

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Haenicke issues memo outlining budget decisions and plans for 1993-94

(President Haenicke issued this memo to vice presidents, deans, chairpersons and directors on Nov. 10 and copied it to the President's Council, the president of the Faculty Senate and the heads of WMU's employee groups.)

This is my third budget outlook presented to the University this year. I first spoke in July to our community at the meeting of the trustees and followed up with a comprehensive memo on budget matters on Sept. 30. Today I am writing again in order to keep you fully informed about our decisions and plans for the rest of the budget year.

Let me talk about the good news first. I have now received budget reduction plans from all vice presidential areas; they have been reviewed and approved; and the hiring freeze can be lifted effective immediately. The latter means that in selected areas positions can be filled within the approved plans for budget reductions. Filling an existing and funded vacancy no longer needs approval from my office. New positions, however, will continue to need approval from the president.

The three priority goals we followed when proposing budget cuts were as follows:

1. Maintain program quality and accreditation standards, where applicable.
2. Avoid any negative impact on enrollments and credit hour production.
3. Reduce administrative rather than teaching functions.

This was hard to accomplish, but the budget plans of most units appear to have achieved these goals, and I commend everyone who took part in the planning and decision processes. We must now look carefully at classes with very small enrollments, offerings for the spring/summer sessions,

individual teaching and research loads, and the possibility of consolidating or eliminating offices and functions. We must also ask how we can shift administrative functions away from those of us whose time is better spent in teaching and research.

We must further pay close attention to retention and recruitment. A retention task force is already at work under the chairmanship of Richard Wright, and I shall compose a special task force on recruitment immediately. Their recommendations, together with other initiatives, will guarantee us a safer path into our immediate future.

While we may well rejoice that our budget plans predict a balanced budget by the end of FY 1993-94, we all know, of course, that there is a lot of bad news entailed in this message. Our reduction plans call for further reductions (by attrition) of close to 50 positions: 18.63 FTE faculty; 22.25 FTE PA and CT; and 7 FTE in AFSCME. These reductions are on top of those effected in FY 1992-93.

No doubt, higher education nationwide is in deep financial trouble, and we in Michigan are no exception. Our university is in a relatively good position because our fiscal behavior has been more conservative than that of many other institutions. This has enabled us, so far, to downsize our operations through attrition rather than layoffs. But only the most careful management of our resources will allow us to continue on this path.

The outlook for next year is not too hopeful. Inflation and labor costs will continue to rise. Enrollment will most likely decrease due to state demographics and the general economy. Increased state support will be modest, if it comes at all. It will take the best efforts of all and much patience and determination to keep the quality of our endeavors

high. Most of all, we must keep our spirits up and realize that with good plans in place and with some extra effort we shall weather this storm as much as we have come through others in the past. I shall keep you posted as new developments appear throughout the

year.

For your information, I am attaching the proposed budget cuts as they originated from the various vice presidential areas. When implemented, they will result in a balanced budget for FY 1993-94.

Proposed Budget Reductions for FY 1993-94

I. Academic Affairs (Provost Barrett)

1. Faculty Reductions (including fringes)		
Arts & Sciences	9 FTE	\$593,641
Business	5 FTE	198,483
Education	2 FTE	195,126
Libraries	1.25 FTE	42,000
University Computing	.66 FTE	41,721
Academic Support	PT faculty	2,855
Faculty Development	.72 FTE	19,672
2. Staff Reductions (including fringes)		
Arts & Sciences	1.33 CT	37,477
Engineering	1.42 CT	38,344
Libraries	2.5 CT	75,565
Academic Services	1.0 CT	29,109
	2.5 PA	167,865
Graduate College	1.0 CT	34,692
3. Salary Residuals		211,124
4. Spring/Summer Courses		21,997
5. Graduate Assistants		80,934
6. Student Help		33,814
7. Operating Expense		334,912
8. Equipment		30,125
Total		\$2,189,456

II. Business & Finance (Vice President Beam)

1. Position Eliminations (including fringes)		
AFSCME	7 FTE	\$240,434
Professional/Administrative	4 FTE	158,542
Clerical/Technical	2 FTE	43,347
2. Operating Expense		
Total		\$539,870

III. Student Affairs (Vice President Powell)

1. Position Eliminations (including fringes)		
Clerical/Technical	3 FTE	\$84,479
2. Operating Expense		
Total		\$91,175

IV. External Affairs & General Counsel (Vice President Pretty)

1. Operating Expense		\$51,520
Total		\$51,520

V. Regional Ed. & Economic Development (Vice President Burke)

1. Position Elimination (including fringes)		
Professional/Administrative	1 FTE	\$25,916
Total		\$25,916

VI. Research (Vice President Thompson)

1. Position Eliminations (including fringes)		
Professional/Administrative	1 FTE	\$36,250
Graduate Assistant	1 FTE	10,500
2. Operating Expense		
Total		\$64,322

VII. President's Office

(Public Relations, Board of Trustees, Affirmative Action, Athletics, University Budgets, International Affairs, President)

1. Position Eliminations (including fringes)		
Professional/Administrative	0.5 FTE	\$14,030
Clerical/Technical	1 FTE	23,305
2. Operating Expense		
Total		\$153,792

Largest single grant in WMU history

Congress approves \$6 million grant to expand, move WMU aviation school to Battle Creek

The U.S. Congress Nov. 10 approved legislation that instructs the Department of Defense to fund a \$6 million grant to WMU to expand its School of Aviation Sciences and move it to the W.K. Kellogg Airport in Battle Creek.

If legislation authorizing the grant to WMU is signed by President Clinton, it will be the largest single grant to WMU in its history. Last year WMU received a \$6 million grant from the U.S. Department of Education, but it is to be paid over a five-year period.

The latest grant is part of defense department appropriations for 1994, much of which is aimed at preparing the department for the post-Cold War era. Historically, the military has supplied most of the pilots for the airline industry. With the pending reduction in the size of the military, fewer pilots will be available and new pilot training programs must be developed.

The aviation school presently occupies about 27,000 square feet at the Kalamazoo/Battle Creek International Airport, which cannot accommodate any future expansion in WMU's programs because of space limitations. When it moves, the school will immediately occupy about 60,000 square feet of completely remodeled space.

"We are absolutely delighted with this news," said President Haenicke. "This grant will help us to develop the most innovative, forward looking collegiate aviation program in the nation in greatly expanded and enhanced facilities at the W.K. Kellogg Airport.

"We are very grateful for the outstanding

bipartisan support of many people, including U.S. Reps. Fred Upton, William Ford and David Bonior and U.S. Sen. Donald Riegle as well as Gov. John Engler, who endorsed this project as a key economic development initiative for the Michigan delegation," Haenicke continued. "Without their support this remarkable opportunity could never have become a reality."

Haenicke also thanked Richard T. Burke, vice president for regional education and economic development, and Keith A. Pretty, vice president for external affairs and general counsel, for their roles in the effort.

"This is an exciting development for Western Michigan University," Upton said. "It will enable WMU to make a significant new contribution to the economic development of West Michigan. At the same time, it will greatly enhance the education of aviation students, including minority students, and benefit the rapidly changing aviation industry as a whole."

"I am delighted that, by working with other members of our delegation, we were able to gain funding for this important project, which helps put Michigan in the forefront of training for the high-skill jobs of tomorrow," said Ford, who is chairperson of the House Education and Labor Committee.

"This was a winning effort," Riegle said. "In a time of budget cutting, this project got the support it deserves."

"This is a project that will provide an economic stimulus for the Battle Creek community as well as assuring that graduates of

(Continued on page four)

WMU one of four state schools selected for loan program

WMU is one of only four institutions of higher education in Michigan and only 105 in the nation selected to participate in the first year of the Federal Direct Student Loan Program.

Under the program, announced Nov. 15, the federal government will provide loans directly to students through universities rather than through private lenders as is the case with the Federal Family Education Loan Program (FFELP). More than 1,100 schools applied to participate in the first year.

The other Michigan institutions are Hope College in Holland, the Michigan Institute of Aeronautics in Belleville and the University of Michigan at Ann Arbor. The schools represent a cross section of institutions, including public, private, four-year, two-year and proprietary.

"We are pleased to be among a select group of institutions to participate in this important new program and we hope that this change will improve the quality of financial aid services to our students," said Provost Nancy S. Barrett.

At WMU, some 13,000 students are expected to benefit from the program in the 1994-95 academic year, according to Riley

R. Whearty, student financial aid and scholarships. Those students represent about \$35 million in loans.

WMU participation in the program is expected to cut the amount of time for loan processing in half, from three to six weeks to one to three weeks, Whearty said. The program replaces the Stafford and parents loan programs and eliminates local banks and the state's loan guarantee agencies from the process.

"Your school was selected from among the hundreds of excellent institutions that applied to participate because of your commitment to making direct loans a success," said U.S. Secretary of Education Richard W. Riley in a letter to WMU. "We are especially grateful for your willingness to be a partner with the Department of Education as we implement the president's exciting and challenging new program and make it the best financial aid program possible."

As required by law, direct loans will account for 5 percent of total new student loan volume for the 1994-95 academic year, estimated to be more than \$1 billion nationally, according to the education department. Direct loans will increase to at

least 60 percent by the 1998-99 academic year.

Direct lending is expected to save taxpayers an estimated \$4.3 billion through fiscal year 1998 by eliminating what the government called "excess profits" in the current system and using the government's ability to borrow at lower interest rates, according to the education department.

A streamlined system offering "one-stop shopping" will make borrowing easier for students, the government said. Students also will have an option that tailors the borrower's monthly payment to his or her income.

One of the criteria for selection was that WMU had the capacity to participate electronically in the new program. Other criteria included participation in FFELP and a FFELP default rate below 25 percent. Schools also must have made loans in the Federal Perkins Loan Program.

President Clinton's direct lending proposal, the Student Loan Reform Act of 1993, was passed by Congress as part of the Omnibus Budget Reconciliation Act of 1993. Loan capital is raised by the U.S. Treasury Department through the sale of government securities.

President's open office hours set for 10 a.m. to noon today

President Haenicke will conduct open office hours from 10 a.m. to noon Thursday, Nov. 18, to provide students, faculty and staff members with the opportunity to stop by and visit with him on any topic of concern.

Haenicke plans to be available in his office, 3060 Seibert Administration Building.

Individuals may visit without making an appointment and will not be restricted in time unless others are waiting. In that case, a time limit of 10 minutes will be imposed.

Persons may call the Office of the President at 7-2351 to make sure Haenicke is on campus prior to visiting during the allotted time.

Next News published Dec. 2

There will be no Western News published Thursday, Nov. 25, because of the Thanksgiving holiday. The last two issues of the News for the fall semester will be published Thursdays, Dec. 2 and 9. The deadline is at noon on the preceding Tuesday.

Engineering college to offer its first doctoral program starting in fall 1994

The College of Engineering and Applied Sciences has its first doctoral program with a Ph.D. degree in mechanical engineering that was approved Nov. 5 by the Board of Trustees.

This newest program, beginning in fall 1994, brings to 20 the number of doctoral programs that WMU offers, twice the number offered just three years ago. Doctoral programs are now offered in three of WMU's six degree-granting colleges. The others are the College of Arts and Sciences and the College of Education.

In addition, the board approved a master of science degree in manufacturing science, beginning in winter 1994. It is the first master's degree for the Department of Engineering Technology and brings to 58 the number of master's degrees WMU offers. WMU also offers two master of fine arts degrees and two specialist degrees for a total of 82 graduate programs.

"These latest programs make it abundantly clear that WMU is, indeed, a graduate-intensive institution," said President Haenicke. "With 25 percent of our students enrolled in master's and doctoral programs, only the University of Michigan and Wayne State University have a greater percentage of their students at the graduate level in Michigan."

"This new doctoral program is designed to combine the traditional research experience associated with a degree in mechanical engineering with the broader course work necessary for industrial design and research," said Provost Nancy S. Barrett.

"This program is designed for students in area industries who need research capabilities but who cannot suspend their careers to attend distant universities," she continued. "It also will provide an excellent background for those who wish to pursue careers in teaching."

"Our new doctoral program is a milestone in the history of the college, and we're excited about it as well as the new master's program," said Dean Leonard R. Lamberson, engineering and applied sciences. "They demonstrate our commitment to research while maintaining a balance between teach-

ing and research in the college."

The new doctoral program is expected to give a boost to economic development in the region.

"Our observations and contacts with area industries indicate that the western side of the state has experienced the greatest industrial growth in production and in technological advancement" Barrett said. "The objective is to provide for and to increase the rate of this growth."

Richard T. Burke, vice president for regional education and economic development, also sees significant potential for the degree.

"This is an excellent example of how a major new academic program can have an impact on the economic development of the region," he said. "It will greatly benefit employees who seek to progress in companies that value the advanced training this degree program will provide."

Other specialists in economic development concur, including John F. Haneski, president of the CEO Council, Kalamazoo County's private economic development agency, and James F. Hettinger, president of Battle Creek Unlimited.

"This new program will provide firms throughout West Michigan with educational opportunities for their employees and addi-

tional incentive to remain here," Haneski said. "It also will help us to attract new firms. I applaud WMU for making this kind of contribution to the economic growth of the region."

"This will help us a great deal in the marketing of West Michigan to companies that might locate here rather than another part of the state," Hettinger said. He cited the automobile industry as an example, with the location of many engineering firms close to the Big Three automakers and the University of Michigan.

"Now," he said, "another university, on this side of the state, is developing these kinds of programs, and that really strengthens our hand."

The demand for such a program has been clearly demonstrated, Barrett said.

A recent national survey identified a projected shortage of doctoral level mechanical engineers due to the increased complexity of industrial demands, the increased need for engineering training in two- and four-year colleges and increased requirements in the academic arena, she said.

It has been estimated that one-third of the engineering faculty in the United States will be in the retirement age bracket in the next five years, Barrett said.

Campus United Way drive just short of \$148,000 target

With contributions still coming in, \$145,603 has been collected for this year's campus United Way drive. That's 98.4 percent of the goal of \$148,000.

Campus fund-raisers learned about the campaign's progress at a "Victory Celebration" Nov. 10 in the Bernhard Center. Andrew A. Rivers, Office of the President and chairperson of this year's drive, said that while the "victory" might be a bit premature, he's confident the University can collect the amount in pledges it needs to put it over the top.

Of the more than 100 fund-raisers, 32 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 door prizes.

Members of the "Winner's Club" are: Alan I. Blankley, accountancy; Kathleen M. Coolman, Graduate College; Doralee N. DeRyke, Haworth College of Business; Charles G. "Bud" Donnelly, student judicial affairs; Carol A. Eddy, Sindecuse Health Center; Daniel J. Farrell, management; Joyce A. Fitzstephens, testing and evaluation services; Jerry F. Fuss, cashiering; Wayland D. Gardner, economics; Dean K. Honsberger, University budgets;

Leander C. Jones, Black Americana Studies Program; Timothy R. Kellogg, business services; Betty A. Kocher, Office of the Board of Trustees; Pamela G. Liberacki, admissions and orientation; Randall K. Lung, printing services; Gail L. MacNellis, College of Fine Arts; Dorothy J. Martin, registrar's

office; Doris J. Moore, human resources; Maureen G. Murphy, dance; Sheryl L. Nickel, residence hall life; Marie T. Noyes, international affairs;

Joseph J. Odehnal, physical plant; Altheria R. Parker, campus planning, engineering and construction; Vernon Payne, University recreation programs and facilities; Vonceal

Phillips, provost's office; Elizabeth Richardson, minority affairs; Barbara Shouse, international student services; C. Dennis Simpson, community health services; Bobbie D. Spitzner, geography; Jewell M. Street, affirmative action; Lewis Walker, chairperson of sociology; and Marvin J. Weesies, blind rehabilitation.



VICTORY IS AT HAND—Fund-raisers for this year's campus United Way campaign gathered for a "Victory Celebration" Nov. 10 in the Bernhard Center. From left, Andrew A. Rivers, Office of the President and chairperson of the drive, admired the new United Way mugs given to Winner's Club members Joseph J. Odehnal, physical plant, and Elizabeth Richardson, minority affairs, along with WMU's loaned executive, Laura Myers from First of America. Rivers said that while the "victory" might be a bit premature, he's confident the University can collect the \$2,397 needed to achieve its goal.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Funds available for interdisciplinary centers

WMU faculty members have the opportunity to vie for funding of up to \$175,000 to establish interdisciplinary research centers that will help the University become competitive in the development of new technologies and products.

Applications are now being accepted for the 1994-95 WMU Centers for Excellence competition, which will fund one or two such centers beginning with the start of the 1994-95 academic year. Each approved center will receive up to \$100,000 for the first year of operation and up to \$75,000 for the second year.

This is the second such competition to be conducted at WMU since the program was initiated by the Office of the Vice President for Research. The first competition in 1992

resulted in the formation of the Enabling Technology Center, the College of Arts and Sciences Geographic Information Systems Research Center and the Water Resource Research and Development Center.

Faculty members may submit proposals through their colleges. Proposals must be for efforts that combine the resources and expertise of more than one college, area or discipline. They also must demonstrate resource commitment from the college, department or service area and must show that financial support for the center will be available at the end of the two-year award period.

Application guidelines are available through the deans and associate deans of each college. The proposal deadline is Friday, Feb. 4.

Three ceremonies scheduled for commencement

The University's fall commencement exercises will feature three ceremonies Saturday, Dec. 18, in Miller Auditorium.

Graduates of the College of Education

Dennis earns scholarship

Betty D. Dennis, Alpha Program and University curriculum, has been awarded a \$500 scholarship from the National Academic Advising Association.

The scholarship program is designed to assist association members who are pursuing graduate education at either the master's or doctorate level. The program supports a primary goal of the organization to promote the professional training of academic advisers.

Dennis earned her bachelor of business administration degree from WMU and currently is pursuing a master's degree in counselor education and counseling psychology.

Faculty and staff needed to give leadership workshops

WMU's Emerging Leaders Program is seeking faculty and staff members to serve as presenters for ELP workshops during the winter semester.

Presenters would prepare and conduct 90-minute workshops in one of nine areas of leadership development: leadership assessment; campus awareness; self-management; diversity awareness; social etiquette; power and protocol; project management; communication skills; and team building.

"We are looking for faculty and staff who are interested in leadership development and willing to share their expertise," said Brian T. Ivory, student life. "Future ELP presenters may choose to refine past workshops they have conducted or create a new presentation aimed at developing current student leaders on campus."

ELP workshops begin at 7 p.m. Mondays and Tuesdays in the Bernhard Center. Interested faculty and staff should contact Ivory at 7-2172.

Poinsettia plants for sale

Members of the Clerical/Technical Organization are getting ready for the holidays with their annual poinsettia sale. Orders will be taken from Nov. 22-Dec. 3.

Four- to six-blossom plants are available in red, white, pink and marble. The cost is \$7 per plant. Orders will be ready for pick-up from 11:30 a.m. to 2 p.m. and 4:30 to 6 p.m. Thursday, Dec. 9, in Red Room C of the Bernhard Center.

Telephone orders and questions can be directed to Chrysa K. Richards at 7-2501 (from 8 a.m. to noon) or Karen K. Clemens at 7-4738.

Senate

The Graduate Studies Council will meet at 3 p.m. Thursday, Nov. 18, in the Faculty Lounge on the second floor of the Bernhard Center. Agenda items include a proposal on the policy regarding the cut-off score for the Graduate Record Examination.

The Regional Education Council will meet at 3:15 p.m. Thursday, Nov. 18, in Conference Room C on the third floor of the Seibert Administration Building. Agenda items include a progress report on the search for the director of the Grand Rapids Center.

and the College of Engineering and Applied Sciences will be honored at the 10:30 a.m. ceremony. The 1 p.m. ceremony is intended for graduates of the Haworth College of Business, the Division of Continuing Education's General University Studies Program and the College of Health and Human Services. The 3:30 p.m. ceremony will include graduates of the College of Arts and Sciences and the College of Fine Arts.

Order forms for regalia have been sent by the registrar's office to eligible students. Each participating graduate will receive up to four guest tickets when they pick up their regalia. Guests without tickets may view the ceremonies on closed circuit television in Knauss Hall.

Carroll honored with award

Hardy Carroll, University libraries, is the first recipient of the Alberta L. Brown Award for Contributions to Special Librarianship. The award was presented to him during the Nov. 5 Alberta L. Brown Lecture Series in the Bernhard Center.

Carroll was recognized for his widely regarded specialty in the area of legal and business reference services. He was one of the early practitioners in the field of computerized literature searching when he worked in WMU's Business Library prior to 1991. From 1970 to 1985 while in the WMU School of Librarianship, he was coordinator of the Information Science Program and in 1973 initiated what is now known as the Alberta L. Brown Lecture Series in Special Librarianship.

Obituaries

James A. Davenport, emeritus in educational leadership, died Nov. 7 in Kalamazoo. He was 72.

Davenport served in the Air Force during World War II and was a pilot for Pan Am for five years after the war. He then earned bachelor's and master's degrees from WMU and a doctoral degree from Columbia University. He joined the WMU faculty in 1957 and retired in 1980.

Memorial contributions may be made to Hospice of Greater Kalamazoo.

Cyril L. Stout, emeritus in geography, died Nov. 10 in Wayne, Ill. He was 92.

Stout joined the WMU faculty in 1947 after serving as a faculty member at the former Mansfield State Teachers College in Pennsylvania and Eastern Illinois State Teachers College. He also had been a teacher and

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) **Adviser** (Term Ends 5/31/94; Renewable), P-03, Upward Bound, 93/94-132, 11/16-11/22/93.

(R) **Secretary I**, S-04, External Affairs/

On campus



A FLAIR FOR REPAIR—On a given day, Peggy A. Seals finds herself dealing with everything from holey screens to plugged toilets. The service request clerk in residence hall facilities, she's responsible for processing all the service requests for repairs in the residence halls and the Bernhard Center. Each year, her office receives between 40,000 and 50,000 such requests that run the gamut from mending screens to unplugging toilets. Most of the requests come through the residence hall offices. Seals enters the requests

on a computer, sends them to the appropriate department for action and tracks the jobs to make sure they're completed. "I like being responsible for my own work," Seals says. "I know when I've done well and I appreciate that." In addition to processing both routine and emergency repairs, Seals generates monthly reports on service requests, handles pest control for the residence halls and backs up the central office staff on counters and telephones. Seals has been a WMU employee for eight and a half years, working in accounts payable for a year before joining the residence hall facilities staff. She earned her bachelor's degree in earth science from WMU in 1982 and says she came to work here because she wanted to be part of something positive. "The University community is more accepting, less starchy," she says. When not at work, Seals enjoys spending time with her seven children and five grandchildren, square dancing, singing in her church choir and traveling.

Graduate Diversity Information Day planned

The Graduate College will sponsor its sixth annual Graduate Diversity Information Day from noon to 2 p.m. Thursday, Nov. 18, in 208 Bernhard Center.

The purpose of the event is to provide potential graduate students with information regarding graduate school and to provide

master's level students with information for doctoral candidacy.

The meeting, which is open to all interested students, will cover such topics as admission, assistantships, financial aid, entrance examinations and various programs available.

"I hope that by including these items as part of the agenda, students will be less apprehensive about applying to WMU's Graduate College," said Griselda Daniel, Graduate College. For more information, persons may call 7-3550.

Two faculty members feted

Two faculty members from the Department of Blind Rehabilitation recently were honored by the North Central Region of the Association for the Education and Rehabilitation of the Blind and Visually Impaired.

William R. Wiener, chairperson, and Elizabeth M. Lennon, emerita, were inducted as inaugural members in the regional association's Hall of Fame.

Service

These employees are recognized for five, 10, 15 and 20 years of service to the University in November:

20 years—Freida M. Amos, social work.

15 years—Samuel Anderson, physical plant-building custodial and support services; Betty A. Kocher, Office of the Board of Trustees; Jane E. Kramer, continuing education; Beverly A. Stewart, physical plant-building custodial and support services; and Cynthia A. Town, Counseling Center.

10 years—Daisy Lipsey, accounts re-

ceivable; Scott Y. Moyer, physical plant-building custodial and support services; Gregory G. Roseboom, physical plant-utilities; Cheryl Ruitter-Bogema, Career English Language Center for International Students; Ruth Wagner, physical plant-B/E maintenance; and Cindy L. Zimmerman, investments and endowment management.

Five years—Brenda A. Brewer, College of Arts and Sciences; E. Gwen Cornish, mathematics and statistics; Rosanna F. Crawley, logistical services-purchasing; Anthony DeRose, continuing education; Susan L. Eberstein, payroll; Sharon T. Garrity, archives; Teresa L. Miner, Valley III dining service; Penelope S. Schellenberg, academic records; Perry L. Scrivener, Waldo Library; and Jei H. Yoo, Waldo Library.

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: Eugene W. Thompson, educational leadership, on proposed school reform, choice and charter schools, Nov. 20; and Raymond E. Zelder, economics, on expectations for the retail industry during the holidays, Nov. 27.

Calendar

Thursday, November 18

(thru Jan. 7) Exhibition of watercolors and mixed media by Linda Hartman, WMU Department of Art graduate, Department of Human Resources, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

Exhibition, paintings by Ron Porter, Ohio artist, Space Gallery, Knauss Hall, 10 a.m.-4 p.m.; reception, 11:30 a.m.-12:30 p.m.

(thru 23) Student drawing exhibition, "Pencil Covers Paper," Student Art Gallery, East Hall, weekdays, 10 a.m. to 5 p.m.; reception, Friday, Nov. 19, 5-7 p.m.

(thru Dec. 7, except Nov. 25-26 and Dec. 1) Exhibition, sculpture by Mike Helbing, Erik Maakestad and Hugh McKay, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

Student Employment Referral Service internship information workshop, conference room, first floor, Ellsworth Hall, 10 a.m.; advance registration required by calling 7-2725.

President Haenicke's open office hours, 3060 Seibert Administration Building, 10 a.m.-noon.

Graduate Diversity Information Day, 208 Bernhard Center, noon-2 p.m.

Meeting, Graduate Studies Council of the Faculty Senate, Faculty Lounge, Bernhard Center, 3 p.m.

Meeting, Regional Education Council of the Faculty Senate, Conference Room C, Seibert Administration Building, 3:15 p.m.

Computer science colloquium, "Solving Shortest Path Problems on Interval and Circular-Arc Graphs," Danny Z. Chen, computer science and engineering, the University of Notre Dame, 3460 Dunbar Hall, 4 p.m.; refreshments, 3:45 p.m.

Engineering and applied sciences seminar, "Use of Organic Solvents in High Yield Pulp of Aspen," Raja G. Aravamuthan, paper and printing science and engineering, 3014 Kohrman Hall, 4 p.m.

*(thru 20) University Theatre production, "Dangerous Liaisons," Shaw Theatre, 8 p.m.

Friday, November 19

Department of Dance showing, Dance Studio B, Dalton Center, noon.

University computing services seminar for faculty and staff on changes in electronic mail, 2302 Sangren Hall, 1-2:30 p.m.

Doctoral oral examination, "The Link Between Psychosocial Factors and Coronary Heart Disease: A Possible Neuroendocrine Mechanism," Sheila Wang, psychology, 283 Wood Hall, 1:30 p.m.

Center for the Study of Ethics in Society panel discussion, "When Should Professionals Admit Mistakes?," 204 Bernhard Center, 3 p.m.

Mathematics and statistics colloquium, "Third Order Degree Regular Graphs," Leslie D. Hayes, undergraduate in mathematics, Commons Room, sixth floor, Everett Tower, 4 p.m.; refreshments, 3:40 p.m.

Psychology colloquium, "Behavioral Parenting Education With Parents at Risk for Child Maltreatment," Maurice Feldman, Surrey Place Center, Toronto, Calif., 3760 Knauss Hall, 4 p.m.

*Hockey, WMU vs. Bowling Green State University, Lawson Arena, 7 p.m.

*Performance, "Tosca," Kalamazoo Symphony Orchestra, Miller Auditorium, 8 p.m.

Saturday, November 20

Vocal performance symposium, 1115 Dalton Center, 9:30 a.m.-4 p.m.

*Hockey, WMU vs. Miami University, Lawson Arena, 7 p.m.

*Performance, singer/songwriter Judy Collins, Miller Auditorium, 8 p.m.

Sunday, November 21

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

Concert, Collegiate Singers, Dalton Center Recital Hall, 4:30 p.m.

Student recital, Michael Wheaton, baritone, Dalton Center Recital Hall, 8 p.m.

Tuesday, November 23

*Women's basketball exhibition vs. Czechoslovakia, Lawson Arena, 5:30 p.m.

*Men's basketball exhibition vs. Portugal, Lawson Arena, 8 p.m.

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

*Performance, "The Flying Karamazov Brothers," Miller Auditorium, 8 p.m.

Wednesday, November 24

WMU Pride Day.

*Men's basketball exhibition vs. Sam Ragnone AAU, Lawson Arena, 8 p.m.

Aviation (Continued from page one)

the School of Aviation Sciences have developed skills that will last well into the 21st century," Engler said.

Haenicke also expressed his "deepest appreciation" to individuals and groups in Battle Creek, which provided early support for the plan. Partners in planning the project include the city of Battle Creek and its economic development arm, Battle Creek Unlimited; the Kellogg Co.; and the W.K. Kellogg Foundation. The Michigan Bureau of Aeronautics also provided early support.

"This is a wonderful opportunity for WMU," said George A. Franklin, vice president for worldwide government affairs at the Kellogg Co. and a member of the WMU Board of Trustees. "WMU has the only four-year aviation program at a public university in Michigan."

If approved by Clinton, the funds will enable WMU to relocate the School of Aviation Sciences to Battle Creek by January 1995, said Burke, who coordinated the University's request for the funds. Plans also call for the later establishment of an aviation academy to train pilots under contract with airlines.

The total cost of the project is estimated at \$36.8 million. The University is continuing its search for \$5 million more in federal funds. The \$25.8 million difference between the total and \$11 million being sought in federal funds for the project is expected to be made up through several Battle Creek sources as part of a unique public-private partnership, Burke said. Funding sources would include tax increment financing, if possible; pension fund support; and long-term leases at favorable rates.

The project would eventually create 300 new jobs in the area and add up to \$66 million annually to the economy of the Kalamazoo-Battle Creek region, according to a consultant. The project represents the completion of efforts to convert Fort Custer, where the airport is located, from military to civilian use and take advantage of the airport's 10,000-foot runway, the second longest in Michigan.

WMU recently announced a grant of \$168,750 from the W.K. Kellogg Foundation to design a state-of-the-art collegiate curriculum. It will meet the needs of U.S. aviation, attract larger numbers of minority students and be adaptable to meet international aviation needs.

According to Joseph H. Dunlap, aviation sciences, the new curriculum will be based on the "ab initio" or "from the beginning" method of aviation training used in Europe and Asia. Such training, regarded as the most efficient and lowest in cost, is concentrated in an 18- to 24-month period.

"We're going to integrate the 'ab initio' concept into a collegiate curriculum," Dunlap said. "This is where the future is in aviation training, and it's currently not being done anywhere in this country."

WMU has a 50-year tradition in aviation education, having established its program in 1939. Last December, the Board of Trustees approved the program's designation as the School of Aviation Sciences. The school currently serves 550 students in four bachelor's degree programs: aircraft maintenance engineering technology; professional pilot; maintenance management; and technical management.



FAMILY FESTIVAL — Checking out the WMU wear offered at a special display in the Bernhard Center during Family Festival last weekend was on the agenda for the Cosgrove family from Southgate. From left, Jennifer A. Weiler, a sophomore from North Branch and WMU Bookstore employee, suggests a WMU dad sweatshirt as a Christmas gift to Kathy Cosgrove and her daughter, Jessica, a junior here. Family Festival featured a variety of events to help acquaint families with life at WMU, including campus and residence hall tours, presentations by several of WMU's colleges and an information fair. More than 700 persons attended a brunch before the WMU vs. University of Toledo football game on Saturday.

Thursday, November 25

(and 26) Thanksgiving recess.

Friday, November 26

*(and 27) Hockey, WMU vs. Ohio State University, Lawson Arena, 7 p.m.

Monday, November 29

(thru Dec. 3) Exhibition, MFA show in painting by Amy Packard, Student Art Gallery, East Hall, weekdays, 10 a.m. to 5 p.m.; reception, Friday, Dec. 3.

Faculty recital, Western Wind Quintet, Dalton Center Recital Hall, 8 p.m.

Tuesday, November 30

Faculty development services videoconference, "Teaching for Critical Thinking," Tate Center, 3210 Sangren Hall, 3-5 p.m.; call 7-5305 to register.

University computing services seminar for students on changes in electronic mail, 2000 Haworth College of Business building, 3-4:30 p.m.

International affairs seminar by WMU faculty returning from international study, "Tibet in Exile (North India)," Frank R. Jamison, media services, and Paula Jamison, 3020 Friedmann Hall, 3:30 p.m.; reception following in 2090 Friedmann Hall.

Wednesday, December 1

"A Day Without Art," all galleries closed for International Day of Action and Mourning in response to the AIDS crisis; videotapes, "Video Against AIDS," 1213 Sangren Hall, 10 a.m.-10 p.m.

University computing services seminar for faculty and staff on changes in electronic mail, 2000 Haworth College of Business building, 10:30 a.m.-noon

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

Health and human services videoconference, "Providing Universal Health Coverage," Red Room A, Bernhard Center, noon-2 p.m.; register by calling 7-2638.

College of Education research colloquium, "What Makes a Study a Policy Study," Patricia First, chairperson of educational leadership, Tate Center, 3210 Sangren Hall, 4 p.m.

Thursday, December 2

Satellite telecast, "Exploring the Internet," 1070 Waldo Library, noon-2 p.m.; call 7-5202 to register.

Mathematics and statistics colloquium, "Where Do Research Problems Come From?," Gary T. Chartrand, mathematics and statistics, Commons Room, sixth floor, Everett Tower, 4:10 p.m.; refreshments, 3:45 p.m.

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

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

*(thru 4) Dance concert, Orchesis Dance Society, Dance Studio B, Dalton Center, Dec. 2-3, 8 p.m.; and Dec. 4, 2 and 8 p.m.

*Admission charged

Videoconference to focus on health coverage

An interactive videoconference titled "Providing Universal Health Coverage" is scheduled for noon to 2 p.m. Wednesday, Dec. 1, in Red Room A of the Bernhard Center.

The program, produced by the Public Broadcasting Service, is being offered on campus by the College of Health and Human Services as part of its focus on health care reform.

The videoconference will explore the relationship between skyrocketing medical costs and a large uninsured population. It also will explain how state governments are implementing plans to provide universal health coverage for their residents and explore what is being proposed at the national level.

To register for this free program, persons should call 7-2638.

Seminars offered on enhancements to e-mail

Persons interested in learning more about the new enhancements to the electronic mail capabilities on campus should plan to attend one of several seminars being offered by University computing services.

Seminars designed for faculty and staff members are scheduled for: 1 p.m. Friday, Nov. 19, in 2302 Sangren Hall; 10:30 a.m. Wednesday, Dec. 1, in 2000 Haworth College of Business building; and 1 p.m. Wednes-

day, Dec. 8, in Conference Room C of the Seibert Administration Building.

Seminars geared for students are planned for: 3 p.m. Tuesday, Nov. 30, in 2000 Haworth College of Business building; and 1 p.m. Friday, Dec. 3, in 2302 Sangren Hall.

All seminars run for 90 minutes. Those wishing to attend the Dec. 8 seminar should call 7-5430 to register, since space is limited. Persons with questions also may call that number.