health Center. "We think it's really great that he wanted to donate the work to the University," says Krol, who has worked with the Department of Art on coordinating exhibits inside the health center in the past. "We love to have the art and think this worked out nicely for everybody."

## Tribology to be topic of seminar and open house

Tribology, the study of the friction and wear phenomena, will be the topic of a campus seminar and open house Tuesday, Sept. 27.

"Tribology: History and an Aerospace Perspective" is the title of the 1 p.m. seminar in 2064 Kohrman Hall. The speaker will be Bahram Movahed, senior research engineer in mechanical research at Sundstrand Advanced Technology Group of Rockford, Ill.

An open house, featuring the College of Engineering and Applied Sciences' tribology research facilities, is scheduled for 2 to 5 p.m. The open house will include the Tribology Laboratory, the Fluid Mechanics Laboratory, the Materials Science Laboratory and the Applied Mechanics Laboratory.

The laboratories, which were developed with significant contributions from industry, state and local government and the University, are among research facilities being used in

the new Center for Advanced Tribology. That interdisciplinary center, founded last spring, was one of three funded in the University's Centers for Excellence Competition. The center is under the direction of Parviz Merati, mechanical and aeronautical engineering.

The Durametallic Corp. of Kalamazoo, a major sponsor of the Tribology Laboratory, will have representatives on hand during the open house to answer questions about the equipment the company has made available to the laboratory and about the testing program.

## Strazdas appointed to board

Peter J. Strazdas, maintenance services, has been named to the Portage Planning Commission. He will serve a three-year term on the nine-member commission.

## Playwrights lend work for video production to help educate University community about AIDS

Concerned about the impact of AIDS on the University community, two Kalamazoo playwrights decided to help educate faculty, staff and students the best way they knew how — by lending one of their newest works to the cause.

Arnie Johnston, English, and Deborah Percy, assistant principal of Milwood Middle School, are husband and wife and longtime writing partners. The pair collaborated with University officials to produce a 10-minute video based on their play, "Love is Strange," that is available for faculty to use on campus to trigger class discussion on the impact of AIDS.

The video, filmed near Lake Michigan by the University's media production staff, focuses on a middle-aged couple who have come to the shore to spread the ashes of his brother who has recently died of AIDS. Their conversation revolves around their reaction to the death, its impact on their own family and their reminiscences of how his family coped with both the life and death of the departed brother.

The title, "Love is Strange," comes from the classic 1960s era hit song of the same title sung by Mickey and Sylvia. The play's two characters discuss the strangeness of the role of the disease in people's relationships with each other. Kalamazoo area performers Linda Starkweather and Mickey Sykes play the couple, who also are named Mickey and Sylvia.

"We wanted this to be our gift to the campus and to the effort," says Johnston, who penned the play with Percy in 1992. The work was performed on campus in 1992 for Engfest and for the Writers' Harvest for the Homeless. In 1993 it was produced twice in New York and was selected as a finalist in the Samuel French Off-Off Broadway Play Festival. This year, the play will be published in the periodical, "Art and Understanding," which is devoted to the topic of AIDS and the arts.

"We had three basic premises when we decided to write a play about AIDS," Johnston says. "It had to be short enough to be useful for educational purposes, it had to be funny and it had to focus on heterosexuals — those who most need to be aware of and educated about AIDS."

The play was originally written to be performed on "Studio 421," a Kalamazoo area cable access show hosted by Stark-

weather. The video version of the work was produced by Harvey Stewart of WMU's media production staff, who plans to enter the work in a national video competition this fall.

According to Mary Ann Bowman, faculty development services, the video is available for borrowing by members of the faculty and it could be used to trigger classroom discussion on the subject of AIDS. Currently available in her office, the videotape should also eventually be available through Waldo Library.

In addition to use of the videotape by classes, Johnston and Percy also have approved use of the text of the play by campus theatre and class groups who wish to develop their own productions of the work. For more information about how to secure a copy of the play or the videotape for classroom viewing, persons should call Bowman at 7-5305.

## Long-distance phone calling procedures to change Oct. 1

The Department of Telecommunications has announced a change in long-distance calling procedures due to the recent expansion of the telecommunications industry.

Effective Oct. 1, persons on campus will need to include the area code in all long-distance numbers, even when calling within the 616 area. For example, when calling Grand Rapids, persons will need to punch 9-1-616-456-XXXX. The change will not affect long-distance calling rates or local numbers.

Campus telephone users should remember to reprogram their telecommunications equipment, such as speed dial buttons.

The change in procedure, part of a national effort, is necessary because the increasing demands and usage of fax machines, pagers, cellular phones and computer modems have caused a shortage of area codes and telephone numbers.

## Reception set for Van Hoesen

A retirement reception honoring the Rev. Donald Van Hoesen is scheduled for 3:30 to 5:30 p.m. Wednesday, Sept. 28, in the Kanley Chapel Social Room. Van Hoesen retired at the end of August after 27 years as the campus minister for the Reformed Church in America.

# Calendar

## Thursday, September 22

- (thru Oct. 15) Hispanic Heritage Month exhibit focusing on Hispanic culture, showcases, third floor, Waldo Library.
- (thru Oct. 20) Exhibition, "Father/Daughter," watercolors by Harry Hefner, emeritus in art, and photography by Holly Hefner Delach-Stephenson, fine arts, Department of Human Resources, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.
- (thru Oct. 7) Exhibition, handmade mini-comic books and handmade paper books, Space Gallery showcases, Knauss Hall, weekdays, 8 a.m.-9 p.m.
- (thru 28) Exhibition, four Department of Art alumni: Richard Mallette, mural, and Thomas Rueff, sculpture, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.; and Erik Gustafson, paintings and sculpture, and Christopher Ritter, sculpture, Space Gallery, Knauss Hall, Mondays thru Thursdays, 10 a.m.-4 p.m.
- Doctoral oral examination, "High Breakdown Rank-Based Estimates for Linear Models," William H. Chang, mathematics and statistics, Commons Room, sixth floor, Everett Tower, 4 p.m.
- University Film Committee showing, "Wide Sargasso Sea" (England, 1993), directed by John Duigan, 2750 Knauss Hall, 6 and 8 p.m.
- Poetry reading to celebrate the second anniversary of the installation of the Carol Ann Haenicke Collection of American Women's Poetry, Jorie Graham, author of five books of poetry and faculty member, University of Iowa Writer's Workshop, 3770 Knauss Hall, 8:30 p.m.

## Friday, September 23

- Workshops, "Stress Management and Injury Prevention for Musicians," Gail Berenson, Ohio University pianist: Dalton Center Lecture Hall, 9-11 a.m.; and 1115 Dalton Center, 1-4 p.m.

\*Concert, Kalamazoo Symphony Orchestra, Miller Auditorium, 8 p.m.

## Saturday, September 24

- Workshop, "Stress Management and Injury Prevention for Musicians," Gail Berenson, Ohio University pianist, 1129 Dalton Center, 9-11:30 a.m.
- (and 25) Men's tennis, Bronco Open, Sorensen Courts, 10 a.m.
- Dedication of Trustee Fountain, Waldo Library Plaza, 4 p.m.; reception, 3:30 p.m.
- \*Football, WMU vs. the University of Akron, Waldo Stadium, 7 p.m.
- \*Performance, principal dancers of the New York City Ballet, Miller Auditorium, 8 p.m.

## Sunday, September 25

- Faculty recital, Bradley Wong, clarinet, and Phyllis Rappeport, piano, Dalton Center Recital Hall, 3 p.m.

## Tuesday, September 27

- Human resources informational meeting for benefits eligible faculty and staff on group insurances and Capp Care, 210 Bernhard Center, 10-11 a.m., repeating 3-4 p.m.
- Engineering seminar and open house: seminar, "Tribology: History and an Aerospace

Perspective," Bahram Movahed, senior research engineer in mechanical research, Sundstrand Advanced Technology Group, Rockford, Ill., 2064 Kohrman Hall, 1 p.m.; open house for tribology research facilities, Kohrman Hall, 2-5 p.m.

Presentations by John P. Kretzmann, project director for the Neighborhood Innovations Network in the Center for Urban Affairs and Policy Research at Northwestern University: workshop for organizers, "Building Communities from Within: Strategies and Techniques," 205 Bernhard Center, 1:30 p.m.; lecture, "Community Organizing: Models and Visions for the Future," 2303 Sangren Hall, 7:30 p.m.

Lecture series on "The Coming Asian Century": "Japan's Position in Asia Toward the 21st Century," the Honorable Yasukuni Enoki, consul general-Japan, Lee Honors College, 7 p.m.

## Wednesday, September 28

- Doctoral oral examination, "Effects of Caffeine Consumption on Cardiovascular Indices, Attention, Task Performance and Memory Retention in Children," Suzanne L. Keller, psychology, 283 Wood Hall, 9:30 a.m.
- Human resources informational meeting for benefits eligible faculty and staff on group insurances and Capp Care, 208 Bernhard Center, 11 a.m.-noon, repeating 2-3 p.m.
- School of Music Convocation Series concert, works by composer Ramon Zupko, music, Dalton Center Recital Hall, 2 p.m.
- Reception honoring the retirement of Donald Van Hoesen, campus minister for the Reformed Church in America, Kanley Chapel Social Room, 3:30-5:30 p.m.
- Biological sciences seminar, "Cellular Mechanisms Underlying Pathology and Therapy of Schizophrenia," Kalpana Merchant, central nervous system diseases, the Upjohn Co., 5270 McCracken Hall, 4 p.m.; refreshments, 3:45 p.m.
- Minority Freshmen Day program, North Ballroom, Bernhard Center, 4-7 p.m.

## Thursday, September 29

- Human resources brown bag lunch or afternoon meeting, "Modifications to the University (Hancock) Hospital/Medical Plan," for benefits eligible AFSCME, clerical/technical, executive officials and professional/technical/administrative staff, 157-159 Bernhard Center, noon-1 p.m., repeating 3:30-4:30 p.m.
- Lecture and slide presentation, Richard J. Keaveny, art, on his own work, 1213 Sangren Hall, 4:30 p.m.
- University Film Committee showing, "Luna Park" (Russia, 1992), directed by Pavel Lounguine, 2750 Knauss Hall, 6 and 8 p.m.
- Center for the Study of Ethics in Society lecture, "Breast Implants: Implications for Moral Philosophy," Elinor Wittrup, assistant professor of philosophy, University of Massachusetts at Lowell, 3750 Knauss Hall, 7:30 p.m.
- \*Performance, "Yesterday: A Tribute to the Beatles," Miller Auditorium, 8 p.m.
- \*Concert, University Jazz Orchestra, Dalton Center Recital Hall, 8 p.m.
- \*Admission charged