

# WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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## 'State of the University' address set for Nov. 29

President Haenicke will present the "State of the University" address at 3 p.m. Tuesday, Nov. 29, at WMU's 15th annual Academic Convocation in the Dalton Center Recital Hall.

The event, which is open to the public, is intended to recognize and celebrate academic achievement and excellence at the University. It is sponsored by the Office of the Provost and Vice President for Academic Affairs.

Provost Nancy S. Barrett will give the welcome at the convocation. Alumni Teaching Excellence Awards will be presented by Robert W. Ethridge of Stone Mountain, Ga., president of the WMU Alumni Association, to: Joseph T. Buckley, mathematics and statistics; and Bob E. White, industrial engineering.

Richard Y. St. John of Kalamazoo, chairperson of the Board of Trustees, will present Distinguished Service Awards to: Richard M. Oxhandler, Counseling Center; and Hazel L. Starcher, College of Health and Human Services.

Following the awards ceremony, Haenicke will give the address. The convocation will be followed by a reception in the lobby of the Dalton Center.

The "State of the University" address will be broadcast at 6:30 that evening on WMUK-FM (102.1), the University's public radio station. The convocation will air on Kalamazoo Community Access Television at 9:30 p.m. Thursdays, Dec. 1 and Dec. 8, on Channel 33. It also will air on Channel 36 of EduCABLE, the University's cable television system, at these times: 2 p.m. Thursday, Dec. 1; and 3 p.m. Monday, Dec. 5.

## Plan designed to move University to Research II status

Vice President for Research Donald E. Thompson and his staff have created a comprehensive plan for sponsored program development that is designed to move the University toward designation as a Research II institution.

The plan, called "Defining the Research Mission," sets out eight goals (see box) to move WMU from its current designation as Doctoral I by the Carnegie Foundation for the Advancement of Teaching. He presented the plan Nov. 3 to the Faculty Senate.

The key for WMU to achieve Research II designation is securing between \$15.5 million and \$40 million in federal grants and contracts each year by increasing the percentage of total grants that are federal, Thompson said.

"Most institutions that move from Doctoral I to Research II average 60 percent to 68 percent of award dollars in federal grants and contracts," he said.

"The pattern of growth reflects WMU's positioning in an environment of increasing competition for federal dollars," he said. "The University has seen federal awards grow from 18.2 percent of total awards in 1989-90 to an average of 36 percent in the past four years."

Thompson's plan calls for WMU to increase its level of federal funding to at least 65 percent. In the fiscal year just ended, WMU received a record \$16.8 million in research and other sponsored programs, of which nearly \$6 million or 35 percent was federal.

"Meeting our goals will change the profile of the research enterprise so that by fiscal year 1996-97, the University will realize an increase to \$25 million in grant and contract awards annually, of which 65 percent would be in federal funds," he said.

### Patterns characterize research

Thompson described a number of patterns that have characterized WMU research efforts in recent years.

### Goals for Sponsored Program Development

- Increase the base of faculty awarded grants and contracts to 200 or 25 percent of faculty.
- Increase the base of staff awarded grants and contracts to 50, an increase of 233 percent.
- Increase the level of federal grant and contract funding to at least 65 percent.
- Increase the number of proposals submitted to 600 a year.
- Increase the number of proposals submitted for multiple-year funding to 200 a year.
- Use indirect cost recovery more effectively.
- Focus on doctoral programs, new faculty and centers and institutes.
- Restructure incentive programs.

"Since 1989-90, total external funding and the number of proposals submitted have increased while the number of awards and active faculty members has remained nearly constant," he said. In the five years since then, he noted, funding has increased by 68 percent, from \$10 million in 1989-90 to \$16.8 million in 1993-94. It has quadrupled since 1984-85, when the figure stood at \$3.9 million.

The number of proposals funded in the last five years has remained constant at about 220 and the number of active faculty investigators has remained steady at about 120. Some 15 staff members have been active each year in sponsored programs during this time.

"Reasons for the constancy of awards could be that our federal applications have increased and that the environment is more competitive," he said.

The number of proposals submitted has increased in all but one of the past five years,

from 402 in 1989-90 to 470 in 1993-94, up 17 percent.

"WMU continues to develop an infrastructure that supports research," Thompson said. "The mechanisms available include internal programs; human resources systems; workshops, training and meetings; proposal development and writing services; project administration services; oversight by regulatory bodies; publications; and ongoing planning."

"Sabbatical leaves enhance research and creative activities," he continued, "as do an array of University-wide internal programs, which are regularly reviewed and revised to meet changing needs," he continued.

Thompson cited the Faculty Research and Creative Activities Support Fund, which awards a variety of funds to faculty members. His office offers a number of support initiatives, including research development awards and the Centers for Excellence competition.

"Each college also provides programs for research support, travel and assistantships," he said, citing mini-grants in the Haworth College of Business and the College of Education among his examples.

### Five assumptions

The research plan is based on five assumptions, he continued. Among them are that departments offering the doctoral degree must develop or maintain strong research efforts.

Other assumptions are that both individual investigators and teams of researchers, often interdisciplinary, will constitute the base of sponsored program activity; that new tenure-track faculty members will be expected to conduct sponsored projects; and that new federal programs or those not recently explored will help broaden the base of program support.

Another assumption is that centers and institutes housing teams of researchers become the locus for an institutional research presence.

"The Evaluation Center and the Institute for Water Sciences, for example, are models for emerging centers, and the University will continue to look to them for continued growth and development," Thompson said.

He also pointed to the six Centers for Excellence so far established as "models for productivity in the conduct of interdisciplinary research." Those include centers for enabling technology, geographic information systems, water resources research, tribology, environmental signal transduction and at-risk youth.

## United Way fund-raisers recognized as drive nears end

With contributions still coming in, \$145,139 has been collected for this year's campus United Way drive. That's 90.7 percent of the goal of \$160,000.



Campus fund-raisers learned about the progress from Andrew A. Rivers, Office of the President and chairperson of this year's drive, at a "campaign-end" reception Nov. 9 in the Bernhard Center. The drive officially ended Oct. 31, but contributions are still being accepted by the Office of the President.

Of the 100 fund-raisers, 24 were named to the "Winner's Club" at the celebration for achieving at least 75 percent participation and contacting five or more people in their areas. All were awarded United Way mugs and were eligible for such door prizes as President Haenicke's parking place, meals in the Bernhard Center and tickets to Miller Auditorium events.

Members of the "Winner's Club" are: Stephanie "Buff" Armstrong, Center for Academic Support Programs; Terri M. Benton, student volunteer services; Kathleen M. Coolman, Graduate College; Charles G. "Bud" Donnelly, student affairs; David J. Flanagan, management; Sherrie Y. Fuller, Black Americana Studies Program; Wayland D. Gardner, economics; Dean K. Honsberger, University budgets; Barbara A. Johnston,

Office of the President; Pamela G. Liberacki, admissions and orientation; Randall K. Lung, printing services; Dorothy J. Martin, registrar's office; Joseph J. Odehnal, physical plant-administration; Altheria R. Parker, campus planning, engineering and construction; Joseph W. Petro, industrial engineering; Voncel L. Phillips, academic

affairs; Elizabeth Richardson, minority affairs; Nancy J. Salvaggio, Sindecuse Health Center; James T. Schaper, auxiliary enterprises; Diana L. Sherburn, human resources; Bobbie D. Spitzner, geography; Jewell M. Street, affirmative action; Rose M. Thomas, College of Fine Arts; and Danny H. Thompson, social work.



**FUNDRAISING REWARDED**—Pamela G. Liberacki, left, admissions and orientation, was rewarded for her efforts on behalf of this year's campus United Way drive with a free year's membership to the Student Recreation Center. She and Andrew A. Rivers, Office of the President and the chairperson of this year's drive, went down to check out the center following a "campaign-end" reception Nov. 9 in the Bernhard Center. Liberacki and six other fund-raisers were eligible for the grand prize drawing because they had 100 percent participation from their areas with at least five people actually donating and had more than \$500 in giving.

(Continued on page four)



## University attracts more than \$2.1 million in grants

More than \$2.1 million in grants was awarded to the University during September, according to a report presented at the Nov. 4 meeting of the Board of Trustees.

A total of \$2,129,397 in grants was received during the month, bringing the year-to-date total to \$4,970,957. Campus research projects attracted more than \$2 million of the September grants reported.

The largest grant received during September was a \$1.1 million award from the U.S. Department of Education to fund the fifth year of work by the Center for Research on Educational Accountability and Teacher Evaluation. CREATE was established with a five-year, \$5.2 million grant awarded in 1990 to WMU's Evaluation Center and is under the direction of Daniel L. Stufflebeam, who also directs the Evaluation Center.

A \$150,000 grant, also from the U.S. Department of Education, was awarded to Nickola W. Nelson, speech pathology and audiology, and Christine M. Bahr, special education. The award will fund the third year of a three-year research project on using computing technology to help students with learning difficulties overcome writing problems. They are testing and evaluating the uses of computer-based word processing software as

tools to address specific writing problems.

A series of grants totaling \$191,500 to Jay Easwaran, mechanical and aeronautical engineering, will support his acquisition of computer hardware and software for research on agile manufacturing. Agile manufacturing is a quick response system that can take a product from the conceptual drawing stage to casting within a day. Delcam Inc. of Eastlake, Ohio, awarded \$51,000 worth of software and a graphics workstation. MountainTop Technologies Inc. of Johnstown, Penn., provided simulation software valued at \$80,500. A third award, from R.W.P. GmbH of Aachen, Germany, will bring Easwaran \$60,000 in software.

A \$70,026 grant from the Tank-Automotive Research Design and Engineering Center at the U.S. Army Tank-Automotive Command in Warren was awarded to Larry A. Mallak, industrial engineering. The grant will support curriculum development and implementation work for the establishment of a Michigan Automotive Institute. The institute would offer graduate engineering programs for the automotive industry by combining the engineering resources of 15 universities as well as the engineering research resources of TARDEC. Dual application of

technology to military and commercial sector products would be a major goal of the program that would attract students from Department of Defense facilities and from schools around the United States.

A \$65,604 contract was awarded by the U.S. Defense Logistics Services Center in Battle Creek to a trio of marketing and survey specialists at the University. The project, which will be directed by Lowell E. Crow, associate dean of the Haworth College of Business, will focus on developing survey tools that will measure the level of customer satisfaction for services provided by the center as well as on training center personnel in how to use those tools. Andrew A. Brogowicz, chairperson of marketing, and Sue R. Crull, Kercher Center for Social Research, also will work on the project.

A new National Science Foundation grant for \$122,156 was awarded to Elise E. deDoncker, computer science, and Ajay K. Gupta, computer science, to undertake algorithm design and development work. The two-year project will focus on designing a type of algorithms that can be used to make scientific calculations on machines such as the University's 128-processor nCUBE-2 supercomputer or networked computer workstations. The work will have applications in such fields as physics, statistics, continuum mechanics and fluid dynamics.

Nora Berrah, physics, was awarded a \$97,000 grant from the U.S. Department of Energy to continue her research on the fundamental processes of atomic structure and the dynamics of interaction of open shell atoms with high energy photons produced from synchrotron radiation sources. The funding will support the second year of her work in this three-year project. She will be using accelerator facilities located at the Lawrence Berkeley Laboratory in California and the Brookhaven National Laboratory in New York.

The Vermont Institute for Science, Math and Technology has awarded a \$65,000 grant to Zoe A. Barley and Mark Jenness, both part of WMU's Center for Research on At-Risk Students. The pair, both evaluation experts in the fields of mathematics and science education, will provide program evaluation in those areas for the Vermont Statewide Systemic Initiative. They will help staff refine goals and plans as the program develops and help to measure progress toward those goals.

## Walker heads committee looking into football concerns

President Haenicke Nov. 11 named Lewis Walker, chairperson of sociology, to head a special committee to investigate concerns of some members of the WMU football team.

"Earlier this week, I became aware that significant disagreements exist in our football program," Haenicke said. "Several meetings with players, football staff, faculty and administrators lead me to believe that the complaints registered by a group of football players defy a quick administrative solution.

"Therefore, I am today appointing a special committee to investigate thoroughly the concerns expressed by a number of our student athletes and to invite all involved parties to comment," Haenicke continued.

"At my request, Dr. Lewis Walker, chairperson of the Department of Sociology and a former member of the WMU Athletic Board, has agreed to chair this committee," he said.

After consultation with both players and staff, Haenicke appointed these other persons to the committee: Linda L. Powell, health, physical education and recreation; Thomas L. Richardson, intercollegiate athletics; David L. Rozelle, accountancy; and a member of the football team who had not been named by press time. Powell and Rozelle are members of the Athletic Board.

"The committee is charged to present its findings and recommendations to the director of intercollegiate athletics and to the president as soon as possible," he said. "I am grateful to Dr. Walker for assuming this important assignment. The University will make every attempt to resolve this issue fairly and expeditiously."

Walker said that persons may contact the committee through Sue A. Beougher, public relations and communications, at 7-2372 or by e-mail at sue.beougher@wmich.edu. The committee is expected to meet soon.

The matter came to light Nov. 8 when about 20 members of the Bronco football team left practice.

## Next News published Dec. 1

There will be no Western News published Thursday, Nov. 24, because of the Thanksgiving holiday. The last two issues of the News for the fall semester will be published Thursdays, Dec. 1 and 8. The deadline is at noon on the Tuesday preceding the publication date.

## Board approves appointment and retirements

The appointment of a department chairperson and the retirements of three faculty members and two staff members were approved Nov. 4 by the Board of Trustees.

Richard L. Hodges was named chairperson and associate professor in the Department of Accountancy, effective Oct. 10, 1994. A WMU faculty member since 1985, he has been serving as interim chairperson since 1990.

The board also approved a return to the faculty for Jerry H. Hamelink as a professor of mechanical and aeronautical engineering, effective July 1, 1994. He has been replaced as chairperson of that department by Parviz Merati.

The faculty members granted retirement with emeriti status, along with their years of service and effective dates, are: Donald J. Brown, chemistry, 35 years, effective April 30, 1995; Nancy Cutbirth, English, 24-1/2 years, effective Jan. 1, 1996; and Robert E. Harmon, chemistry, 35-1/2 years, effective Dec. 31, 1996.

The staff members retiring are: Ruth A. Johnston, logistical services-freight/postal/delivery, 21 years, effective Oct. 31, 1994; and Lawrence E. Morton, Sindecuse Health Center, 11 years, effective Aug. 31, 1995.



Brown



Harmon



Hodges



Morton

The trustees also accepted two resignations: Diane J. Prosser, counselor education and counseling psychology, effective Dec. 31, 1994; and Ann M. Thompson, marketing, effective April 22, 1995.

## New book explores employee training and TQM

How to make employee training consistent with total quality management and an integral process within an organization is the focus of a new book co-written by a WMU training and evaluation specialist.

"The Learning Alliance: Systems Thinking in Human Resource Development," by Robert O. Brinkerhoff, educational leadership, and Stephen J. Gill, was published in August by Jossey-Bass Publishers of San Francisco. Brinkerhoff is an internationally recognized consultant in human resource development and training evaluation. Gill is an independent consultant on training needs analysis and evaluation and is based in Ann Arbor.

The book explains a new approach to

training that is consistent with the total quality management and process re-engineering trends that are sweeping across companies worldwide. Brinkerhoff says that improving human performance can only be accomplished when training is viewed as an integral process within the system — the business of everyone within the organization — rather than the function of an isolated department.

"We started by looking at the total quality of training and realized that there are so many players in the process, training may not work without their cooperation," he says. "Managing the process across the organization is the issue. We've all heard stories about people completing a good training program and then not being able to use what they've learned because of a lack of supervisory support or because the organization's incentive program does not reward the new behavior."

Brinkerhoff says the concepts and methods included in the book grew from his research and development work with a number of companies and organizations, including the World Bank, Apple Computer, Electronic Data Systems and the Upjohn Co. He frequently consults with such organizations to develop and refine training programs.

"What the book is really about is how to figure out what walls need to be broken down within the organization and how to get the buy-in and support of everyone involved in the process," he says.

## Speaker to address issue of resource scarcity

The issue of whether or not our global resources are becoming scarce will be the focus of a presentation Monday, Nov. 21.

Jan Narveson, professor of philosophy at the University of Waterloo in Ontario, will discuss "Environmental Fallacies and the Public" at 7:30 p.m. in 3750 Knauss Hall.

Narveson will attempt to show there are no current global shortages of any real concern.

He believes that "current environmentalists evidently think of resources as 'natural,' identifying them with quantities of stuff —

oil, say, or land. They suppose that such resources must be finite in amount and therefore scarce, so that when we use any of these we leave less left — less for others."

Narveson argues that this way of thinking is entirely wrong and that environmental policies built on such premises are ill-conceived. He believes that resources for people expand with human thought and effort, without upper limit.

The lecture, which is free and open to the public, is being sponsored by the Center for the Study of Ethics in Society.



**CAUCUS WITH A CAUSE** — Members of the Women's Caucus in the College of Arts and Sciences gathered Nov. 1 at the Oaklands for a reception. The group, which includes all women faculty in the college, is intended to encourage and support women in arts and sciences. From left, Estella Atekwana, geology, and Katherine Joslin, English, met here with Ruth Ann Meyer, chairperson of mathematics and statistics and of the caucus. The reception, sponsored by Dean Douglas P. Ferraro, was designed to give members of the caucus an opportunity to meet each other and to network.

### WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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## 12 win quarterly Staff Service Excellence Awards

Twelve staff members have been selected to receive Staff Service Excellence Awards for the first quarter of the 1994-95 fiscal year.

A total of 48 employees were nominated for the awards, which are designed to recognize excellence on the job. The 12 chosen by the Staff Service Excellence Selection Committee were the maximum allowable under the program that was initiated July 1.

The winners for July/August/September are: Farrukh Bashir, residence hall facilities; Lori A. Bell, residence hall facilities; Brenda A. Brewer, College of Arts and Sciences; Janet S. Callahan, College of Health and Human Services; Lisa M. Carnell, electrical engineering; Marcia Ellis, Sindecuse Health Center; Thomas H. Flickinger, physical plant-building custodial and support services; Juli M. Gerard, residence hall facilities; John R. (Bob) Hiltbrand, physics; Thomas Lentz, physical plant-maintenance services; Joy E. Lester, residence hall facilities; and Bryan K.

Sutton, physical plant-building custodial and support services.

They are being presented with Staff Service Excellence Certificates and \$50 gift certificates to the University facility of their choice. This program is open to all full- and part-time regular WMU staff members. It aims to recognize and reward persons nominated by fellow employees who give service above and beyond job requirements.

The Department of Human Resources and the Selection Committee, representing the American Federation of State, County and Municipal Employees, Administrative Professional Association, Clerical/Technical Organization and Police Officers Association, encourage all persons to be thinking of colleagues who deserve a public "pat on the back." Nominations for the second quarter (October/November/December) awards will be invited by the Department of Human Resources about the middle of December.

## Counseling Center earns continued accreditation

The University's Counseling Center has received continued accreditation through 1998 from the International Association of Counseling Services (IACS) Inc. of Alexandria, Va.

The center is directed by Norman M. Kiracofe. Located in the Faunce Student Services Building, the center's staff of professionally trained counselors and psychologists offers personal counseling, academic advising and career counseling to students.

The IACS evaluated the center against high standards of counseling practice and it was found to offer "competent and reliable professional services to its clientele." Approval by the IACS is also dependent upon "evidence of continuing professional development, as well as demonstration of excellence of counseling performance."

"The re-accreditation is kind of like a

Good Housekeeping seal of approval in counseling," Kiracofe said. "It is a significant statement in terms of the quality of counseling services at WMU."

A resource in the center is the Jo Nicolette Media Center, which features a wide selection of print and software materials to provide students with educational and career information and knowledge of job trends. The center also serves as a training facility for graduate students from the Department of Counselor Education and Counseling Psychology, the School of Social Work and the Department of Psychology.

The IACS is an organization of U.S. and Canadian counseling agencies. It was founded in 1972 to encourage and aid counseling agencies to meet high professional standards through peer evaluation, and to inform the public about counseling services that are competent and reliable.

## Nov. 21 events planned to focus on world hunger

At this time of Thanksgiving feasts, members of the University community are asked to turn their attention to world hunger during a "Day of Fast for a World Harvest"

Monday, Nov. 21.

The Bertha Capen Reynolds Society, a campus social justice organization, is co-sponsoring the local observance with several other groups.

During the day, people are being encouraged to fast to some degree — by not eating at all, refraining from snacks or forgoing a single meal — and donate to a charity the money they would have spent on the food.

At 6 p.m., there will be a "Hunger Banquet" at the Wesley Foundation on campus. During the event, designed to heighten awareness of world hunger, some people will receive a complete meal, some will get beans and rice and others will get only a glass of water. Tickets to the banquet are \$3.

Collected funds will be donated to two local relief agencies, Loaves and Fishes and Ministry With Community, and to Oxfam America, an international organization that works for long-term solutions to poverty and hunger.

For more information, persons may call 382-6638 or 381-5099.

## 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

## On campus

**LEARNING THE LANGUAGE** — Assisting students in WMU's Career English Language Center for International Students is the job of Kimberly K. Smith. An admissions coordinator in the center, Smith processes applications, answers immigration questions and advises students about entering U.S. universities. CELCIS, located on the lower level of Ellsworth Hall, offers intensive language instruction for international students who desire to increase their proficiency in English in order to pursue higher education in the United States. Currently, there are 133 students enrolled in the program primarily from the Far East and Middle East. "I like the interaction with the students and the staff here," Smith says. "The staff communicates well and that's important. The students are very perceptive and they need to see that we all work as one and support each other. We strive to make a good impression at all times." Smith, who holds an associate's degree from Davenport College, began working in CELCIS four years ago as a secretary. She was promoted to her current position nine months ago. An added benefit of her job, Smith says, is contact with a culture in which she has a special interest. Smith was born in Seoul, South Korea. She was adopted at age 2 and was raised in Kalamazoo. In recent years, she has traveled back to South Korea and has tried to expose her five-year-old daughter to the culture of her native country. "I was not raised with the culture," she says. "But now I bring my daughter to the social events planned by CELCIS students so that she can see what the Korean culture as well as other cultures are about."



## Breakfast program gives inside look at Bolshoi

WMU alumni and friends will get an "Inside Look at the Bolshoi Ballet" during a breakfast program Tuesday, Dec. 6, in the Green Room at Miller Auditorium.

The event, which includes a continental breakfast, will begin with registration at 7:15 a.m. and conclude by 8:20 a.m.

Alexander Lavreniuk, a representative of the Bolshoi Company, will make the presentation. The company of 100 dancers will be in Kalamazoo for seven performances Dec. 7-11 at Miller of "The Nutcracker" with the Kalamazoo Symphony Orchestra. Lavreniuk will give insights on a typical travel day for the troupe, discuss the Russian method and technique, and preview the performance.

The breakfast program is being sponsored by the WMU Alumni Association as part of its "Good Morning, Kalamazoo!" series. The cost is \$5 for alumni association members or \$6 for non-members. Reservations should be made by Friday, Dec. 2, by calling the McKee Alumni Center at 7-8777.

## Last two lectures on Asia set

The final lectures in a series this fall on "The Coming Asian Century" will be presented in the next two weeks.

H. Byron Earhart, comparative religion, will discuss "Japanese Philosophy and Religion-Fujiko" Tuesday, Nov. 22. Richard DePeaux and Edward L. Harkness, art, and Paul A. Flickinger, a graduate student in art, will speak on "Traditional and Contemporary Art in Japan" Tuesday, Nov. 29. Both lectures will begin 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.

## Exchange

**FORSALE** — Beautiful, handmade wooden doll house — ready to decorate, \$40; two tan nine-by-12-foot rugs and oval 10-by-14-foot rug in red tones, \$40 each. Call 7-3407 days or 345-6541 evenings.

## Service

These faculty and staff members are recognized for five, 10, 15, 20 and 35 years of service to the University in November:

**35 years** — Garrard D. Macleod, WMUK.

**20 years** — Judy K. Dunn, University recreation programs and facilities; Lynda A. Rhodes, accounting; and Thomas G. Waltz, physical plant-building custodial and support services.

**15 years** — Patricia A. Banks, Sindecuse Health Center; Carol L. Converse, Valley III dining service; Linda K. Middlebrooks, physical plant-building custodial and support services; and Jacklyn K. Skinner, Davis dining service.

**10 years** — Jean M. Cheever, telecommunications; Robert F. Day, physical plant-building custodial and support services; Mary A. Gardner, physical plant-building custodial and support services; Louann Grover, Reading Center; Ed F. Manion, physical plant-B/E maintenance; Linda L. Raab, physical plant-B/E maintenance; Michael F. Salamone, physical plant-general services; Dorene L. Scheffers, admissions and orientation; and Toni Y. Woolfork-Barnes, Upward Bound.

**Five years** — Rex J. DeVries, physical plant-building custodial and support services; Linda C. Dolby, College of Health and Human Services; Barbara Y. Moran, dance; Corrine S. Thomas, music; and John D. Tucker, University computing services.

## Gilmore Theatre Complex to be dedicated Nov. 30

The \$5.4-million Irving S. Gilmore Theatre Complex will be dedicated in public ceremonies at 4 p.m. Wednesday, Nov. 30, in the new lobby of the building.

Participants will include representatives of the Board of Trustees, the WMU Foundation, the Gilmore Foundation and the Department of Theatre as well as Tower Pinkster Titus Associates, architects, and Kalleward-Bergerson, general contractor.

The Board of Trustees named the complex for the late Kalamazoo philanthropist Nov. 4 in recognition of his foundation's generosity in giving the University \$2.4 million for the project. Gilmore died in 1986 at the age of 85.

## Service planned for Cothran

A memorial service for Tilman C. Cothran, emeritus in sociology, is planned for 2 p.m. Friday, Nov. 18, in Kanley Chapel. A reception will follow the service in the chapel's social room. Cothran died Nov. 4 in Atlanta, Ga., at age 75. An obituary was published in last week's Western News.

## Media

Two faculty members will be guests in the coming weeks on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air on these Saturdays at 6:10 a.m. on WKPR-AM (1420) with the following speakers and topics: Paul T. Wilson, education and professional development, on the use of phonics to improve reading skills, Nov. 19; and William S. Kern, economics, on the economic forecast for retail sales during the holidays, Nov. 26.

(R) Replacement  
WMU is an EO/AA employer



Calendar

Thursday, November 17

(thru Jan. 5) Exhibition, watercolors and acrylics by Gregg McChesney, WMU employee, student and artist, Department of Human Resources, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.  
(thru 19) WMU Department of Art Faculty Exhibition, Dalton Center Multi-Media Room, Mondays thru Saturdays, 10 a.m.-4 p.m.  
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, 10 a.m.-4 p.m.  
(and 18) Exhibition, "The Essential Material," handmade books from Dieu Donne Papermill, Gallery II, Sangren Hall, 10 a.m.-5 p.m.  
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.  
\*(thru 19) University Theatre production, "M. Butterfly," Shaw Theatre, 8 p.m.

Friday, November 18

Geography Awareness Week open house, the College of Arts and Sciences Geographic Information Systems Research Center, 1025 Trimpe Building, 9 a.m.-1 p.m.  
History colloquium, "Chicanos/as and Multiculturalism in the Humanities," Deena J. Gonzalez, associate professor of history and chairperson of Chicano studies, Pomona College, 3020 Friedmann Hall, 10 a.m.  
Memorial service for Tilman C. Cothran, emeritus in sociology, Kanley Chapel, 2 p.m.; reception following in the Kanley Chapel social room.  
\*Concert, Kalamazoo Symphony Orchestra, Miller Auditorium, 8 p.m.

Saturday, November 19

\*Performance, Canadian Brass Christmas, Miller Auditorium, 8 p.m.

Sunday, November 20

Student recital, Justin O'Dell, clarinet, Dalton Center Recital Hall, 1 p.m.  
Concert, University Symphonic Band and University Concert Band, Miller Auditorium, 3 p.m.  
Student recital, Vivian Lin, soprano, Dalton Center Recital Hall, 5:30 p.m.

Monday, November 21

\*Day of Fast-Hunger Banquet, Wesley Foundation, 6 p.m.  
\*Men's basketball exhibition, WMU vs. Poland, University Arena, 7 p.m.  
Graduate recital, Graduate Wind Quintet, Dalton Center Lecture Hall, 7 p.m.  
Center for the Study of Ethics in Society lecture, "Environmentalism Fallacies and the Public," Jan Narveson, professor of philosophy, University of Waterloo, Ontario, Canada, 3750 Knauss Hall, 7:30 p.m.  
Concert, Western String Chamber Orchestra, Dalton Center Recital Hall, 8 p.m.

Tuesday, November 22

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 Bernhard Center, noon-1 p.m.  
Physics colloquium, "Electron Emission in Energetic Atom-Atom Collisions," M. Kuzel, Institute für Kernphysik, J.W. Goethe Universität, Frankfurt, Germany, 1110 Rood Hall, 4 p.m.; refreshments, Bradley Commons, 2022 Everett Tower, 3:30 p.m.  
Lecture series on "The Coming Asian Century": "Japanese Philosophy and Religion-Fujiko," H. Byron Earhart, comparative religion, Lee Honors College, 7 p.m.

Wednesday, November 23

Retirement reception honoring Buster C. Howell, physical plant-landscape services, President's Dining Room, Bernhard Center, 2-4 p.m.

\$346,344 in gifts reported to Board of Trustees

A total of \$346,344 in cash gifts was received by the University during September, according to a report presented to the Board of Trustees Nov. 4.

The September total brought the year-to-date total of cash and deferred gifts received by the University to \$1,133,719. That amount is \$188,473 higher than the total for the same period last year.

Major gifts recorded during September included a \$210,313 gift from John L. and Jane K. Feirer of Kalamazoo that will be added to a previously established charitable remainder trust. The trust will eventually fund the John L. and Jane K. Feirer Endowed Scholarship for Industrial and Vocational Education in the College of Education. He is a professor emeritus of industrial technology and education who taught at WMU for 44 years and served as chairperson of the Department of Industrial Technology and Education from 1951 until his 1984 retirement from the faculty.

Major cash gifts included \$47,226 from Elden W. Butzbaugh Jr. and Judith Wise Butzbaugh, an alumni couple from St. Joseph. Their gift was used for construction of the Trustee Fountain, a new water sculpture in the Waldo Library Plaza. The fountain, dedicated in a Sept. 24 ceremony commemorating the 30th anniversary of the establishment of the WMU Board of Trustees, is intended to honor past and current members of the governing body.

The Herrick Foundation of Detroit gave \$50,000 during September to the College of

Fine Arts to support development of a new Center for Computer Graphics in the Department of Art.

An anonymous gift of \$19,403 will be added to the previously established Thomas L. Fisher Endowed Memorial for Disabled Student Resources and Services. The donation, the second part of a three-year \$50,000 gift, will support DSRS, a campus office that coordinates such services as handivan transportation, volunteer readers, adaptive computer equipment and advocacy for WMU students who are disabled. Fisher, who earned a bachelor's degree in 1970 and a master's degree in 1971 from WMU, died in 1982.

Also during September, alumni Michael P. and Lynn A. Williams of Kalamazoo gave \$13,500 for installation of WMU signage at the newly renovated University Arena.

Reception planned for Howell

A retirement reception honoring Buster C. Howell, physical plant-landscape services, is scheduled for 2 to 4 p.m. Wednesday, Nov. 23, in the President's Dining Room of the Bernhard Center. The University community is invited to attend.

Trustees schedule meetings

A schedule of 1995 meeting dates for the Board of Trustees was approved Nov. 4. All meetings are set for Fridays. The dates are: Jan. 20; March 17; April 21; June 23; July 21; Sept. 15; Oct. 27; and Dec. 15.



**LUNCHEON DISCUSSION** — Former Kalamazoo Mayor Beverly A. Moore was among the speakers at a brown bag luncheon discussion Nov. 14 sponsored by the Division of Minority Affairs. She and other area leaders discussed politics and their roles in government. Moore, who was a staff member in WMU's School of Social Work from 1984 to 1993, currently is executive director of HealthConnect, an organization dedicated to helping low-income people access medical and dental care. She served as mayor of Kalamazoo from 1991 to 1993. Another luncheon is scheduled for noon Monday, Dec. 5, in the Minority Affairs Multicultural Center, A-220 Ellsworth Hall. Several students and a staff member who traveled abroad during 1994 will discuss their experiences.

Thursday, November 24

(and 25) Thanksgiving recess.

Saturday, November 26

\*Women's basketball, WMU vs. Butler University, University Arena, 2 p.m.

Sunday, November 27

\*Men's basketball, WMU vs. the University of Evansville, University Arena, 2 p.m.

Monday, November 28

(thru Dec. 9) Exhibition, paintings by Timothy Norris, curator of exhibitions and collections at the Art Center of Battle Creek, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.; reception, Monday, Nov. 28, 3-5 p.m.

Doctoral oral examination, "A Study of the Effect of Developmental Kindergarten Placement on Student Achievement: Issues and Other Alternatives for the 'Unready' Child," Sandra F. Earley, educational leadership, 3208 Sangren Hall, 10 a.m.

Graduate recital, Cynthia Kortman, piano, Dalton Center Recital Hall, 8 p.m.

Tuesday, November 29

Doctoral oral examination, "Elites and Quality of Life: A Tale of Two Cities," Sam King, sociology, 2510 Sangren Hall, 10 a.m.

Academic Convocation, Dalton Center Recital Hall, 3 p.m.

Student employment referral service internship workshop, 159 Bernhard Center, 3:30 p.m.; advance registration required by calling 7-2725.

Lecture series on "The Coming Asian Century": "Traditional and Contemporary Art in Japan," Richard DePeaux and Edward L. Harkness, art, and Paul A. Flickinger, graduate student in art, Lee Honors College, 7 p.m.

Wednesday, November 30

Doctoral oral examination, "Toward a Biocritical Sociology," John Neuhaus, sociology, 2508 Sangren Hall, 8 a.m.

School of Music Convocation Series concert, "Student Musicale," Dalton Center Recital Hall, 2 p.m.

College of Education and College of Health and Human Services research colloquium, "Reflections on Establishing a Research Center in a University Setting," Floyd L. McKinney and Craig Hubble, Center for Research on At-Risk Students, 3208 Sangren Hall, 4 p.m.

Dedication of the Irving S. Gilmore Theatre Complex, lobby, 4 p.m.

\*Men's basketball, WMU vs. Eastern Illinois University, University Arena, 7 p.m.

Thursday, December 1

Psychology colloquium, "Preventing HIV and AIDS: Strategies That Work," Jeff Kelly, Medical College of Wisconsin, 211 Bernhard Center, 4 p.m.

Meeting, Faculty Senate, Fetzer Center, 7 p.m.

\*(thru 3) Seventh annual Orchestis Dance Society concert, Dalton Center Dance Studio B: Dec. 1-2, 8 p.m.; and Dec. 3, 2 and 8 p.m.

\*Admission charged

Jazz quartet returns for second tour of Poland

Following a successful tour and recording session in Poland last year, the Western Jazz Quartet returned to that country Nov. 10-17 for five performances in four cities.

The faculty ensemble from the School of Music is composed of Trent P. Kynaston on saxophone, Thomas Knific on bass and Stephen L. Zegree on piano as well as world renowned drummer Billy Hart. For the tour, Zegree was replaced by Polish pianist Wlodek Pawlik.

The same group of musicians performed in four Polish cities last October. Arrangements were made through Pawlik, who is a contact of Hart's. One concert in Warsaw was recorded for release on compact disc. This year's tour was timed to coincide with the recent release of that disc in Poland.

The quartet performed in a special concert in Gdansk sponsored by the U.S. Information Agency and the American Embassy in Warsaw. Polish and American dignitaries attended.

The ensemble also performed in the cities of Gorzow and Szczecin. Organizers there

arranged festivals around the group's performances.

In Warsaw, the quartet presented a concert and also performed for a national audience on a Polish television show.

In addition to touring in Poland, the Western Jazz Quartet has previously performed in Toronto, Paris and several South American cities.

Research

(Continued from page one)

"The plan looks to targeted areas of research strength and promise, as demonstrated by the research base of doctoral programs, the research experience of new faculty and the record of success of current centers and institutes to win sponsored, especially federal, funding for research," Thompson said.

The Carnegie Foundation designated WMU a Doctoral I institution in 1987. WMU is the only public Doctoral I university in Michigan. Copies of the plan are available in college offices.