

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Volume 21, Number 11

November 10, 1994

Trustees approve Haenicke's recommendations on athletics

President Haenicke's recommendations to retain three of four sports designated last spring for possible termination and to move aggressively toward gender equity were approved Nov. 4 by the Board of Trustees.

Men's and women's tennis and men's soccer will be retained while men's gymnastics will be phased out after the 1995-96 season. To achieve gender equity, Haenicke's recommendations included a six-year plan to add five women's sports (soccer, golf, swimming, badminton and fencing).

Haenicke presented three models to the board for consideration, but recommended the plan that was approved. The models were based on an extensive examination of the Division of Intercollegiate Athletics' budget, which Haenicke said he had "bailed out" of two deficits of \$1 million each since becoming president in 1985. This year, the division is expected to break even, but only because of a one-time allocation from Haenicke of some \$400,000.

"I felt that one of the critical points for us was to eliminate the root causes that produce these deficits," Haenicke said. "It was the conclusion of people investigating the fiscal problem that 18 teams at their current strength cannot be maintained with the budget that the University provides."

Federally mandated gender equity regulations also played a major role in shaping Haenicke's recommendations. "This plan addresses our gender equity problem," he said. "It will allow us to bring the participation rate of women athletes on our campus up to a level comparable to that of men."

Current on-campus enrollment is 48 percent male and 52 percent female, he noted, while the current participation rate in intercollegiate athletics at WMU is 73 percent male and 27 percent female.

Haenicke indicated the increased cost over the six years of the plan would be \$1 million or a 20 percent increase over current general fund support of intercollegiate athletics. The other two plans he presented were less costly, but would have meant further cuts in men's programs.

Haenicke pointed out that current general fund support for athletics amounts to \$5 million, and \$1.7 million of that is for financial aid to student athletes. Therefore, he said, the

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Oxhandler, Starcher earn Distinguished Service Awards

Richard M. Oxhandler, Counseling Center, and Hazel L. Starcher, College of Health and Human Services, have been selected as the recipients of this year's Distinguished Service Awards.

They will be presented with a plaque and a \$1,500 honorarium at the 15th annual Academic Convocation at 3 p.m. Tuesday, Nov. 29, in the Dalton Center Recital Hall. In addition, \$1,000 will be added to their base salaries.

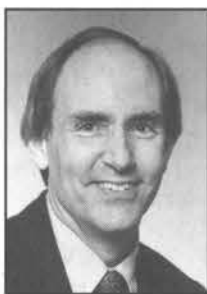
The two were chosen from campuswide nominations based on such criteria as: service through innovative and effective programs; service in areas that contribute to the growth and stature of the University; and service that extends the impact and presence of the University into the larger community.

Oxhandler has been a counseling psychologist in the Counseling Center since 1978. He's responsible for providing personal, career and academic counseling to University students and staff, conducting workshops, facilitating counseling groups and consulting with business and educational institutions. In addition, he teaches classes on such topics as risk taking and community building.

Oxhandler has developed a number of innovative programs during his tenure at the University. Several years ago, he created a freshman exploration class to help first-year students more easily make the transition from high school to college. His idea provided the impetus for what has grown into a 37-section course called "University 101" that serves hundreds of freshmen each year. He also wrote a text for that class titled "Expanding Perceptual Boundaries," as well as a subsequent book targeted at parents of freshmen titled "Parents Carry a Full Credit Load, Too!"

The courses Oxhandler has developed and taught often include unique forms of instruction. In his honors class on "Risk Taking and Change," he leads students on a one-week backpacking and caving trip. His honors course on "Community Building" is intended to promote community living and working as a group to accomplish tasks. In order to better make his point, Oxhandler teaches the class in a residence hall. He also has led a "Journey of Discovery" class to Africa.

Oxhandler is known among faculty, staff



Oxhandler



Starcher

and students as well as in the community for his workshops on such topics as test anxiety, stress management, relationships, balancing personal and professional lives, teamwork and communication skills. His expertise is tapped often by University and community groups, including the organizers of the sessions for parents during WMU's prestigious Medallion Scholarship Competition.

"Although at any given time he seems to be involved in a number of different kinds of projects and groups around the University

and community — from speaking on healthy relationships to curbing on-campus violence — what sticks in people's minds about Rich is the very genuine personal and 'human' touch he brings to each of these efforts, the one-on-one reaching out that he does on a constant basis..." said a student in nominating him for the award. "Although I am always inspired by the group energy and courage shared at Rich's speeches and workshops, I believe his most powerful influence (and the one which ultimately enriches the University and its community) lies in this very real, personal contact with individuals."

In addition to leading workshops, Oxhandler has been active in a number of other activities in the community. He has consulted with counseling staffs in area school districts to help them improve their service to students. He was involved in the Kalamazoo YWCA Sexual Assault Program's first Take Back the Night March and has annually organized

(Continued on page four)

Board gives School of Nursing formal go-ahead

After three years of planning and development, WMU's School of Nursing has become a reality with its official approval Nov. 4 by the Board of Trustees.

"We are both delighted and excited," said Provost Nancy S. Barrett. The Michigan State Board of Nursing is expected to approve the school's innovative, community-focused curriculum Nov. 16.

"The opportunity to develop a new nursing curriculum that responds to emerging and future needs of the recipients of nursing care and the complex health care environment is a rare one," she said. "WMU has taken this opportunity seriously."

Planning began in 1991 for the program, which will grant the bachelor of science degree with a major in nursing. In related action, the board formally authorized the University to offer the degree.

"Much thought, trend analysis and forecasting has gone into the conception of this program," Barrett said. "We believe we have developed one of the most innovative, responsive programs for the education of nurses in the nation."

The program, a part of the College of Health and Human Services, "promises to contribute substantially to the mission of the college as well as to prepare broadly educated nurse generalists," Barrett continued. "It also will address the mission of the University, not only to provide academic and clinical education, but also in opening new areas for research and service."

The need and support for such a program became evident with grants and gifts totaling more than \$5 million, she said. Pledges have come from the Irving S. Gilmore Foundation of Kalamazoo, the W.K. Kellogg Foundation of Battle Creek and the two Kalamazoo hospitals, Borgess Medical Center and Bronson Methodist Hospital.

Initial planning costs were funded by grants from local organizations, including the Dorothy U. Dalton Foundation, the Upjohn Co., the Monroe-Brown Foundation, the Gilmore Foundation and the Kalamazoo Foundation. The Battle Creek Health System and the Alumni Association of the Bronson Methodist Hospital School of Nursing also contributed to the project.

WMU has \$1.4 million to endow nursing scholarships, the result of a gift from the late Theodore Perg of Kalamazoo in memory of his wife, Hazel.

"The program emphasizes nursing education in a community-based, community-

responsive context," Barrett said. "The professional nurse's work thus becomes that of creating partnerships with the community in meeting the health needs of the community."

The Board of Trustees in recent months has approved the appointment of a founding director for the school, Bernardine M. Lacey, and three faculty members, based on preliminary approval of the program by the Michigan State Board of Nursing. Lenore L. Anderson and Patricia J. Broten were appointed assistant professors and Diane B. Hamilton was appointed associate professor.

The School of Nursing will grant a bachelor of science degree with a major in nursing on two tracks. One, the registered nurse progression track, is for persons who already are registered nurses; the other, called the prelicensure track, is for persons with no prior nursing education or experience.

About 100 students are expected to enroll in the University in January 1995 to enter the progression program. The first class of 75 to 80 prelicensure students is expected to enroll in fall 1995. Total enrollment for the school after its fourth year is expected to be about 360 students.

In the four-year prelicensure program, students will take 63 of the required 127 credit hours in the liberal arts and sciences, 52 credit hours in nursing and 12 credit hours in a concentration of the student's choice that augments professional studies.

In the progression program, the curriculum consists of 34 to 41 credit hours in the liberal arts and sciences, 24 credit hours in nursing and 12 credit hours in an area of concentration. The curriculum in both tracks provides for clinical experience in a variety of non-traditional settings.

Health care employers in the area have stated a willingness to increase the number of bachelor's level nurses they hire as their availability increases, Barrett said. According to the American Association of Colleges of Nursing, 30 percent of registered nurses nationally have bachelor's degrees while only 25.4 percent of Michigan RNs have them.

"In our area, percentages range from 21.4 percent in Kalamazoo County to 6.5 percent in Branch County," Barrett said. "The data clearly suggest a need for a bachelor's degree program for prelicensure and registered nurse candidates."

The proposal has been approved by the Faculty Senate, the provost, President Haenicke and the academic officers of the Presidents Council of State Universities.



FAMILY FESTIVAL — Families of WMU students were on campus Nov. 4-6 for the annual "Family Festival" sponsored by the Division of Student Affairs. From right, freshman Linda M. McClintock and her mother, Marcia McClintock of Sterling Heights, visited a special souvenir area set up by the WMU Bookstore in the Bernhard Center and got some advice on sweatshirts from employee Richard J. Stekier, a senior from Clawson. The festival featured a variety of events to help acquaint families with life at WMU, including tours, an informal exchange between parents and WMU administrators and opportunities to attend cultural and athletic events.



MEDALLION COLLOQUIUM — The 18 recipients of this year's \$25,000 Medallion Scholarships were honored at a colloquium Nov. 4 in the Fetzer Center. The event also served as a celebration of the 10th anniversary of the Medallion Scholarship Program. Speakers included Dawn (Houghtaling) Van Bostel of Grand Rapids, left, a 1984 Medallion Scholarship recipient and a 1988 alumna who is now employed as a pharmaceutical sales representative with Miles Pharmaceuticals. Here, she met one of the newest Medallion Scholars, Kevin A. Oberlin, a freshman from Holland, and the donors of his award, Donna and Charles Elliott of Kalamazoo.

Talks, open house planned for geography week

Two guest lecturers will describe their wilderness research on three continents as part of WMU's observance of the Eighth National Geography Awareness Week Nov. 13-19.

"The Wilderness World of Glacier Bay, Alaska" will be discussed by Stephen F. Cunha, chairperson of the Department of Earth Sciences at Consumes River College in Sacramento, Calif., in a talk at noon Monday, Nov. 14. Later in the day he will focus on work in central Asia as he talks about "Environment, People and Politics of the High Pamirs, Tajikistan" at 4 p.m. Both lectures will be in 338 Wood Hall.

Research projects in South America will be described by Ernst Griffin of San Diego State University's Department of Geography in two lectures Thursday, Nov. 17. "Geopolitics and Development in Ecuador's Amazon Region" will be the subject of an address at noon. "Transition from Peripheral Squatter Settlement to Zone of Maturity in La Sevena, Chile" will be the title of his 4 p.m. talk. His presentations also will be in 338 Wood Hall.

All four talks are designed to explore the

topic, "Keeping Wilderness in Sight," which has been designated as the theme of this year's Geography Awareness Week.

Also during the week, WMU's Department of Geography will showcase its own technical capabilities during an open house for the College of Arts and Sciences Geographic Information Systems Research Center. The event is scheduled for 9 a.m. to 1 p.m. Friday, Nov. 18, in 1025 Trimpe Building.

It will offer visitors a look at some of the results and information products generated by the center during recent research projects, some of which focus on groundwater. David G. Dickason, geography, who directs the center, will be on hand to explain the uses of the computer equipment and describe the types of work done there.

National Geography Awareness Week, which began in 1987 as the result of a joint resolution by U.S. Sens. Bill Bradley of New Jersey and Robert Stafford of Vermont, is observed each year to create an awareness of the overall importance of the study of geography and to support programs that address the level of geographic illiteracy of the American public.

HHS research will be highlighted during event

Presentations by 33 researchers and a luncheon awards ceremony will be among highlights of the College of Health and Human Services' Annual Research and Scholarly Activities Day Friday, Nov. 11, at the Bernhard Center.

Presentations are scheduled to begin every 15 minutes from 8:15 to 11:30 a.m. and from 1:30 to 4:30 p.m. in Room 157.

Topics during the day will range from "The Acoustics of American English Vowels" to "Shaken Baby Syndrome: A Survey of OTs." The presentations will feature faculty members and students from a number of departments, offices and programs, including: blind rehabilitation, occupational therapy, physician assistant, special education, speech pathology and audiology, nursing, social work, holistic health care, the Center for Developmentally Disabled Adults and the rural health education project.

The research presentations are open to the public without charge. No advance registration is required.

Also during the day, the college will honor researchers at a special awards luncheon. Faculty and staff who have published books, book chapters or journal articles will be honored along with the recipients of research and training grants during the 1993-94 year. A total of 30 individuals will be honored at the luncheon, which is by invitation only.

For more information about the schedule of research presentations, persons may call Gloria E. Hall, College of Health and Human Services, at 7-2663.

Minority affairs schedules brown bag luncheons

The Division of Minority Affairs will present two brown bag discussion luncheons in the coming weeks. The luncheons are scheduled for noon Mondays in the Minority Affairs' Multicultural Center, Room A-220 of Ellsworth Hall.

On Nov. 14, area political leaders will gather with WMU students to discuss politics and their roles in government. The speakers will include: Kalamazoo Mayor Edward Annen; former Kalamazoo Mayor Beverly Moore; Victor Green, a WMU graduate and current aid to U.S. Rep. Fred Upton; Kalamazoo City Commissioner Alexander Lipsey; and Kalamazoo City Manager Marc Ott.

On Dec. 5, a group of minority students and a staff member who traveled abroad during 1994 will discuss their ventures. The participants will include: Frederick Harvey, director of the Bigelow residence hall who traveled to Cameroon, Africa; Michael S. Johnson, a senior from Kalamazoo who

Faculty Senate to vote in December on one-year delay of general education policy implementation

The Faculty Senate is expected to decide at its next meeting Dec. 1 whether to recommend a one-year delay in the implementation of the University's general education policy until fall 1996.

The policy, approved by the senate in the spring of 1993, is scheduled to be implemented next fall. But the committee established to approve general education courses needs more time, its chairperson told senators Nov. 3.

"We need more time to work with the departments to bring forth new and exciting general education courses," said David A. Ede, comparative religion, chairperson of the Committee to Oversee General Education.

Ede said the committee has approved 178 courses for the policy's distribution areas and 177 courses for its proficiencies, most of them courses from the current program.

"We have a paucity of courses, especially in the area of natural science and technology," he said. "We're worried about the area of

health and well-being, for which only seven courses have been approved.

"We have rejected courses that have promise, but we need time to work with the departments to make those courses fit," Ede continued. "We believe we can help departments make these into excellent courses that will meet the needs of students and the requirements of the program."

The new policy has "significant improvements" over the old one, Ede said, including specific criteria that "establish and define" its requirements. The new policy identifies four proficiencies and eight distribution areas for a total of 37 credit hours, the same number as the old one.

"The simple matter is," Ede concluded, "we cannot have a coherent program in place by the time of fall deadlines, and we've already passed some crucial dates." The recommendation to delay implementation for a year will include a "precise calendar" to help departments respond, he said.

Economist to discuss policy for poverty Nov. 16

"Levelling the Ground: New Policy for New Poverty" will be the subject of a free lecture at 8 p.m. Wednesday, Nov. 16, in 3750 Knauss Hall.

Robert Haveman, the John Bascom Professor of Economics and Public Administration at the University of Wisconsin at Madison, will share his views on recent changes in the characteristics of low-income and poor families and their policy implications. He also will present an afternoon seminar for professional economists, graduate students and advanced undergraduates.

The presentations are part of the Department of Economics' 31st annual lecture-seminar series titled "The Economics of Rich and Poor: The Political Economy of Income

Redistribution." Speakers in the series will examine the various economic factors generally believed to determine the distribution of income.

Haveman also is a research associate in the UW's Institute for Research on Poverty. His research has touched on a wide range of topics, including unemployment, cost-benefit analysis, environmental economics and income transfer programs. He has been on the board of editors of eight scholarly journals, and was co-editor from 1985 to 1991 of one of the most widely read and prestigious economics journals, the American Economic Review.

The lecture-seminar series is co-sponsored by the Upjohn Institute for Employment Research in Kalamazoo.

Chicano studies scholar to speak Nov. 17-18

An expert on Chicano studies will speak Thursday and Friday, Nov. 17-18, as a Martin Luther King Jr./Cesar Chavez/Rosa Parks Visiting Scholar.

Deena J. Gonzalez, associate professor of history and chairperson of Chicano studies at Pomona College in California, will present two free addresses. At 7 p.m. Thursday, she will discuss "Mexican-American Women's History in Texas" in 208 Bernhard Center. Her topic for a history colloquium at 10 a.m. Friday in 3020 Friedmann Hall will be "Chicanos/as and Multiculturalism in the Humanities."

Gonzalez teaches courses on such subjects as history of the Southwest, Native America, Mexican America, politics of gender, race in America, Latina feminist traditions, women on the frontier and Chicano history. She has been a speaker at numerous conferences and is the author of several articles for professional journals. She has written a forthcoming book-length monograph, "Refusing the Favor: The Spanish-Mexican Women of Santa Fe, 1820-1880," based on her doctoral dissertation. She also is in the process of editing a Dictionary of Latinas in the United States.

For more information, persons may contact the Division of Minority Affairs at 7-3329.

Indian women focus of lecture

The ninth lecture in a series this fall on "The Coming Asian Century" is scheduled for Tuesday, Nov. 15.

Nancy E. Falk, comparative religion, will discuss "The Current Problems of Indian Women" at 7 p.m. in the Lee Honors College.

The series is sponsored by the Office of International Affairs, Asian Studies Program, Lee Honors College, Department of Political Science and Institute of Government and Politics.

Faculty, staff invited to donate at residence hall blood drives

The WMU residence halls will be the site of blood drives the week of Nov. 14-17. Faculty and staff are invited to donate blood at one of these drives. The goal is to collect 500 pints of blood for hospital patients.

All drives will be from noon to 5:45 p.m. The locations are: Davis Hall, Nov. 14; Henry Hall, Nov. 15; Ernest Burnham Hall, Nov. 16; and Britton/Hadley and Eicher/LeFevre halls, Nov. 17.

For more information, persons may call the Kalamazoo-Cass Chapter of the American Red Cross at 382-6382.

Environmental ethics is topic

Environmental ethics will be the focus of a lecture Monday, Nov. 14, by John Post, professor of philosophy at Vanderbilt University. He will discuss "Environmental Ethics and Value in the World" at 3 p.m. in the Brown and Gold Room (242) of the Bernhard Center.

Many varieties of environmental ethics rest on the idea that nature and nature's creatures have value in themselves — value independent of their potential use to human beings. Post will provide a better understanding of how biological sciences implies that certain important kinds of value are objectively in nature.

His free lecture is being sponsored by the Center for the Study of Ethics in Society.

United Way contributions near 90 percent of goal

As of Nov. 7, a total of \$138,982 had been collected in the campus United Way campaign. That's 87 percent of this year's goal of \$160,000. Although the campaign officially ended Oct. 31, donations continue to be accepted.



WESTERN NEWS

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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.

Theatre complex named for Irving S. Gilmore

The new University Theatre Complex will be named for the late Kalamazoo philanthropist Irving S. Gilmore.

A recommendation naming it the Irving S. Gilmore Theatre Complex "in grateful recognition of the generosity of the Irving S. Gilmore Foundation" was approved Nov. 4 by the Board of Trustees.

The complex encompasses the Laura V. Shaw Theatre, the Zack L. York Arena Theatre and a new addition for which ground was broken a year ago. The \$5.4 million addition will be dedicated in ceremonies at 4 p.m. Wednesday, Nov. 30. The Irving S. Gilmore Foundation, which Gilmore established in 1972, contributed \$2.4 million toward the project.

"This honor is well-deserved," said President Haenicke in making the recommendation. "Those of us who had the privilege of knowing Irving S. Gilmore realize that it's difficult to find in this community a better name to put on an arts and theatre complex."

Gilmore, who died in 1986 at the age of

85, was an active force in the management of Gilmore Brothers Department Store for some 50 years. Throughout his life, he helped by sharing his good fortune with the less fortunate. His many charities ranged from helping down-and-out street people get food and shelter to giving a boost to the career of an aspiring young performer.

Gilmore was trained as a concert quality pianist and maintained a special interest in music. Soon after his death, the Gilmore Foundation announced it would sponsor the Irving S. Gilmore International Keyboard Festival as a tribute to the philanthropist.

The Irving S. Gilmore Theatre Complex, with its new addition, will be a state-of-the-art facility for performance and teaching. The addition will be some 44,000 square feet and feature an experimental multi-form theatre with seating for 275. It also will include classrooms, a computer-assisted design studio, new lobby areas, a new ticketing and arts management center, faculty and staff offices and dressing rooms.

Zest for Life

Zest for Life and the Office of Health Promotion and Education are offering several opportunities for faculty and staff interested in improving their health and wellness.

"Understanding Self and Others: The Myers-Briggs Inventory" is scheduled for 5:15 to 7 p.m. Tuesday, Nov. 15, at the Sindecuse Health Center. Our personality and temperament color our perceptions of ourselves and influence the ways in which we interact with others. This workshop will use the Myers-Briggs Type Indicator to help you develop a stronger appreciation of your unique strengths as well as similarities and differences between yourself and others. Participants must complete the Myers-Briggs Inventory at least one week prior to the program. Call 7-3263 to register and to have an inventory

mailed to you.

"Resolving Conflict" will be offered from 5:15 to 7 p.m. Monday, Nov. 21, at the Sindecuse Health Center. Self-esteem is at the core of who we are and who we allow ourselves to be. Many of life's stressors come from interpersonal problems and relationships with others. This workshop will assist you in exploring strategies to diffuse difficult situations and minimize their impact. Advance registration is required by calling the Office of Health Promotion and Education at 7-3263.

"Coping With Stress and Conflict" is a Hope Heart Institute booklet available free of charge for those who would like an individualized approach to stress management skills. Call the Zest for Life office at 7-3262 to have one mailed

Recycling

WMU had another good month for recycling. We collected about 122 tons of materials, or about 32.4 percent of the total waste generated. We sent nearly 256 tons of waste to the landfill, but that was 6.4 percent less than October of last year. Since October 1990, we have reduced the amount of waste sent to landfill by more than 45 percent.

Recycling 122 tons of materials saved approximately 404 cubic yards of landfill space. That's enough material to fill an end zone at Waldo Stadium 29 inches deep.

Recycling just the paper products, 116 tons, saved 1,955 southern pulpwood trees from being harvested to produce virgin pulp. We also saved enough electricity to power

about 670 homes for one month, 471,000 kilowatt hours, and about 805,000 gallons of water, enough for each WMU student to take two average showers.

Here are a few reminders:

- Boxes must be broken down flat by the department. We pay for the recycling program and intact boxes take up more space, thus increasing cost.

- Telephone books can be recycled with other papers. Do not place them in the blue bins. Instead, put them beside the blue bins.

- We are collecting colorless glass bottles, #1 and #2 plastic bottles and kitchen metals for recycling. See your building coordinator for location.

- Additional blue bins or cardboard recycling boxes are available from recycling services. Blue bins are \$20 each and brown boxes are 50 cents each.

Thank you for your participation. Keep up the good work.

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.

WMU will accept clerical/secretarial applications from external candidates Nov. 14-18. External candidates and temporary clerical/secretarial staff interested in regular University positions should submit applications at that time.

Employment services will not post positions the week of Thanksgiving.

(N) **Research Associate** (Term Ends 2/28/98; 20 Hours/Week), P-04, College of Education

On campus



A WEALTH OF INFORMATION — When Lyndell R. Bleyer was a student in WMU's master of social work degree program, she began working with the late William A. Burian, founding dean of the College of Health and Human Services, on a proposal to establish an office that would compile community data useful to local human service agencies. Today, she directs the Community Information System located on the third floor of Ellsworth Hall. The office has expanded its focus from not only maintaining an extensive database on community conditions, but also providing technical assistance in collecting, analyzing and retrieving that data for government and non-profit agencies as well as business and industry. The office is involved in everything from evaluating whether a human

service agency is accomplishing its goals to conducting public opinion surveys for an area company. One of the biggest projects the office has undertaken recently is a survey of 22,000 employees for the Whirlpool Corp. on child care and dependent care needs. At any given time, a dozen projects might be under way on a fee-for-service basis. "We have three core staff members, and rely heavily on faculty and students to expand our staff when we have more work," Bleyer says. The office puts out several publications, including an "Agency Resource Directory" for the Kalamazoo area and a piece titled "Who Lives in Kalamazoo?" The latter is based primarily on census data. "Some people call and say they want a copy of all the census data," Bleyer says. "I tell them they're going to need an 18-foot semi! Part of my job is helping people explore what they need and get more specific." Bleyer says she gets involved in almost every aspect of the office's work, including administrative tasks as well as computer programming. A staff member in the Community Information System since 1978, Bleyer previously worked as a mental health therapist and a VISTA volunteer. When not at work, Bleyer says her biggest hobby is volunteering with the balloon festival in Battle Creek.

Human resources

Tax-sheltering meetings planned

Here's your chance to learn how to set up a tax-shelter plan for retirement NOW!

Information on the University's voluntary tax-sheltering plans for retirement will be presented by representatives from SDMG Investment Advisory Services at two brown bag lunch hour meetings scheduled by the benefits office of the Department of Human Resources. The meetings will run from noon to 1 p.m. Wednesday, Nov. 16, and Tuesday, Nov. 22, in 158-159 Bernhard Center.

SDMG will discuss TIAA-CREF, Fi-

delity, and Calvert mutual funds as investment options for voluntary payroll tax-sheltered contributions. Also covered will be the benefits of tax-sheltering; determining investment objectives and selecting appropriate investment vehicles; and understanding investment options.

Both persons who have not previously participated in the University's tax-sheltering plans and current participants are encouraged to attend. Representatives from the benefits office and SDMG will be available after each meeting to answer individual questions.

Libraries

With online access to the information in multiple databases and library catalogs, library patrons are discovering the vast resources available worldwide. As access to information continues to become more available, the need for interloan services to borrow materials not owned increases.

Requests for interloan services in the WMU Resource Sharing Center have increased 177 percent in the last 10 years

reflecting the growth in publication and online library resources as well as improved access.

The purpose of interlibrary loan, as defined by the 1993 National Interlibrary Loan Code for the United States, is to obtain, upon request of a library user, materials not available in the user's local library. According to a 1992 study completed by the Association of Research Libraries, the average cost for a filled interlibrary loan request is approximately \$30.

Patrons today may have more than one option available to obtain needed materials. For instance, on many FirstSearch databases, a patron may choose to go directly to a document delivery supplier rather than through interlibrary loan to obtain an article. Charges, payment method and delivery format are then selected by the patron. Patron services were enhanced a year ago with the introduction of an interloan request file on the VAX and the ability to produce interloan requests or select document delivery on many FirstSearch databases.

Issues such as copyright law, document delivery, resource sharing, turnaround time, costs and types of materials available on loan are being discussed worldwide as the libraries provide expanded access to information and seek to provide quality services to meet informational needs.

Media

Karen R. Blaisure, counselor education and counseling psychology, discusses the changing American family on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Nov. 12, at 6:10 a.m. on WKPR-AM (1420).

Obituary

Tilman C. Cothran, emeritus in sociology, died Nov. 4 in Atlanta, Ga. He was 75.

When Cothran first came to WMU in 1950 to teach during the summer session, he was the first black faculty member at the Uni-



Cothran

versity. He returned to WMU in 1972 as associate dean of the College of Arts and Sciences and was a professor of sociology from 1979 until his retirement in 1989.

A long-time civil rights activist, Cothran's record included: being the first black to serve on the Civil Rights Commission in Arkansas in 1950; serving as associate director of the Atlanta/Fulton County Anti-Poverty Program from 1965 to 1967; and directing the U.S. Office of Equal Opportunity Multi-Purpose Training Center at Atlanta University from 1967 to 1970. He was president of the Metropolitan Kalamazoo Chapter of the National Association for the Advancement of Colored People from 1985 to 1987.

Since retiring and moving to Atlanta, Cothran remained active as a member of the Fulton County Commission on Aging and as state housing coordinator for the American Association of Retired Persons.

Calendar

Thursday, November 10

(thru 19) WMU Department of Art Faculty Exhibition, Dalton Center Multi-Media Room, Mondays thru Saturdays, 10 a.m.-4 p.m.

(thru 17) Exhibition, “Time and Date,” paintings by Paul Wong, New York City, artistic director of Dieu Donne Papermill and artist-in-residence in papermaking, printing and painting, Space Gallery, Knauss Hall, Mondays thru Thursdays, 10 a.m.-4 p.m.

(thru 18) Exhibition, “The Essential Material,” handmade books from Dieu Donne Papermill, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

Writing workshop for the preparation of doctoral dissertations, specialist projects and master’s theses, Graduate College conference room, Seibert Administration Building, 3-4:30 p.m.

Doctoral oral examination, “The Theory and Applications of Stratified Graphs,” Reza Rashidi, mathematics and statistics, commons room, sixth floor, Everett Tower, 4:10 p.m.; refreshments, 3:45 p.m.

*Performance, Julio Bocca and Eleonara Cassano in Ballet Argentino, Miller Auditorium, 8 p.m.

Guest artist recital, clarinetist Jane Carl, the University of Missouri at Kansas City, Dalton Center Lecture Hall, 8 p.m.

Friday, November 11

College of Health and Human Services’ annual Research and Scholarly Activities Day, 157 Bernhard Center, 8:15-11:45 a.m. and 1:30-4:45 p.m.

Doctoral oral examination, “Interim Outcomes and Change Processes: A Case Study of School Restructuring,” Meg V. Blinkiewicz, educational leadership, 3310 Sangren Hall, 11 a.m.

Doctoral oral examination, “The Effects of Systems-Centered vs. Individual-Centered Training on the Analysis of Organizational Problems,” Jane E. DeVries, psychology, 353 Wood Hall, 11 a.m.

*Department of Dance showing, choreography and works in progress by WMU students and faculty, Dalton Center Dance Studio B, noon.

Student employment referral service internship workshop, B-106 Ellsworth Hall, 1:30 p.m.; advance registration required by calling 7-2725.

Psychology colloquium, “Results of Short-Term Intensive Behavior Therapy for Preschoolers with Autism” Patricia M. Meinhold, psychology, 3760 Knauss Hall, 4 p.m.

*Volleyball, WMU vs. the University of Akron, University Arena, 7 p.m.

*(thru 13 and 17-19) University Theatre production, “M. Butterfly,” Shaw Theatre: Nov. 11-12 and 17-19, 8 p.m.; and Nov. 13, 2 p.m.

Concert, University Symphony Orchestra, Dalton Center Recital Hall, 8 p.m.

*(thru 13) Kalamazoo Film Society showing, “Spanking the Monkey,” directed by David O. Russell, 2750 Knauss Hall: Nov. 11-12, 8 p.m.; and Nov. 13, 2:30 p.m.

Saturday, November 12

School of Music Concerto Competition finals, Dalton Center Recital Hall, 1 p.m.

Student recital, Laura Pawuk and Rebecca Shao, piano, Dalton Center Recital Hall, 7 p.m.

*Volleyball, WMU vs. Kent State University, University Arena, 7 p.m.

Sunday, November 13

*Concert, Bronco Marching Band, Miller Auditorium, 2 p.m.

*Performance, David Mamet’s “Oleanna,” Miller Auditorium, 8 p.m.

Monday, November 14

Division of Minority Affairs brown bag luncheon featuring area political leaders, A-220 Ellsworth Hall, noon.

Geography Awareness Week lectures by Stephen F. Cunha, chairperson of the Department of Earth Sciences, Consumnes River College, 338 Wood Hall: “The Wilderness World of Glacier Bay, Alaska,” noon; and “Environment, People and Politics of the High Pamirs, Tajikistan,” 4 p.m.

Center for the Study of Ethics in Society lecture, “Environmentalist Ethics and Value in the World,” John Post, professor of philosophy, Vanderbilt University, Brown and Gold Room (242), Bernhard Center, 3 p.m.

*Men’s basketball exhibition, WMU vs. Converse All-Stars AAU, University Arena, 7 p.m.

Tuesday, November 15

Lecture series on “The Coming Asian Century”: “The Current Problems of Indian Women,” Nancy E. Falk, comparative religion, Lee Honors College, 7 p.m.

*Volleyball, WMU vs. the University of Illinois at Chicago, University Arena, 7 p.m.

*Young Concert Artists Series performance, Alex Slobodyanik, piano, Dalton Center Recital Hall, 8 p.m.

Wednesday, November 16

Brown bag lunch/informational meeting for all employees on the University’s tax-sheltering plans for retirement, presented by SDMG Investment Advisory Services, 158-159

Athletics
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University allocates about 3 percent of its \$162 million general fund budget to athletics. Dan Meinert, intercollegiate athletics, indicated that level of institutional support was comparable to other Mid-American Conference schools.

Meinert said that the future of men’s gymnastics on the national level is uncertain. He pointed out that the National Collegiate Athletic Association will discontinue its national championship meet for that sport after the 1996 season and that there are currently only 28 schools in the country with a men’s gymnastics team. Meinert stressed that all student athletes presently receiving aid in men’s gymnastics will continue to do so as long as they maintain NCAA and WMU academic standards. NCAA rules will permit WMU’s male gymnasts to transfer and be eligible for competition immediately with no waiting period, he said.

“Our Division of Intercollegiate Athletics is very grateful to President Haenicke for his leadership and commitment to our programs by retaining those three sports and providing additional opportunities for women student athletes,” Meinert said.

When the possible reduction in the size of the sports programs was announced in June,

Meinert established six committees to evaluate specific issues. Final recommendations were to be made to the president by early 1995. Meinert said that the six committees will continue to function in completing their studies.

Haenicke said that he accelerated the process because of the anxiety that was created for a number of student athletes, their coaches, parents, families and fans. He noted that all four designated sports had enviable records of academic and athletic achievement. He expressed a strong desire to achieve gender equity and parity without creating acrimony within the Division of Intercollegiate Athletics between women and men athletes. “I want to preserve our high quality of campus life, avoid divisiveness and preserve sports with international appeal,” he said.

WMU currently has 10 men’s varsity sports with 300 student athletes and eight women’s varsity sports with 110 student athletes. By the year 2000, the plan is to have nine men’s sports with 245 participants and 13 women’s sports with 219 participants. Women’s soccer will be added in 1996-97, golf in 1997-98, swimming in 1998-99, badminton in 1999-2000 and fencing in 2000-01.

Bernhard Center, noon-1 p.m.

School of Music Convocation Series concert, Alex Slobodyanik, piano, Dalton Center Recital Hall, 2 p.m.

Biological sciences seminar, “Search, Discrimination and Selection: Mate Choice in Pied Flycatchers,” Thomas Getty, Michigan State University Kellogg Biological Station, 5270 McCracken Hall, 4 p.m.; refreshments, 3:45 p.m.

*Women’s basketball exhibition, WMU vs. Denmark, University Arena, 7 p.m.

Department of Economics lecture-seminar series on “The Economics of Rich and Poor: The Political Economy of Income Redistribution”: “Levelling the Ground: New Policy for New Poverty,” Robert Haveman, the John Bascom Professor of Economics and Public Administration, the University of Wisconsin at Madison, 3750 Knauss Hall, 8 p.m.

Thursday, November 17

Student employment referral service internship workshop, B-106 Ellsworth Hall, 10:30 a.m.; advance registration required by calling 7-2725.

Geography Awareness Week lectures by Ernst Griffin, Department of Geography, San Diego State University, 338 Wood Hall: “Geopolitics and Development in Ecuador’s Amazon Region,” noon; and “Transition from Peripheral Squatter Settlement to Zone of Maturity in La Sevena, Chile,” 4 p.m.

*Annual Turkey Trot, intramural fields by Valley III residence halls, 4:30 p.m.; call 7-3760 to register.

Lecture, “Mexican-American Women’s History in Texas,” Deena J. Gonzalez, associate professor of history and chairperson of Chicano studies, Pomona College, 208 Bernhard Center, 7 p.m.

*Hockey, WMU vs. the University of Notre Dame, Lawson Arena, 7 p.m.

Concert, Russell Brown Brass Quintet, Dalton Center Recital Hall, 8 p.m.

*Admission charged

Board approves purchase of power plant, property

WMU is the new owner of the power plant on Stadium Drive that has provided steam and electric service to WMU for more than 50 years.

The Board of Trustees Nov. 4 authorized the administration to execute documents to transfer the plant from its present owner, the Michigan Department of Mental Health, to the University. Previously, WMU purchased power from the Kalamazoo Regional Psychiatric Hospital and for many years used the vast majority of the plant’s output.

“If the documents are completed as expected, the transfer will be effective today,” said Keith A. Pretty, vice president for external affairs and general counsel. “Employees in the power plant will be transferred to WMU as of 12:01 a.m. Sunday, Nov. 6.”

About 20 persons are employed at the plant. They are represented in a collective bargaining agreement with the University by the Michigan State Employees Association.

Service awards
(Continued from page one)

an educational rally for men. He also has served on a community-wide task force convened by the Kalamazoo Criminal Justice Commission concerned with eliminating violence.

“Rich personifies the admonition to ‘think globally, act locally,’” said a staff member in her nomination. “Rich has a world vision that recognizes the dignity and worth of each human being, of all life. His daily interactions and choices reflect his commitment to creating a better world. I don’t think he ever loses sight of that goal and I believe that he is determined to change the world by living his beliefs daily.”

Starcher joined the WMU staff in 1960 as an administrative secretary in what was then the Department of Music. She left the University in 1966, but returned in 1975 as an administrative secretary in the former Department of Teacher Education. She has been a staff member in the College of Health and Human Services since its inception in 1976. Her current responsibilities as assistant to the dean encompass overseeing the production of quality, integrated college publications, including managing production of the college’s award-winning alumni newsletter.

“What marks Ms. Starcher’s service as exceptional is not only the quantity and content of her work, but also — and most especially — its quality and spirit ...,” said one person in nominating her for the award. “I, along with all of those who have worked with her, can attest to her talent, her solid judgment and political savvy, her excellent communication skills and writing style, her poise and her wit, her sincere interest in helping others to learn and to grow, and her unwavering commitment to the success of the College of Health and Human Services and the University.”

Starcher has played a significant role in working to improve opportunities for women, both at WMU and in the community. She was

The board approved a contract with the union Sept. 30.

In July, the state Legislature authorized the State Administrative Board to convey the plant and the 22.5 acres on which it is located to WMU on behalf of the mental health department for \$1. The department will reimburse the University for a percentage of the cost of operating and maintaining the plant.

The University has received a state appropriation of \$21.5 million to upgrade the plant once the transfer is completed. Preliminary construction activity will begin immediately.

In other action, the board approved the acquisition of property at 2610 W. Michigan Ave. for its appraised value of \$277,000. The property is the location of the former Taco Grande restaurant. Funds for the purchase are coming from the University’s parking system.

active in numerous leadership positions with WMU’s Commission on the Status of Women, including serving as president of the organization in 1980-81. Through the commission, she conceived of and organized an annual seminar on achieving tenure and promotion that is now part of the University’s faculty development program. Starcher also was one of the organizers behind the annual Woman Researcher Conference, which brought outstanding women researchers to the WMU campus from 1980 to 1986. In 1984, she was named the commission’s “Woman of the Year.”

A long-time member of the University’s Administrative Professional Association, Starcher has been active on a number of its committees. She also has been a member of numerous other University groups, ranging from planning committees to search committees.

Starcher was an original member of the board of directors for the Kalamazoo Network, and she has been active in many other community organizations. She has served as chairperson of the Greater Kalamazoo United Way’s Allocations Committee and as a board member for the Kalamazoo Chapter of the National Organization for Women, for Hospice of Greater Kalamazoo Inc. and for Kalamazoo Planned Parenthood. She currently is president of the YWCA of Kalamazoo. She also has served as a mentor for the YWCA’s Home program, an effort to help disadvantaged women pursue an education and find employment.

“Hazel’s expertise in the area of human services, along with her strong leadership skills and her sensitivity and common sense in dealing with other people, have made her contributions to these organizations invaluable,” said a member of the Kalamazoo community in supporting Starcher’s nomination.