

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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October 21, 1993

Swartz chosen to fill dean of students position

Diane K. Swartz, associate dean of student affairs at Lynchburg College in Virginia, has been selected as the new dean of students at WMU.

Her appointment will be recommended at the next Board of Trustees meeting on Nov. 5 by Theresa A. Powell, vice president for student affairs. If approved by the board, Swartz is expected to begin her new job in January. She would replace Danny E. Sledge, who has been acting dean of students since July 1992.

"I am impressed with Dr. Swartz's credentials and with the emphasis she places on getting students involved in their education," Powell said. "She will be a welcome addition to our staff."

Swartz began her work in the student affairs area as a residence hall assistant while an undergraduate at Wheaton College in Illinois. After earning her bachelor's degree in literature there in 1978, she at-



Swartz

tended Michigan State University for a master's degree in college student personnel administration. She continued working in residence hall administration at MSU as a graduate student.

After earning her master's degree in 1980, Swartz was an assistant director of residence life at Southern Methodist University in Texas for three years. She then began working on a doctoral degree in college student personnel administration at the University of Maryland at College Park. While pursuing her degree, she obtained a graduate assistantship as coordinator of the National Clearinghouse for Commuter Programs and was a residence hall director.

Swartz joined the staff at Lynchburg College as assistant dean of student affairs in 1989 and was named to her present position in 1990. She completed her doctoral degree at Maryland in 1991.

Swartz has made presentations at professional conferences and has served an internship at the headquarters of the National Association of Student Personnel Administrators. She is a member of that organization as well as the American College Personnel Association.

Several events set in connection with opening of Carol Haenicke collection of women's poetry

Several special events will surround the formal opening of the Carol Ann Haenicke Collection of American Women's Poetry, which will be at 8 p.m. Thursday, Oct. 28, in the Rare Books Room of Waldo Library.

The collection of more than 2,100 books by American women poets over the past 200 years is named for Carol Haenicke, a librarian at the Portage Public Library and the wife of President Haenicke.

Dean Douglas P. Ferraro, arts and sciences, will serve as master of ceremonies and dedicate the collection in honor of Carol Haenicke, who will respond.

"Carol Haenicke, in both her professional work and her personal activities, cherishes books and supports the study of literature," Ferraro said. "I'm delighted that she has agreed to our request that this remarkable collection be named for her."



Voigt

"This is the central event in a series of activities to celebrate the acquisition of this important collection," said Shirley Clay Scott, chairperson of English. Faculty members will read poems from the collection and a woodwind quintet will provide music.

Activities begin at 8:30 p.m. Wednesday, Oct. 27, when poet Ellen Bryant Voigt will read from her works in 3770 Knauss Hall. At 3 p.m. Thursday, Oct. 28, Suzanne Juhasz of the University of Colorado, an expert in women's poetry including the work of Emily Dickinson, will lecture in the Lee Honors College lounge.

At 10 a.m. Friday, Oct. 29, Juhasz and Harrison Hayford of Northwestern University, who sold the collection to WMU, will conduct a seminar on research opportunities the collection provides on the 10th floor of Sprau Tower.

At 7 p.m. Monday, Nov. 1, artist Cathleen Daly of San Francisco will give a lecture and demonstration in the auditorium of the Kalamazoo Institute of Arts. Her watercolor, "Orchid Stream," was selected as the image for a poster commemorating the poetry collection.

The poster is available for sale through the Department of English. Unsigned copies, available now, are \$10 and signed copies, available Oct. 28, are \$25. Proceeds will go to support the collection once costs are recovered.

Voigt, the author of four books of poetry, is a faculty member at the Massachusetts Institute of Technology. She is the recipient of several awards, including the Discovery Award from the 92nd Street YMCA and the Nation magazine, and grants from the National Endowment for the Arts and the Guggenheim Foundation.

Juhasz, the author of several books, is the editor of the Emily Dickinson Journal, sponsored by the Emily Dickinson International Society, of which she is a founding board member.

Daly's art, which will be displayed in the lobby of the KIA through Nov. 7, is included in many public and corporate collections. Her Nov. 1 presentation, which is free, is sponsored by the Southwestern Michigan Watercolor Association.

The formal opening of the collection and the events surrounding it are sponsored by the College of Arts and Sciences in association with the Department of English and the Women's Studies Program. Faculty members, staff members and students from Waldo Library, the Design Center, New Issues Press and the School of Music also are involved in the project.

"The 2,112-volume collection, valued at more than \$30,000, has been acquired as the foundation for what the University hopes to make one of the largest and most comprehensive collections of its kind," Scott said.

"This collection opens wide possibilities for scholarship and research, not only for candidates in the new doctoral program in English at WMU but also for students in other programs, such as history, sociology and women's studies," she continued. "As the collection is developed and made more inclusive, it should be an increasingly valuable resource

'101' instructors make transition easier for freshmen

This fall's instructors for "University 101" are using everything from modern technology to a little old fashioned common sense to get their freshmen off on the right foot.

The course, offered through the Center for Academic Support Programs, is intended to help students make the transition from high school to college. It provides opportunities for freshmen to develop the skills, behaviors and attitudes necessary for success in college.

"University 101" began on an experimental basis in 1985 with three sections and an enrollment of 60 students. Today, 805 freshmen — 30 percent of the new students — are attending one of the 43 sections offered.

Specific objectives of the course are to: enhance essential academic skills, such as writing, study skills and speaking; increase knowledge and use of University resources, especially the University libraries and University computing services, but also including academic advising, the Academic Skills Center, the Sindecuse Health Center, the University catalog, the Counseling Center, career services, student life and University recreation programs and facilities. The course also attempts to heighten awareness of personal and social capabilities in a small class environment.

Fifty-eight faculty and staff members have volunteered to teach or team teach the course this fall. "The response to Provost Barrett's call for volunteers to teach 'University 101' was very gratifying," said Lynne C. McCauley, Center for Academic Support Programs. "People from all over the University are involved in the program. And they're so creative!"

Instructors attended a training session, where they learned about goals and objectives of the course and other basics. This session was followed by an Information Providers Fair featuring numerous areas on campus that volunteer their services to 101 faculty. Many of these units offer to make in-class presentations or conduct tours through their facilities.

Instructors also received a new resource this year produced to help them plan their courses. Staff and friends of "University 101" developed a course workbook that covers all required activities and includes other

useful information. Explanations of key concepts as well as exercises to reinforce those concepts are contained in the book.

Gregory B. Lozeau, University computing services, is using his familiarity with technology to bring students up to speed on computers. He is teaching two "University 101" classes — one on his own and one with Kelly L. Keglovitz, University computing services.

They have taken advantage of a new program developed under the direction of Patricia F. VanderMeer, University libraries, and Margie R. Easter, University computing services. It's a computerized tutorial designed to teach library patrons primarily how to use Finder, the libraries' on-line catalog, and the Readers' Guide Abstracts on-line index. The pilot program is available on three Macintosh computers in the Waldo Library reference area and uses a combination of video, stills and text to step users through the process. It even includes a brief video and sound

introduction by President Haenicke.

"Whenever we've done the module on the library in the past, we've taken the students over there and showed them what Finder is about and given them some instructions as a group on how to use the system," Lozeau says. "Now, we send them over there and tell them to go through the tutorial. When they're done, they get a little certificate printed out that says they completed it. Then we give them an assignment and then they go back and they turn in the assignment. It's really neat."

Lozeau and Keglovitz also are using computers in tracking the journals the freshmen are requested to write as part of the course.

"We have them send their journals to us through electronic mail," Lozeau says. "They open up a little more and they're a little more spontaneous. I've gotten some very interesting things, and then I can respond back to

(Continued on page three)



GIVING FRESHMEN THE FACTS — Ronald C. Kramer, sociology, and Jane E. Kramer, continuing education, standing at right, are among the 58 faculty and staff members who have volunteered to teach "University 101" this fall. On this day, the husband and wife team made arrangements for their class to meet in the Sindecuse Health Center and hear presentations by peer educators on healthy sexual choices and acquaintance rape. Jane says they enjoy leading the course and thinks they're each able to bring a different perspective to their students, with her background as a staff member and Ron's position on the faculty. "Even though we both work at the University, we don't have a lot of contact," Ron says. "This way, we can actually do something together."

(Continued on page two)

Convocation postponed

The 14th annual Academic Convocation, originally set for Tuesday, Oct. 26, has been postponed due to scheduling conflicts. A new date will be published as soon as the event is re-scheduled.



BENEFITS FAIR — David C. Kingsley, left, Evaluation Center, was one of 600 persons who attended the Benefits Fair Oct. 14 in the Bernhard Center. Here, he discusses investment opportunities with Jane E. Brady-Ertz, retirement plan service coordinator at SDMG in Kalamazoo. The fair, sponsored by the Department of Human Resources, was designed to provide a concentrated time and place for benefits eligible employees, retirees and their dependents to learn more about the University's benefits package. In addition to picking up information from representatives of many organizations, participants registered to win door prizes of everything from Miller Auditorium tickets to a bookshelf stereo unit.

Social activist to present peace week keynote address

David Dellinger, a nationally prominent social activist, will give the keynote address during the 12th annual Peace and Justice Education Week at the University Oct. 25-28.

In addition, Maryknoll priest Father Roy Bourgeois will present the third annual Winnie Veenstra Peace Lecture and Father Peter Daugherty from Lansing will report on a peace team mission to Bosnia this past summer. Presentations by two local peace and justice groups also will be featured.

Peace and Justice Education Week is organized by United Campuses Against Militarism (UCAM), a WMU student group, to promote discussion about how to build a more just and peaceful world.

"This year's theme is 'The Quest for Peace: New Opportunities, New Challenges,'" said Ronald C. Kramer, sociology, who is the faculty adviser to UCAM. "In recent years there have been new opportunities for promoting peace, but significant challenges face us as well."

Dellinger's keynote address, "From Yale to Jail: Reflections on a Lifetime of Activism," is scheduled for 7:30 p.m. Monday, Oct. 25, in 3770 Knauss Hall.

An author, editor, teacher and nonviolent activist for justice and peace, Dellinger has been involved in civil rights and anti-war struggles as well as movements against racism and sexism for 40 years. An opponent of the Vietnam War, Dellinger was a defendant in the famous Chicago Seven conspiracy trial of 1969-70 following anti-war protests at the 1968 Democratic National Convention.

He is the co-founder and current New England representative of the National Committee for Independent Political Action. He is also chairperson of the board of Toward Freedom and is a former board member of the National Rainbow Coalition. Dellinger is a regular writer for Z Magazine and author of many books. His most recent book is "From Yale to Jail: A Memoir."

Bourgeois will speak on "A School for

Dictators: The U.S. Army School of the Americas" at 7:30 p.m. Tuesday, Oct. 26, in 3770 Knauss Hall.

An outspoken critic of U.S. foreign policy in El Salvador, Bourgeois has spent three years in federal prisons for nonviolent protests against the training of Salvadoran soldiers at the U.S. Army's School of the Americas at Fort Benning, Ga. Since 1946, the school has trained more than 56,000 Latin American soldiers in combat and counterinsurgency tactics. Manuel Noriega of Panama is among its alumni. Bourgeois presently works at the School of the Americas Watch just outside the main entrance of Fort Benning.

Daugherty will present "Peace Team to Bosnia: An Experiment in Nonviolent Intervention to War" at 7:30 p.m. Thursday, Oct. 28, in 3770 Knauss Hall. A priest of the Catholic Diocese of Lansing, Daugherty has been involved in a social justice and peace work ministry since 1970. He is a co-founder of Covenant for Peace, Michigan Peace and Resistance and the Michigan Faith and Resistance Peace Team.

Economist to speak on tax compliance Oct. 27

An explanation of the reasons why people pay taxes will be provided in a lecture Wednesday, Oct. 27, at WMU.

James R. Alm, associate professor of economics at the University of Colorado at Boulder, will speak on "Explaining Tax Compliance" at 8 p.m. in 3750 Knauss Hall.

He also will lead a seminar for faculty members, graduate students, undergraduate economics majors and other interested guests at 3 p.m. in 3560 Dunbar Hall. The seminar topic is "Alternative Government Policies Toward Tax Compliance."

Both are part of the Department of Economics' 30th annual lecture-seminar series on "The Underground Economy." The focus of the series is on economic activity that is unrecorded because it is illegal or because transactors want to avoid paying taxes.

Alm will look at why the tax compliance rate is so high in the United States. He says people comply because they overweigh the low probability of detection by the Internal Revenue Service. He also argues that many individuals pay their taxes because they value the goods and services that governments provide with tax revenues.

Alm has written extensively in professional journals about tax compliance, taxation in developing economics, tax amnesties and the housing market. He has consulted

GKUW donations help agencies deliver services

Because of donations received from employees like you, the 56 human service agencies that are members of the Greater Kalamazoo United Way can deliver programs and services to Kalamazoo County residents of all ages.

Here are some examples:

- In 1992, Housing Resources Inc. responded to 3,019 requests for help with a housing concern through the General Housing Assistance Program, funded in part by your contribution to the GKUW.

- Alcohol and drugs are implicated in the rising incidence of child abuse and neglect cases and the severity of domestic violence episodes. Gateway Services, a GKUW member agency, provides counseling for substance abuse of all kinds.

- In 1992, Senior Services Inc., a GKUW member agency, provided 122,898 meals to homebound elders.

- More than 15,000 units of blood collected by American Red Cross Blood Services are used annually at Bronson Methodist Hospital and Borgess Medical Center.

- In 1992, the YWCA provided shelter to 280 battered women and their 386 children through its Domestic Assault Program.

- Gryphon Place was able to respond to 18,570 calls on its HELP-Line last year because of funds given by you to the GKUW.

When you support the Greater Kalamazoo

United Way, you're making a sound investment in our community. United Way agencies run the gamut from health and social services to character-building programs. One of every three people in Kalamazoo County will be served by a GKUW funded program sometime in their life.

Help provide these comprehensive services by donating to the Greater Kalamazoo United Way — because "We care!"

As of Oct. 18, a total of \$75,370 had been collected in the campus United Way drive. That's 51 percent of this year's goal of \$148,000. The campaign runs through Oct. 29.



Developer of mobility aids for the blind to discuss research

An expert on the latest travel and mobility aids for the visually impaired will speak at WMU Wednesday, Oct. 27, as part of the Visiting Scholars and Artists Program.

Tony D. Heyes will discuss "Services Provided by the Royal Guide Dog Association" at 1 p.m. in 3321 Brown Hall. The event is free and open to the public.

Heyes, who became blind in 1966 as the result of detached retinas, currently is manager of research and development at the Royal Guide Dog Association of Australia in Melbourne. He has been working on several research activities, including: development of algorithms for use in the Sonic Pathfinder, the first electronic travel aid for the blind to use artificial intelligence to reduce information overload; an artificial vision system based on concepts derived from a study of insect vision; and interactive talking maps and graphics for the blind.

Heyes holds doctoral degrees in both physics and psychology. He previously was a research fellow at the University of Nottingham, where he investigated the hearing aid requirements of the blind, the design of electronic travel aids for the blind and evaluation techniques to measure the effectiveness of various mobility aids and training techniques.

After his speech at WMU, Heyes will travel to Midland to present two addresses during the 10th annual conference of the Michigan Association of Education and Rehabilitation.

Heyes' visit to WMU is being coordinated by the Department of Blind Rehabilitation and the Gerontology Program. For more information, persons may contact William R. Wiener, chairperson of blind rehabilitation, at 7-3456.

The Visiting Scholars and Artists Program was established in 1960 and has supported some 450 visits by scholars and artists representing more than 65 academic disciplines. The chairperson of the committee that oversees the program is Marcia A. Kingsley, University libraries.

and prepared reports for many organizations, including the World Bank, the U.S. Agency for International Development and the U.S. Government Accounting Office.

The lecture-seminar series is supported by a grant from the W.E. Upjohn Institute for Employment Research in Kalamazoo.

Poetry collection (Continued from page one)

for the University and the community."

Among the poets whose work is included in the collection are Phillis Wheatley, a slave in revolutionary America whose mistress educated her and later freed her; Lydia Sigourney, a 19th-century reformer and political activist; Marianne Moore, an early 20th-century school teacher, noted eccentric and baseball fan; and Nancy Eimers, a WMU English faculty member.

About 10 percent of the collection consists of books published before 1900 and about 25 percent published between 1900 and 1940, Scott said. The earliest volume is an original 1773 edition of the poems of Wheatley. Among the more recent are signed or limited editions by Moore, Sylvia Plath, Diane Wakowski, Janet Lewis, Laura Riding and May Sarton.

The books were collected by Hayford, a retired professor of English at Northwestern University, who is best known as a scholar and textual editor. He has specialized in establishing authoritative texts of the works of Herman Melville, author of "Moby Dick."

"Dr. Hayford has, throughout his life, collected books as well," Scott said. "When he realized how many books by American women poets he had collected, he began

consciously to organize them."

Thomas C. Bailey, English, learned that Hayford was willing to sell the books and suggested to Ferraro and President Haenicke that WMU acquire them as a resource for some of its new doctoral programs. Beatrice Beech, University libraries, is responsible for the collection.

In addition, Hayford has given WMU a small collection of rare books by Emily Dickinson, which is named for him.

"Faculty and staff members from across the University and members of the Kalamazoo community have been active in planning for the opening and will be involved in long-term efforts to support and build the collection," said Scott, who has established an advisory committee to begin planning for the future of the collection.

The committee's members include Lynn Arwady, Bernadine Carlson, Tenho Connable, Terry Todd and Elizabeth Upjohn. Carol Haenicke serves as a consultant to the committee.

Already \$25,000 has been donated toward an endowment to support the collection through the WMU Foundation, Scott said. The committee hopes to raise \$100,000 for the endowment.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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

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Volunteers sought for community service work

Kalamazoo area college students have a chance to join their peers across the country and volunteer their time in the community during the third annual "Into the Streets" national campaign for community service Nov. 1-6.

WMU's student volunteer services, the local sponsor of the program, is seeking WMU, Kalamazoo College and Kalamazoo Valley Community College students to join in the collaborative outreach effort. Volunteers will take part in the event designed to give students hands-on experience in an area of their interest.

Last year's campaign matched some 150 volunteers with 20 area community agencies

Western Jazz Quartet travels to Poland for concert tour

The Western Jazz Quartet is going on the road again this month. The group, which performed in Paris, Toronto and several South American cities this past summer, will be touring Poland Oct. 26-31.

The group is composed of WMU music faculty members 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 will be replaced by Polish pianist Wlodek Pawlik.

The quartet will perform in four cities, including Krakow and Warsaw. A concert in Warsaw will be recorded for release on compact disc.

The invitation to Poland isn't the only good news the group recently has received. Downbeat magazine, the leading jazz publication, reviewed the quartet's 1992 CD, "Firebird," and gave it the highest possible rating of five stars. The CD was reviewed with other recordings from educational institutions and was the only one to earn that rating. "The best entry by far," the review said.

In addition, the quartet has signed with DAM Recordings of Paris, which will distribute the "Firebird" CD to stores around the world. The CD, which has been selling by word-of-mouth and by local distribution, will be sold in this country through Tower Recordings of San Francisco. "The interesting thing is that the CD will now be an import in the United States!" Knific said.

Sunseeker 93 on television

Sunseeker 93, WMU's solar-powered car, and several members of the team that raced it in Sunrayce 93 will be featured in a live satellite television broadcast Thursday, Oct. 21.

The program, sponsored by EDS, will be shown from 3:30 to 5 p.m. in 3034 Kohrman Hall. The public is invited to attend. EduCable Channel 7 and Kalamazoo Community Access Channel 32 also plan to air the show live. The showing in Kohrman will feature an interactive question and answer session.

The broadcast is being made available to universities across North America to highlight last summer's race and to stimulate participation in Sunrayce 95. It will include comments on solar racing by Robert Stempel, retired chairman of General Motors, and information on the 1995 race from Richard King of the U.S. Department of Energy.

Buses headed for Ypsilanti

Bronco football fans can jump on the "Bronco Express" to see the Saturday, Oct. 23, game against Eastern Michigan University in Ypsilanti.

Buses will leave at 3 p.m. from the Faunce Student Services Building to arrive in time for the 6 p.m. kickoff. The cost for the trip, which includes a reserved seat and bus ticket, is \$5 for students and \$10 for others.

For more information and reservations, persons should call 7-2149.

College Bowl help needed

The Office of Student Life is still looking for faculty and staff members who are willing to be moderators or judges in the upcoming College Bowl tournament. The event will take place from 7 to 10 p.m. Monday, Tuesday and Thursday, Nov. 8, 9 and 11, in the Bernhard Center. Officials are needed for one night only. To volunteer, call 7-2547 or stop by 2420 Faunce Student Services Building.

participating throughout the week, according to Jennifer Schaaf, "Into the Streets" co-chairperson. She is working with Kim Zebehazy to coordinate the 1993 volunteer project.

This year, volunteers will tutor at a local elementary school; upgrade the equipment and clean up the weeds at a school playground; help bake and decorate cookies for senior citizens at a retirement and nursing home; prepare and serve a meal at a local soup kitchen; and volunteer at a conference for families of diabetics. About 30 additional projects have been requested this year by local agencies that will require up to 350 or more students to handle.

Students participating will attend an "Into the Streets" kick-off at 7 p.m. Thursday, Oct. 28, at the Lee Honors College. The meeting, which will give students an opportunity to form work teams and hear some motivational messages, is intended for those already committed to the project as well as those who want more information.

Persons wishing to volunteer can do so by using sign-up sheets at the front desk of the Lee Honors College. For detailed information about daily locations and agencies that will serve as volunteer sites for "Into the Streets," persons may call Schaaf at 388-6082, Zebehazy at 384-0214 or Julie A. Wyrwa, student volunteer services, at 7-3230.

Specialists, NFL Hall of Famer to share views on diagnosis and treatment of panic disorder

According to the National Institute of Mental Health, about 3 million Americans will experience panic disorder at some time in their lives. Faculty and staff members can learn more about this affliction during a program from 5:30 to 6:30 p.m. Tuesday, Oct. 26, in 204 Bernhard Center.

"The Diagnosis and Treatment of Panic Disorder" will be presented by the Sindecuse Health Center in collaboration with the Upjohn Co. The program will feature Jack Scoby, a consulting psychiatrist with the Sindecuse Health Center; C. Richard Tsegaye-Spates, professor and director of clinical training in WMU's Department of Psychology; and Earl Campbell, a member of the National Football League Hall of Fame, Heisman Trophy winner and Houston businessman, who will share personal experiences with diagnosis and treatment of this

'University 101' (Continued from page one)

them and get a dialogue going. I think it helps them warm up to me as an instructor a lot faster than in other settings."

Susanne Ebsen-Burns, Special Services Program, and her team of instructors are using common sense and some tried and true methods for time management in their class. She is leading the course with Lauri G. Needham, Special Services Program, and Sherri Paxton, industrial engineering.

At the beginning of the semester, they gave their freshmen a sheet to keep track of the way they spend their time from 8 a.m. to 1 a.m. each day.

"I told them they couldn't just take a three-hour block and write 'studying' because very rarely does anybody sit down and study for three hours," Ebsen-Burns says. "I wanted it broken down into 15-minute segments so that they were supposed to be keeping this around with them and filling it in every couple hours or so. That would give them a true estimate. They would be able to look at it and say, 'In this three-hour block in which I was supposed to be studying, I talked to my girlfriend, my parents called and I got something to eat.'"

The general rule of thumb, she says, is that students should study two hours for every hour they spend in class. The results of the track sheet were far from that goal.

"It really brought to light how little they're studying," she says. "For some people it was two or three hours a week. I couldn't believe it."

One student complained that the exercise wasn't very accurate because it was conducted over Labor Day weekend and he claimed he had no homework. That launched Ebsen-Burns into a discussion about syllabi. She found that most students hadn't

On campus

DEALING WITH STUDENTS IS A SHOT IN THE ARM — Sheila A. Johnson earned her nursing degree from Borgess and went to work in doctors' offices for the next 30 years. She made a break from that work and joined the Sindecuse Health Center staff as a registered nurse four years ago. She doesn't mince words when it comes to explaining what she likes about her job. "I love working with the kids," she says. "It's very stimulating being around people who think for a living. A student will come in with a book and I'll think, 'Oh, I'd like to read that.'" Johnson works at the nurses' station in the health center. She answers health related questions on the telephone, gives allergy injections and overseas immunizations, administers tuberculin tests and handles minor emergencies. Recently, she's also become an HIV counselor for a program just getting off the ground in the health center. She has completed a training course and soon will be conducting outreach programs in the residence halls. "That's what I'm most proud of," she says. "I hope to play a part in fending off a fatal disease through education." In her spare time, Johnson enjoys tending her flower garden, making quilts and traveling.



Human resources

"... Positively the Best" for C/Ts

A special event for clerical/technical employees is set for 8:30 a.m. to 4:30 p.m. Tuesday, Oct. 26, and repeating Wednesday, Oct. 27, when Lois Wolfe-Morgan presents "Making Your Workday Positively the Best!" This interactive seminar, scheduled for the Fetzer Center, will address managing the stressful challenges of work, home and family, and still maintaining a positive attitude about all these responsibilities.

Wolfe-Morgan is the owner and director of Wolfe Associates of Plymouth, Mich., and the author of "Build Your Own Road," a book on ways to healthy self-esteem, a positive attitude and personal success. Her seminars presented to diverse groups nationwide have been called "inspirational, captivating and practical."

The Clerical/Technical Organization and the Department of Human Resources are co-sponsoring this presentation that has been designed expressly for WMU's C/T employees. A buffet luncheon will be provided.

There is no fee for the seminar or luncheon, but reservations are necessary and can be made by calling Doris J. Moore at 7-3625. Please request any special accommodations or dietary needs when you register.

Media

James M. Butterfield, political science, discusses life in Russia after the coup on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Oct. 23, at 6:10 a.m. on WKPR-AM (1420).

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.

(R) **Volleyball Coach**, C-06, Intercollegiate Athletics, 93/94-116, 10/19-10/25/93.

(R) **Director, Athletic Facilities and Operations**, P-06, Intercollegiate Athletics, 93/94-117, 10/19-10/25/93.

Please call the Applicant Information Service at 7-3669 for up-to-date information on the Job Opportunity Program and vacancies available to external applicants.

(R) Replacement
WMU is an EO/AA employer

Calendar

Thursday, October 21

(thru 29) Exhibition, "Wind Dance," watercolors and photo panels of air installation pieces by Linda Talbot Rizzolo, Kalamazoo artist, Department of Human Resources, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.
(and 22) Exhibition by advanced sculpture students, Student Art Gallery, East Hall, weekdays, 10 a.m.-5 p.m.; closing reception, Friday, Oct. 22, 7-9 p.m.
(thru Nov. 11) Exhibition, paintings and prints by Hollis Sigler and Jane Marshall, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.
(thru 28) Exhibition, sculpture by Stephen Hokanson, art, Space Gallery, Knauss Hall, Mondays thru Thursdays, 11 a.m.-4 p.m.; reception, Thursday, Oct. 28, 3-6 p.m.
Live satellite television broadcast featuring Sunseeker 93, WMU's solar-powered car, and several members of the race team, 3034 Kohrman Hall, 3:30-5 p.m.
Computer science colloquium, "Toward a Dynamic Functional Architecture," Richard Taylor, electrical engineering, 3460 Dunbar Hall, 4 p.m.; refreshments, 3:45 p.m.
College of Engineering and Applied Sciences seminar, "Polycarbonate/Glass Reinforcement Rod for Concrete," Sam N. Ramrattan, engineering technology, 3014 Kohrman Hall, 4 p.m.
University film series, "Ay, Carmela!" (Spain, 1990), directed by Carlos Saura, 3750 Knauss Hall, 6 and 8 p.m.

Office of International Affairs/Foreign Study discussion, "Walk Down Every Street — Malaysia," student panelists on the world neighborhood, Lee Honors College Lounge, 7-9 p.m.

*(thru 23) Dance concert, "Other Voices," Jane Baas, Nina Nelson and Lindsey Thomas, all dance, Dance Studio B, Dalton Center, 8 p.m.

*(thru 23 and 28-30) University Theatre production, "Marvin's Room," York Arena Theatre, 8 p.m.

Friday, October 22

Last day to drop fall semester classes, academic records office, third floor, Seibert Administration Building, 8 a.m.-5 p.m.

(and 23) Second Symposium on Matrix Analysis and Applications, Commons Room, Everett Tower: Friday, 8 a.m.-8 p.m.; and Saturday, 8 a.m.-5 p.m.

Psychology colloquium, "The Treatment of Post-Traumatic Stress Disorder," C. Richard Tsegaye-Spates, psychology, 3760 Knauss Hall, 4 p.m.

Visiting Scholars and Artists Program lecture, "When Is Your Matrix Nilpotent?" Stephen J. Pierce, professor of mathematics, San Diego State University, Commons Room, Everett Tower, 4:10 p.m.

*Volleyball, WMU vs. Eastern Michigan University, Oakland Gymnasium, 7 p.m.

Saturday, October 23

Kalamazoo Invitational Goal Ball Tournament, Student Recreation Center, 8 a.m.

*WMU Dames luncheon featuring cookbook author Deanna House, Fetzer Center, noon; call 327-4764 or 343-8214 for reservations.

Soccer, WMU vs. Indiana University/Purdue University at Fort Wayne, Waldo Stadium, 2 p.m.

Visiting Scholars and Artists Program lecture, "Quasi-Positive Semidefinite Maps," Stephen J. Pierce, professor of mathematics, San Diego State University, Commons Room, Everett Tower, 4:10 p.m.

*Volleyball, WMU vs. Central Michigan University, Oakland Gymnasium, 7 p.m.

Sunday, October 24

Student voice recital, Graz Audition winners Christina Brown and Sandra Haman, Dalton Center Recital Hall, 8 p.m.

Monday, October 25

Doctoral oral examination, "The Treatment of Traumatic Imagery and Cognitions by Eye Movement Desensitization: A Partial Dismantling Procedure," George S. Renfry, psychology, 283 Wood Hall, 8 a.m.

(thru 28) Peace and Justice Education Week — Monday keynote address, "From Yale to Jail: Reflections on a Lifetime of Activism," David Dellinger, nationally prominent social activist, 3770 Knauss Hall, 7:30 p.m.

*Performance, Steve Allen and the Original Tonight Show, Miller Auditorium, 8 p.m.

Tuesday, October 26

Training and development seminar for clerical/technical employees, "Making Your Workday Positively the Best," Lois Wolfe-Morgan, owner and director, Wolfe Associates, Plymouth, Fetzer Center, 8:30 a.m.-4:30 p.m.

Peace and Justice Education Week lectures: "The War Machine and the Media" and "Economic Conscription," Chapter #76 of Veterans for Peace Inc., 106-107 Bernhard Center, 4 p.m.; and "A School for Dictators: The U.S. Army School of the Americas," Father Roy Bourgeois, a Maryknoll priest and opponent of the school, 3770 Knauss Hall, 7:30 p.m.

Seminar, "The Diagnosis and Treatment of Panic Disorder," Jack Scoby, Sindecuse Health Center; C. Richard Tsegaye-Spates, psychology; and Earl Campbell, Houston businessman and former NFL player, Martin Luther King Jr. Room (204), Bernhard Center, 5:30 p.m.; pre-registration requested by calling University wellness programs at 7-3264.

Wednesday, October 27

WMU Pride Day.

Training and development seminar for clerical/technical employees, "Making Your Workday Positively the Best," Lois Wolfe-Morgan, owner and director, Wolfe Associates, Plymouth, Fetzer Center, 8:30 a.m.-4:30 p.m.

Visiting Scholars and Artists Program lecture, "Services Provided by the Royal Guide Dog Association," Tony D. Heyes, manager of research and development, Royal Guide Dog Association of Australia, 3321 Brown Hall, 1 p.m.

School of Music Convocation Series concert, Western Brass Quintet, Dalton Center Recital Hall, 2 p.m.

Department of Economics lecture-seminar series on "The Underground Economy," James R. Alm, associate professor of economics, University of Colorado at Boulder: seminar, "Alternative Government Policies Toward Tax Compliance," 3560 Dunbar Hall, 3 p.m.; lecture, "Explaining Tax Compliance," 3750 Knauss Hall, 8 p.m.

Biological sciences seminar, "Right to Know Policies at WMU," Patricia M. Holton, environmental health and safety, 5270 McCracken Hall, 4 p.m.

Lecture, "Reading the Stones: The Archaeology of Cistercian Architecture," Terryl N. Kinder, archaeologist, 208 Bernhard Center, 4 p.m.; reception following.

Peace and Justice Education week panel discussion, "Coming to Grips with Violence and Teens," WMU Bertha Reynolds Society, 2750 Knauss Hall, 7:30 p.m.

Reading in connection with the opening of the Carol Ann Haenicke Collection of American Women's Poetry, Ellen Bryant Voigt, poet, 3770 Knauss Hall, 8:30 p.m.

Thursday, October 28

Seminar, "Building from the Underground Up: Cistercian Archaeology from Drains to Vaults," Terryl N. Kinder, archaeologist, Walwood Hall Commons, 12:05 p.m.

Student Employment Referral Service internship information workshop, conference room, first floor, Ellsworth Hall, 3 p.m.; advance registration required by calling 7-2725.

Lecture in connection with the opening of the Carol Ann Haenicke Collection of American Women's Poetry, Suzanne Juhasz, expert in women's poetry from the University of Colorado, Lee Honors College lounge, 3 p.m.

Mathematics and statistic colloquium, "Forcing Concepts in Graph Theory," Frank Harary, Department of Computer Science, New Mexico State University, Commons Room, sixth floor, Everett Tower, 4:10 p.m.; refreshments, 3:45 p.m.

University film series, "Proof" (Australia, 1992), directed by Joycelyn Moorhouse, 3750 Knauss Hall, 6 and 8 p.m.

Informational meeting on "Into the Streets" campaign for community service, Lee Honors College, 7 p.m.

Peace and Justice Education Week lecture, "Peace Team to Bosnia: An Experiment in Nonviolent Intervention to War," Father Peter Daugherty, Catholic priest and social activist from Lansing, 3770 Knauss Hall, 7:30 p.m.

Opening of the Carol Ann Haenicke Collection of American Women's Poetry, Rare Books Room, Waldo Library, 8 p.m.

*Admission charged

Endowment fund is important source of support for WMU departments

The endowment fund at WMU has grown tremendously in the last 15 years and is an important source of support for departments and scholarship programs.

According to a report prepared by the Office of Investments and Endowment Management (formerly Funds Management), the WMU Foundation Endowment Fund totaled \$27.5 million in invested assets as of June 30, 1993. That figure represents quite an increase from the \$813,411 that established the investment pool in 1977. The fund currently is comprised of 250 WMU Foundation and Paper Technology Foundation endowments and other funds functioning as endowments, up from 19 when the fund started.

Endowments are assets donated by individuals or organizations to the University to provide permanent capital. The principal is invested in perpetuity, while the earnings on the principal are available for use by the University. Donors can designate their gifts for everything from scholarship funds to capital improvements, or they can provide unrestricted gifts. Donors must give at least \$10,000 to establish an endowment.

Other funds called "quasi-endowments" also are part of the WMU Foundation En-

dowment Fund. The goal of these funds is similar to that of true endowments — long-term growth — although the principal can be spent, if needed.

As of June 30, 1993, the three-year annualized total return on the WMU Foundation Endowment Fund, which includes both ordinary income as well as capital gains or losses, was 11.5 percent. The total return includes a 5.5 percent return on income. Adjusted for inflation, the real rate of return was 7.9 percent.

"We have a lot of academic units that have endowments held by the WMU Foundation and we think it's important that they know what the performance of those endowment funds has been," said Robert M. Beam, vice president for business and finance. "In addition, this report gives people who otherwise don't normally have access to information about investment performance an opportunity to have available some yardsticks to measure their own performance."

About 51 percent of the WMU Foundation Endowment Fund assets is invested in a South Africa Free equity indexed fund, 15 percent is invested in small capitalization equity funds, 30 percent is invested in bond funds and 4 percent is invested in restricted equity holdings. Fiduciary responsibility for the fund rests with the WMU Foundation Board and Investment Committee.

The Office of Investments and Endowment Management issues quarterly reports to the fund beneficiaries. The reports include the market value and the funds available for distribution. For more information, persons may call the office at 7-4239. To establish an endowment, persons may call the WMU Foundation at 7-8700.

Farrell on editorial board

Daniel J. Farrell, management, has been appointed to the editorial board of the Academy of Management Review. The quarterly journal is the premier publication in the field of management theory and is an official publication of the Academy of Management. AMR publishes scholarly works that advance conceptual development in fields of interest to academy members.

