

# WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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January 6, 1994

## Nursing program moves ahead with \$5 million in gifts

The Irving S. Gilmore Foundation of Kalamazoo, the W.K. Kellogg Foundation of Battle Creek, Borgess Medical Center and Bronson Methodist Hospital have jointly pledged more than \$5 million to fund the University's proposed baccalaureate degree program in nursing.

"These very generous gifts will enable us to establish a much needed School of Nursing," said President Haenicke. "I will be forever grateful to these two foundations and the hospitals for their exemplary generosity. Now, after more than 30 months of fund-raising efforts, we can proceed with curriculum development, internal and external program reviews, and faculty and student recruitment."

Provost Nancy S. Barrett indicated that the external review process includes the consent of the academic officers of the state universities in Michigan, endorsement by the Michigan State Board of Nursing and final approval by the WMU Board of Trustees.

"Thanks to all these gifts, we can now go ahead with full scale program development, but the actual date of implementation is dependent upon final internal and external review and approval processes," said Janet I. Pisaneschi, dean of the College of Health and Human Services, where the proposed School of Nursing will be administratively housed.

Pisaneschi expressed hope that the University would be able to begin accepting applications for the nursing program in the fall of 1994 for the first classes to be offered in January 1995.

"We have the unique advantage of being able to develop our curriculum from scratch,"

Haenicke said. "We will not be encumbered by past traditions. We will bring the best minds in the country together to develop concepts for an innovative model for the future of nursing education. This is truly an exciting opportunity for WMU."

"All of these gifts make the program self-sustaining for at least the first five years," Barrett said. "We'll need to raise additional funds to preserve program quality, but we are confident that we can be successful because several foundations and federal agencies have told us that they will consider applications for additional funding once our program is up and running."

"Additionally," she continued, "we already have an endowment for nursing scholarships of approximately \$1.4 million, thanks to the generosity of the late Theodore Perg, a lifelong resident of Kalamazoo. He established the scholarship endowment fund at WMU in memory of his wife, Hazel, and to affirm his personal commitment to helping others."

WMU has been working with Margaret Murphy, a nationally recognized nursing education consultant from Milwaukee. Initial planning costs were funded by grants from the Dalton Foundation, the Upjohn Co., the Monroe-Brown Foundation, the Gilmore Foundation and the Kalamazoo Foundation. The Battle Creek Health System and the Alumni Association of the Bronson School of Nursing also have contributed to the project.

Barrett indicated that WMU has received more than 600 inquiries about the program over the past two years from prospective students. Five public forums — one each in Battle Creek and St. Joseph and three in

Kalamazoo — were conducted to bring together key constituents in the region with the University's nursing consultant to assist in developing the structure and content of the proposed nursing program. Nurses from Allegan, Barry, Berrien, Branch, Calhoun, Cass, Kalamazoo, St. Joseph and Van Buren counties were invited to voice their recommendations on making the bachelor's in nursing program relevant to the needs of their communities, Barrett said.

The curriculum will be developed with local, regional and national health care needs in mind. Pisaneschi said. "It will be problem-focused, locally-sensitive, and will incorporate the trend toward the promotion of healthy lifestyles," she said. "The program will take advantage of the diversity of health care service opportunities in the nine counties of Southwest Michigan with special emphasis on learning experiences in community-based and primary care settings in addition to the more usual tertiary care/hospital-based clinical experiences."

Initially, the WMU baccalaureate program will have two programmatic options: a program of studies specifically designed for students who are registered nurses; and a four-year program for students with no prior nursing education. Later, perhaps in the third year, an accelerated track may be offered for students seeking a second degree as part of a career change, Pisaneschi said.

"Only 16 percent of the nurses in Southwest Michigan have a bachelor's degree as compared to a U.S. average of 33 percent," she said. "Baccalaureate degree nurses play

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## National consultant selected as interim director of school

Margaret M. Murphy, a nationally recognized nursing education consultant from Milwaukee, has been named the interim director of the proposed School of Nursing.

Her appointment, effective Jan. 3, 1994, was approved Dec.

17 by the Board of Trustees. Since 1991, Murphy has served as a consultant to the College of Health and Human Services for the development of the School of Nursing.

At a news conference before the board meeting, the University announced that it had secured gifts totaling more than \$5 million to establish the school.

Murphy will spearhead the University's efforts in curriculum development as well as faculty and student recruitment for a baccalaureate degree program in nursing. In addition, she will be instrumental in facilitating internal and external program reviews, which will include the consent of the academic officers of the state universities in Michigan, endorsement by the Michigan State Board of Nursing and final approval by the WMU Board of Trustees. The University hopes to begin accepting applications for the program in the fall of 1994 for the first classes to be offered in January 1995.

After working as a health officer at the U.S. Embassy Health Center in Lashkar-

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Murphy

## Haenicke comments on proposed appropriation figures

While Gov. John Engler's proposed 2.3 percent increase in state appropriations for WMU for the next fiscal year is "very good news," it does not adequately reflect the kind of institution that WMU has become, President Haenicke told the Board of Trustees Dec. 17.

Haenicke said he plans to take the message that WMU is the state's only Doctoral I institution — and should be funded as such

— to legislative leaders in the months ahead. The designation, by the Carnegie Foundation for the Advancement of Teaching, means that WMU awards at least 40 doctoral degrees each year in five or more disciplines.

WMU has 20 doctoral programs and awards more than 50 doctoral degrees each year. The state's other public universities are either research universities or comprehensive universities.

"My frustration over all these years has been that there is a small pack of schools at the top and a big pack of schools at the bottom," he said. "Then there is WMU, this one lonely wolf between these two packs that doesn't get properly fed."

"And since we are a one-of-a-kind school in Michigan, we have a very hard time making this point because we have no partners in suffering, so to speak, that can go with us to make our case," he said. "So we are going to make this case all by ourselves."

"That is the one troubling aspect of the governor's budget proposal," Haenicke continued, adding that he believes that "most if not all" of the state's public universities are underfunded. "But it should not detract from the fact that, for the first time in three years, there is a proposed increase in the state's budget for higher education."

The governor's proposal calls for a 3 percent increase in state appropriations for higher education institutions for the 1994-95 fiscal year, or about \$37 million. State spending on the 15 public universities and related programs totals \$1.2 billion for the current fiscal year.

An increase of 2.3 percent would be applied to all institutions. At WMU, that would amount to just under \$2 million on top of the \$86.3 million state appropriation that WMU has received for the past two years. WMU's is the fourth largest state appropriation among

Michigan's 15 public universities.

The remaining 0.7 percent would be used to increase state appropriations per student to \$3,500 per year at the five institutions whose level of state support is below that mark. They are Central Michigan, Eastern Michigan and Grand Valley State universities and the University of Michigan campuses at Dearborn and Flint.

"An increase of 2.3 percent is not much, but compared to zero increases in each of the past two years, it's a good place to start," Haenicke said. He added that he hoped this was the beginning of efforts to reverse the

(Continued on page four)

## New ID cards available after Jan. 14 in human resources

After Friday, Jan. 14, processing equipment for the new University identification cards will be installed in the information systems area of the Department of Human Resources in 1240 Seibert Administration Building. Faculty and staff members will be able to obtain their cards from 1:30 to 4:30 p.m. Tuesdays and from 8:30 to 11:30 a.m. Fridays.

Because equipment is being moved, persons should call the information systems office at 7-3622 before planning to obtain a card. Those who anticipate needing a new ID before Jan. 18 should obtain their cards from University computing services by Jan. 14, the scheduled date for discontinuation of the service at the UCS location.



**HOLIDAY RECEPTION** — Trustee Richard Y. St. John of Kalamazoo, second from right, welcomed faculty and staff members to a Dec. 17 holiday reception in the Bernhard Center sponsored by the Board of Trustees and President Haenicke. Extending holiday greetings were, from left, Louise S. Forsleff, community health services; Carole J. Lint, human resources; Jacqueline J. Van't Zelfde, human resources; and C. Edward Smith, transportation services.

### Fiscal Year 1993-94 Appropriation Per Student

Central Michigan	\$3,434
Eastern Michigan	3,382
Ferris State	3,683
Grand Valley	3,048
Lake Superior	3,666
Michigan State	6,287
Michigan Tech	6,110
Northern Mich.	5,717
Oakland	3,840
Saginaw Valley	3,626
UM-Ann Arbor	7,777
UM-Dearborn	3,435
UM-Flint	3,421
Wayne State	7,697
Western Mich.	3,937

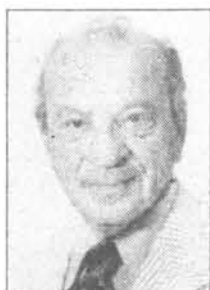
Source: Michigan Senate Fiscal Agency



## Business building named for founding dean Schneider

The building housing the Haworth College of Business has been named for Arnold Schneider, the college's founding dean who served the University for 32 years.

The naming is to recognize "in perpetuity" Schneider's "accomplishments as a faculty member, distinguished professor and founding dean of the college and in recognition of a significant bequest to the University," according to a resolution approved Dec. 17 by the Board of Trustees. The bequest is valued at \$1.5 million.



Schneider

"This is a most generous gift, and it is entirely unrestricted," said President Haenicke. "Few gifts of this size have no restrictions. We are very grateful."

Haenicke said he spent a "warm and wonderful" day with Schneider the week before the board meeting. "Arnold considers our business school as his child, of his making," he said. "He hired many of its stellar faculty members and secured its undergraduate accreditation. His was a long and distinguished career."

A portrait of Schneider was dedicated in his honor in 1990 and now hangs in a prominent location in the building. The college began holding classes there in January 1991 and the building was dedicated the following October.

Schneider, who lives in Sarasota, Fla.,

retired as dean of the college in 1974 and remained a member of the faculty as a distinguished professor of business until his retirement from the University in 1979. Before coming to WMU, he had established what became the College of Business at St. Cloud State University in Minnesota.

Under Schneider's leadership, WMU granted its first bachelor of business administration degree in 1952. In 1957, when Western Michigan College became Western Michigan University, the Department of Business Studies was elevated to the School of Business, and Schneider was named dean.

The college's master of business administration degree was launched in 1960 and by 1964 was being offered in Grand Rapids as well. In 1969, the school was designated a college. Its undergraduate programs were accredited by the American Assembly of Collegiate Schools of Business in 1970 and its graduate programs in 1981, making WMU's one of only 250 business colleges with accreditation at both levels.

In addition to being an administrator, Schneider has been a productive scholar, consultant and lecturer. He wrote four books and some 75 articles and consulted with a dozen businesses. He holds a bachelor's degree summa cum laude from the University of Northern Iowa, a master's degree from the University of Iowa and a doctoral degree from the University of Michigan.

During World War II, Schneider was in the U.S. Navy for four years, serving part of that time in naval personnel in Washington, D.C. He learned to fly in WMU's own aviation program and has remained an active pilot.

He is a founding director emeritus of the WMU Foundation and the University named a Medallion Scholarship in his honor. Never content with retirement, Schneider served for a time as dean of the College of Management and Business at the University of Sarasota.

### Board OKs lease for CDDA

The Board of Trustees Dec. 17 approved a long-term lease agreement with the school district of the city of Kalamazoo for the Center for Developmentally Disabled Adults at 1627 W. Main St. in Kalamazoo.

WMU operates the center through a grant from Kalamazoo County to provide training in communication and socialization for clients from the county. The former public school is one of several facilities the University rents for this purpose.

The lease, for \$63,800 a year, is for 12 months and will be renewed automatically each year unless either party provides notification to the contrary. The previous agreement had been on a month-to-month basis. The center has occupied this location for the past several years.

In other action, the board approved the sale of property in Lake Havasu City, Ariz., for \$8,000.

## Cathy George named head volleyball coach

Cathy George has been named WMU's head women's volleyball coach. Her appointment is subject to approval by the Board of Trustees at its Jan. 21 meeting.

George comes to WMU from the University of Texas at Arlington, where she



George

compiled a five-year record of 93-74 and was named Southland Conference Coach of the Year three times. Her league record for regular season play was 35-4.

In 1989, her first season with UTA, George led her 31-4 team to victory in the NCAA Regional Tournament and earned a trip to the NCAA Final Four. Since then, UTA has won the 1990 and 1992 SLC titles, earned a trip to the 1990 NCAA tournament and achieved a berth in the 1992 National Invitational Volleyball Championships.

Before joining the UTA staff, George was the head coach at North Dakota State University for two years. She began her coaching career in 1986 as a graduate assistant coach at Central Michigan University. She also served as an assistant coach for the Sports Performance Junior National Team that claimed the 1986 Junior Olympic national championship.

Originally, from Oak Lawn, Ill., George earned her bachelor's degree from Illinois State University and her master's degree from CMU. She replaces Teresa Knoechel, who served as interim coach following the Sept. 16 resignation of 15-year veteran Rob Buck.

## Visiting artist to present play on life of Lorraine Hansberry

New York City actress and director Elizabeth Van Dyke will perform her critically acclaimed one-woman play "Love to All, Lorraine" at 8 p.m. Friday and Saturday, Jan. 14-15, in the York Arena Theatre.

The show, based on the life of the late playwright Lorraine Hansberry, sums up a great range of black experience in this country. Hansberry, the author of "A Raisin in the Sun," died 28 years ago when she was only 34. But she had been involved with many black leaders — from Paul Robeson to the organizers of the Student Nonviolent Coordinating Committee — that Van Dyke can conjure up the whole era with her performance. She uses letters and other writings of Hansberry, along with reviews and interviews and some passages she has written herself to reveal the playwright's story.

The production is being sponsored by the Visiting Scholars and Artists Program, the Division of Minority Affairs and the University Theatre Guild as well as the Plaza Arts Circle and Kalamazoo College. Tickets are \$6 for general admission. For reservations or more information, persons may call 7-6222.

## Martin Luther King Jr. birthday observance will include events ranging from lock-in to candlelighting

Several events are being planned at WMU to observe the birthday this month of Martin Luther King Jr.

Activities to commemorate the late civil rights leader will begin at 6:30 p.m. Friday, Jan. 14, with a lock-in at the Student Recreation Center. WMU students and their guests will gather for a night of workshops and seminars on issues of diversity and culture as well as other activities surrounding the theme "Finding New Ways To Solve Old Problems."

The lock-in will open with an address by Martha B. Warfield, minority affairs, and Charles C. Warfield, educational leadership. The event, which is expected to run until 6 a.m. Saturday, is sponsored by the Minority Student Organization Advisory Board. An admission fee of \$5 for WMU students and \$7 for guests will be charged at the door. Persons with questions may call Stephen L. Johnson at 324-4902 or Bilal K. Tawwab at 373-7033.

The 25th annual Martin Luther King Jr. Academy banquet is scheduled for 5 p.m. Saturday, Jan. 15, in the West Ballroom of the Bernhard Center. The event each year honors King's birthday and recognizes the academic achievements of students enrolled in the MLK Academy, a one-year, probationary student development program designed to encourage those who would not otherwise pursue higher education to do so. The keynote speaker will be Ollie Barnes, a former MLK student who now works as a psychologist for the Upjohn Co. of Kalamazoo.

This year's banquet is being coupled with a performance of the Urban Bush Women at

8 p.m. Saturday in Miller Auditorium. By combining the folklore and religious traditions of Africans, this New York City dance troupe explores the struggle, growth, transformation and survival of the human spirit. Tickets for the banquet/theatre package are \$15 for adults and \$7.50 for students/children. For more information and reservations, persons should call the MLK Academy at 7-3322.

The observance will continue on Monday, Jan. 17, with two free events sponsored by the Division of Minority Affairs. A brown bag luncheon will take place at noon in the multipurpose room on the lower level of Kanley Chapel. A student panel will discuss the impact King has had on their lives and their community.

The annual candlelighting ceremony is scheduled for 5 p.m. Monday in Kanley Chapel. Students will light 39 candles to symbolize King's age when he was assassinated in 1968 and the significant events in his life. The keynote speaker for the ceremony will be the Rev. James Lewis Felton, a WMU alumnus and pastor at the Galilee Baptist Church in Kalamazoo. For more information, persons may contact the Division of Minority Affairs at 7-4420.

President Haenicke is encouraging faculty members to use some time in their classes Jan. 17 to discuss issues raised by King. He also has asked that faculty members excuse from class those students who wish to participate in special events connected with the King birthday observance and he has requested that no tests and exams be given on that day.

## Urban Bush Women performance is Jan. 15

Urban Bush Women, a premiere dance troupe from New York City, will perform at 8 p.m. Saturday, Jan. 15, in Miller Auditorium.

Through movement, live music, a cappella vocalizations and the spoken word, the company explores the struggle, growth, transformation and survival of the human spirit. The all African-American troupe delves into the racist myths, sexist stereotypes and other topics that must be confronted in an evolving society.

Urban Bush Women was established in 1984 by artistic director Jawole Willa Jo Zollar and has quickly gained national exposure and critical acclaim for innovative performances. The group has presented major seasons in New York City and has toured widely in the United States and in other

countries.

Zollar will present a lecture at 7 p.m. Thursday, Jan. 13, in the Dalton Center Recital Hall on the creative process used by the troupe as it relates to survival through cultural traditions. A reception will follow in the Green Room.

Members of the company will teach master classes for WMU dance majors and minors on Friday, Jan. 14. Community activities also are planned with the Black Arts and Cultural Center.

The residency is sponsored by the Department of Dance, Miller Auditorium, the Plaza Arts Circle and the Visiting Scholars and Artists Program. Tickets are \$16, \$13 and \$10 and may be purchased by calling the auditorium ticket office at 7-2300.

## Vellenga to address gathering of alumni and friends Jan. 18

"Business '94: A Look Into the Future" is the topic for the next breakfast meeting for alumni and friends of the University Tuesday, Jan. 18.

The event will begin with a continental breakfast at 7:30 a.m. in the Fetzer Center. The speaker will be Dean David B. Vellenga, Haworth College of Business.

The event is being sponsored by the WMU Alumni Association as part of a series this year titled "Good Morning, Kalamazoo!" The cost is \$6 for association members or \$7 for non-members. Persons are requested to make reservations by Friday, Jan. 14, by calling the McKee Alumni Center at 7-8777.



**WMU DONATES FOOD TO KALAMAZOO GOSPEL MISSION** — For the second consecutive year, WMU's dining services donated food it could not use to the Kalamazoo Gospel Mission for use over the holidays. Last year, the dining services staff decided to donate the food that wouldn't keep over the two-week holiday break to the mission. A truck from the mission stopped at residence hall cafeterias Dec. 20 to pick up donations consisting primarily of dairy products and produce. Here, Richard K. Michel, right, executive director of the mission, looks over some of the food with James R. Dean, dining services. "This is a good way for our staff to participate in a community service project," Dean said. "In addition, we're making sure someone is getting to use this food, rather than wasting it."

## WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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## On-the-job training proves to be a lifesaver

Patricia J. Stafford-Keirn, telecommunications, started off the winter semester with a scare, and now has new appreciation for a course persons in her employee group are required to take.

Stafford-Keirn was eating lunch at her desk on Jan. 3 when a piece of food became lodged in her throat. A co-worker, noticing that she was in trouble, shouted for help. Another co-worker, Timothy A. Ender, responded and dislodged some of the obstruction by performing the Heimlich maneuver. Stafford-Keirn was then able to go to the Sindecuse Health Center for further help.

"Tim literally saved my life," she said. "I had no way of getting any air. This just proves the need for people to take training in CPR and the Heimlich maneuver."

Stafford-Keirn and Ender had both attended training offered by the Division of Environmental Health and Safety. That office offers annual classes for WMU employees who work in confined spaces, such as tunnels and vaults. The two employees belong to a group in telecommunications that is required to take the course.

Ender said this was the first time he had used the Heimlich maneuver other than in training. "It seemed like it took an eternity, but it was only a few seconds," he said. "I just acted before thinking."

In addition to the training offered by environmental health and safety for selected employees, other such classes for all employees are offered by University wellness programs in the Sindecuse Health Center. A basic life support program that includes CPR and first aid for choking is scheduled on a regular basis throughout the semester, and also may be arranged for specific faculty and staff offices. For more information, persons may call University wellness programs at 7-3263.

### Therkildsen to be honored

A retirement reception honoring Frances Therkildsen, logistical services-freight/postal/delivery, is scheduled for 2 to 4 p.m. Wednesday, Jan. 12, in the President's Dining Room of the Bernhard Center. The University community is invited to attend.

## Zest for Life

Let Zest for Life help you start the new year right with health promotion programs designed to meet your needs. Our exercise and health enhancement opportunities can assist you in controlling stress, managing weight, developing physical fitness, improving stamina and feeling good about yourself.

Exercise programs that begin the week of Jan. 10 include Total Fitness-Aerobics, Low-Impact Aerobics, Aqua Fitness-Water Exercise, Yoga Stretch and Tone, and Chair Exercise. Call the Zest for Life office at 7-3262 for days and times and to register, or see the Zest winter brochure.

Regular hours in the Zest for Life Fitness Room, located at Oakland Gym, began Jan. 4. Fitness Room hours are 11:30 a.m. to 1:30 p.m. Monday through Friday and 4:30 to 6:30 p.m. Monday through Thursday for

your convenience. See the Zest for Life staff person for instruction on proper use of the exercise equipment or to design a safe, effective individualized exercise program to meet your fitness goals.

The Set Yourself Free-Stop Smoking Workshop helps smokers explore their relationship to nicotine and develop strategies for coping with the short-term effects of physical withdrawal. Relapse prevention strategies are integrated with skills for reducing psychological cravings, preventing weight gain, managing stress and anger, and building a lifestyle focused on healthy non-smoking alternatives. This workshop will run from 5:15 to 7 p.m. Mondays and Wednesdays, Jan. 19 to Feb. 9, at the Sindecuse Health Center. Advance registration is required. Call University Wellness Programs at 7-3263.

## Media services

Recent additions to the University film/videotape library include the following programs:

- "Exploring the Internet," a recent video-conference designed for librarians, college and university teachers, and information specialists. This two-hour program demonstrates the resources available on the Internet.
- "Cornerstones of the Learning Organization" featuring Peter Senge from a recent videoconference giving an overview of the basics of learning organizations and their five disciplines.
- "We Interrupt this Program...Day Without Art," a 30-minute art-on-television program that incorporates the issues of living with and staying alive in the era of AIDS.
- "Legislative and Regulatory Forum on Student Financial Aid," a two-and-a-half-hour videoconference from Dec. 14 giving an overview of the new federal direct student loan program, accreditation and state oversight.
- "Multicultural Teaching and Learning" featuring

turing Estela Bensimon from the National Center for Postsecondary Teaching, Learning and Assessment at Pennsylvania State University. In this one-hour program, she discusses the philosophies, curricular approaches and pedagogies of multicultural education.

To arrange for a loan of these new items, contact the Media Resource Center in Sangren Hall at 7-5070.

## Obituaries

Robert N. Brewer, who taught in WMU's College of General Studies from 1970 to 1976, died Dec. 26 in Salt Lake City. He was 52.

He was working in Salt Lake City as a grant writer at the Utah Technology Finance Corp. His interests also included genealogy and piano playing.

Memorial contributions may be made to the Robert N. Brewer Grandchildren Fund, c/o Key Bank at Dan's on 2300 E. and 3300 S., Salt Lake City, Utah 84109.

Holon B. Matthews, emeritus in music, died Dec. 6 in Scottsdale, Ariz. He was 89.

A composer and pianist, Matthews taught at WMU from 1948 to 1973. He earned his bachelor's degree from the Cincinnati College Conservatory of Music and his doctoral degree from the Eastman School of Music. He wrote more than 100 songs, including

## Exchange

**FORRENT**—Apartment to sublet through 8/94. First floor, one bedroom, living room with fireplace, dining room, kitchen and full bath. Space for one car. Woodward Avenue home. \$400/month. Call Audrey at 7-4174.

**WANTED**—Administrative assistant for WMU-AAUP. Send resume to: WMU-AAUP, 814 Oakland Drive, Kalamazoo, Mich. 49006, ATTN: Gail. For more information, call the AAUP office at 345-0151. The AAUP is an EO/AA employer.

## On campus

**THE SPICE OF LIFE**—Variety certainly is the spice of life for Janice E. Brown. The director of employment services in the Department of Human Resources, Brown thrives on the different elements of the jobs she has had at WMU. She first joined the staff for two years in 1979 in media services. She returned in 1985 to work on a grant project for the Specialty Program in Alcohol and Drug Abuse, became an employment representative in 1986 in human resources, moved to a wage and salary analyst there in 1988 and took on her present job in June 1993. Her office is responsible for handling the process of planning when the University will accept applications for general as well as specific positions. She also works with hiring agents to help in planning interviews and evaluating information. In addition, she works closely with the affirmative action office on the Transfer Opportunity System and the Job Opportunity Program to ensure a balanced applicant pool. She also does some employee relations work to resolve problems between supervisors and employees. "One of the things that's been fun in human resources is the variety that exists at WMU," she says. "Western gives you a breadth just because of the nature of the organization." Brown, who holds both her bachelor's and master's degrees from WMU, says the positions and the staffing needs of the University vary so much from department to department that she's constantly challenged. "I'd have to go to an organization two or three times WMU's size in order to get the variety in the scope of jobs," she says.



## Human resources

### Lunch hour seminars set

"The Family and Medical Leave Act" will be the topic of discussion Wednesday, Jan. 12, in the first in a series of five noon hour presentations for all employees.

The brown bag lunch hour sessions will begin at noon in the Red Rooms of the Bernhard Center and are sponsored by the Administrative Professional Association, the Clerical/Technical Organization and the Department of Human Resources.

Anne E. Thompson, human resources, will present the first session in Red Room A. She will describe the impact of the federal Family and Medical Leave Act on current human resources leave policies.

Other topics and presenters in the series will be: Jan. 19, "The Transfer Opportunity System," Janice E. Brown, human resources; Jan. 26, "Benefit Plans — Hancock Indemnity Comparisons with HMOs," Richard K. Schaper, human resources; Feb. 8, "Expla-

nation of Pay and Performance System," human resources' wage and salary staff; and Feb. 22, "Pay Plans — Ideas for the Future," Thompson.

## 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) **GIS Analyst** (Term Ends 6/30/94; Renewable), P-04, Geography, 93/94-047, 1/4-1/10/94.

(R) **Secretary III** (.50 FTE; 20 Hours/Week), S-06, Continuing Education-Grand Rapids Regional Center, 93/94-182, 1/4-1/10/94.

(R) **Paralegal Secretary**, S-07, External Affairs/Collective Bargaining, 93/94-167, 1/4-1/10/94.

(R) **Secretary III**, S-06, Continuing Education-Southwest Regional Center, 93/94-188, 1/4-1/10/94.

(R) **Secretary III**, S-06, Continuing Education-Office of Adult Learning Services, 93/94-160, 1/4-1/10/94.

(R) **Stores Laborer** (2 Positions), M-2.5, Logistical Services, 93/94-196, 1/4-1/10/94.

(R) **Assistant/Associate Professor**, I-30/20, Art, 93/94-192, 1/4-1/10/94.

(R) **Assistant/Associate Professor**, I-30/20, Finance and Commercial Law, 93/94-191, 1/4-1/10/94.

(R) **Assistant Professor**, I-30, Business Information Systems, 93/94-190, 1/4-1/10/94.

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

(R) Replacement

WMU is an EO/AA employer

## Media

Andrew C. Nahm, emeritus in history, discusses North Korea's race for "the bomb" and the future of the two Koreas on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Jan. 8, at 6:10 a.m. on WKPR-AM (1420).



## Nursing program

(Continued from page one)

key roles in the provision of health care and public health services."

Currently, there is one diploma program in Southwest Michigan — at the Bronson School of Nursing in Kalamazoo — and there are five associate degree programs in this region — at Kalamazoo Valley Community College, Kellogg Community College in Battle Creek, Glen Oaks Community College in Centreville, Lake Michigan College in Benton Harbor and Southwestern Michigan College in Dowagiac. WMU intends to work with these institutions to develop mutually agreeable articulation arrangements and other appropriate strategies to enable their graduates to enter and complete the WMU baccalaureate and expand their career options.

A priority of the Irving S. Gilmore Foundation is to support community initiatives that sustain or improve the cultural, social or economic life in Greater Kalamazoo. The W.K. Kellogg Foundation was established in 1930 to "help people help themselves."

## Board approves sabbaticals for 34 faculty members

A total of 34 faculty members were granted sabbatical leaves for the 1994-95 academic year in action Dec. 17 by the Board of Trustees.

They are: Sisay Asefa, economics; Robert O. Brinkerhoff, educational leadership; James M. Butterfield, political science; Lewis H. Carlson, history; Linda M. Delene, marketing; David G. Dickason, geography; Stuart J. Dybek, English; Paul Farber, education and professional development; Gyula Ficsor, biological sciences; Erika Loeffler, anthropology; John D. Grace, geology; David A. Guth, blind rehabilitation; Duane R. Hampton, geology; George J. Haus, special education; Barbara Hemphill, occupational therapy; Tricia Hennessy, art; Arthur Hoadley, mechanical and aeronautical engineering; Gunilla Holm, education and professional development; Wei-Chiao Huang, economics; Arnold Johnston, English; Robert A. Laing, mathematics and statistics; James A. Leja, blind rehabilitation; James J. Lowe, Counseling Center; F. William McCarty, chairperson of finance and commercial law; Dasha C. Nisula, languages and linguistics; Edward J. Pawlak, social work; Howard R. Poole, media services; Curtis A. Rhodes, art; Mary A. Scovel, music; Rameshwar P. Sharma, mechanical and aeronautical engineering; Naveed A. Sherwani, computer science; Michael D. Swords, science studies; Robert M. Wygant, industrial engineering; and Judy A. Yaeger, business information systems.

Faculty members receive 75 percent of their base salary for the period of the sabbatical. Sabbaticals are granted only to tenured faculty members and may be taken not more than once every seven years.

## Appropriation (Continued from page one)

trend of tuition as an ever increasing percentage of the general fund budget.

"I think the public policy goal should be that the student should not pay more than 30 percent of the cost of his or her education at a public institution where you want to emphasize access," said Haenicke, who is chairperson of the Presidents Council of State Universities. At WMU, tuition represents 42 of the cost of education.

Tuition income for the current fiscal year is \$65.8 million. Other income, including indirect research cost recovery, interest income from investments, departmental revenue and miscellaneous fees, totals \$4.1 million for a total general fund operating budget of \$156.2 million. That includes the \$86.3 million state appropriation.

Haenicke said he would meet with campus groups early this year to assess the effects of the proposed increase on the University's budget, including its effect on the size of any tuition increase for next fall. He said he would bring initial recommendations to the board, but not necessarily as soon as its next meeting on Jan. 21.

Haenicke said he believes that each type of institution in the state should have its own "floor" or base level of state support per student. The level for WMU, as the state's



**25 YEAR CLUB** — A total of 66 faculty and staff members who completed 25 years of continuous service at the University were eligible for induction into the 25 Year Club at the annual banquet Dec. 7 in the Bernhard Center. From left, inductees Eddie Corner, physical plant-building maintenance, and Mariel Neu, art, looked over some posters featuring pictures and stories from 25 years ago with Richard K. Schaper, human resources. The club, which now has 299 active and 198 retired members, is the cornerstone of WMU's ongoing employee recognition program.

## Maier's views on the historical Jesus showcased on international radio and in national magazine

A WMU faculty member was heard around the world on Christmas Day as part of a Voice of America international broadcast on the historical aspects of the birth of Jesus.

Paul L. Maier, history, who is an internationally recognized biblical scholar, was the guest on the Dec. 25 edition of VOA's "Press Conference, U.S.A." Maier's book "In the Fullness of Time" was a guide for the program that featured questions asked of Maier by a panel of journalists drawn from the VOA and from the Washington, D.C., press corps.

Maier's views on the historical Jesus also were explored in the cover story, "Who Was Jesus?," of the Dec. 20 issue of U.S. News and World Report. That story reflected a wide array of scholarly opinion on Jesus and prominently mentioned Maier and WMU. Maier also appeared on cable television's The Learning Channel Dec. 19. The program, titled "The First Christmas," was the first episode in a series on "The Life and Times of Jesus" that was produced by U.S. News and World Report and shot in Montreal.

Maier's role in the VOA program resulted from a Dec. 21, 1992, cover story in U.S. News and World Report that made extensive use of his views and scholarship. VOA's Neal Lavon saw the story and contacted



Maier

Maier when planning a Christmas program to be aired this year.

Maier's telephone responses to the journalists' questions were taped locally Dec. 10 in the studios of WMUK-FM, the University's public radio station, and forwarded to the VOA's Washington offices for mixing and final broadcast.

The half-hour program was broadcast worldwide on shortwave radio Dec. 25 and was repeated Dec. 26 on VOA Europe, an FM satellite service to Western Europe that reaches more than 260 cities in 21 countries.

The program focused on the historical aspects of Christmas — what really happened, what is really known and how we came to know it. The questions put to Maier included, "How reliable are the Gospel accounts of the Nativity?" "Are there archaeological supports for the nativity?" and "Was Mary a virgin?"

Maier, a widely published and internationally recognized authority on the origins of Christianity, published "In the Fullness of Time" in 1991. In it he uses historical and archaeological records to supplement the New Testament accounts of Jesus' birth, ministry, crucifixion and resurrection as well as the spread of Christianity around the world. The volume includes updated edition of three best-selling earlier works by Maier — "First Christmas," "First Easter" and "First Christians."

## Calendar

### Thursday, January 6

(thru 27) Exhibition, prints by Joel Bujnowski, Charleston, Ill., artist, Space Gallery, Knauss Hall, Mondays thru Thursdays, 10 a.m.-4 p.m.

### Friday, January 7

(thru 27) Exhibition, paintings by Deborah Zlotzky, Cedar Falls, Iowa, artist, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

Psychology colloquium, "Faculty's Favorites," WMU psychology faculty, 3760 Knauss Hall, 4 p.m.

### Saturday, January 8

\*Women's basketball, WMU vs. the University of Akron, Lawson Arena, noon.

\*Men's basketball vs. the University of Akron, Lawson Arena, 2:30 p.m.

Faculty recital, Paul Austin, valve horn and natural horn, Dalton Center Recital Hall, 8 p.m.

### Monday, January 10

(thru Feb. 18) Exhibition of paintings by James Watkins, Kalamazoo artist, Department of Human Resources, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

Distinguished Faculty Scholar colloquium, "Lessons From the Aral Sea," Philip P. Micklin, geography, Fetzer Center, 4 p.m.; reception, 3:30 p.m.

### Wednesday, January 12

Brown bag lunch sponsored by the Administrative Professional Association, Clerical/Technical Organization and Department of Human Resources, "Family and Medical Leave Act," Anne E. Thompson, human resources, Red Room A, Bernhard Center, noon. Retirement reception honoring Frances Therkildsen, logistical services-freight/postal/delivery, President's Dining Room, Bernhard Center, 2-4 p.m.

\*Women's basketball vs. Ohio University, Lawson Arena, 5:30 p.m.

\*Men's basketball vs. Ohio University, Lawson Arena, 8 p.m.

\*Concert, Christian Lindberg, trombone, Dalton Center Recital Hall, 8 p.m.

### Thursday, January 13

Dance lecture, "Survival Through Cultural Traditions," Jawole Willa Jo Zollar, artistic director, Urban Bush Women, Dalton Center Recital Hall, 7 p.m.; reception following in the Dalton Center Green Room.

\*Admission charged

## Murphy

(Continued from page one)

Gah, Afghanistan, in the 1970s, Murphy was an associate professor of nursing at Alverno College in Milwaukee for nine years. Subsequently, she was a senior staff specialist for the National Commission on Nursing Implementation Project, a five-year program funded by the W.K. Kellogg Foundation. In addition to serving as a consultant at WMU, Murphy has been a consultant to a number of other organizational and nursing care delivery projects both nationally and internationally.

In the past three years during her association with WMU's proposed School of Nursing, Murphy has been the author or co-author of a number of planning grant proposals that have been funded for a total of \$480,000.

Since 1979, Murphy has been a principal or co-investigator for a half dozen major research projects sponsored by the University of Wisconsin at Milwaukee or by the National Commission on Nursing. She has been sole or first author of eight chapters or articles since 1985 appearing in seven different publications. A prolific presenter of workshops and other programs, Murphy has been active in numerous professional and community activities. Her honors include receiving a federal nurse traineeship grant and a Nursing Alumni of the Year Award in 1988 from UW-Milwaukee.

Murphy earned her bachelor's degree in nursing from the College of St. Theresa in Winona, Minn., and her master's degree in community health nursing/gerontology and her doctoral degree in education from UW-Milwaukee.

## Ponchillia carving selected

Paul E. Ponchillia, blind rehabilitation, has received an award for his original carving, "Baffin Hunter." The piece has been chosen by a juried art committee for reproduction by the American Printing House for the Blind Inc. of Louisville to be distributed as an art note card.

The card is part of an edition series that includes the work of visually impaired artists from various regions of the United States. The art was selected from works included in an InSights '93 showcase competition.

The three-panel card includes information about the artist, both in print and in braille. The cards, available through APH, are circulated internationally.

Ponchillia sculpts from soapstone, antler and wood. The antler used in "Baffin Hunter" was purchased from Greenlander sustenance hunters. The sculpted piece has been displayed at the University of North Carolina at Chapel Hill. Another Ponchillia carving, "Red Cloud," was selected "Best of Show" at the 1992 Event Art Exhibit of the Michigan-based Annual Congress of People with Disabilities.