

# WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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## Two to be recognized with University's top award for faculty members

International recognition for their work in the fields of statistical analysis and atomic physics has earned two faculty members the distinction of being named WMU's 1993 Distinguished Faculty Scholars.

Joseph W. McKean, mathematics and statistics, and John A. Tanis, physics, will be honored at WMU's 14th annual Academic Convocation at 3 p.m. Tuesday, Feb. 1, in the Dalton Center Recital Hall. They will be recognized for pioneering research in their respective fields and each will receive a plaque and a \$2,000 cash award. They also will have \$2,000 added to their base salaries.

The Distinguished Faculty Scholar Award, inaugurated in 1978, is WMU's highest honor for a faculty member. Selection criteria include that there be a significant body of achievement, most of which has been accomplished while a faculty member at WMU. The recipients must also have wide recognition beyond the University. Nominations are sought campuswide.

McKean is an expert in the field of robust statistics, an area in which he and a colleague at Pennsylvania State University did pioneering theoretical work while McKean was a doctoral student there. Their work opened an entirely new field of statistical analysis. Since coming to WMU in 1978, McKean has extended the statistical theory through publications and developed applications for it in a

wide variety of disciplines including pharmacology, life sciences, psychology and engineering.

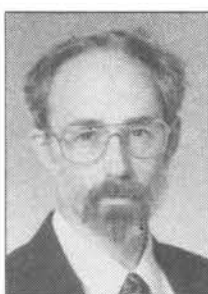
A colleague from another university, writing in support of McKean's nomination, called him "an internationally known statistician"

and the "leading scholar in the subject of robust methods in statistics." He noted that with the development of computer software based on McKean's principles, statisticians from around the country and world are using his methods as alternatives to normal, distribution-based statistical analysis procedures.

"What better tribute can be paid to a statistician than to have his methodology applied to data from a wide variety of scientific experiments?" the colleague asked.

McKean's work in applying his methods to the study of interactions among drugs was noted by several supporters as particularly important since such interactions have been increasingly recognized as a serious health hazard, especially among the elderly.

"His work overall demonstrates mathematical sophistication yet shows sensitivity to the practical issues associated with com-



McKean



Tanis

puting and applying statistical methods to real problems," said a fellow faculty member in support of his nomination.

McKean's dedication to his discipline also is evidenced by his work with students at WMU. Another col-

league noted that McKean was "the architect" of his department's doctoral program in mathematics with a concentration in statistics, and that he has directed the doctoral studies of five graduate students.

McKean is the author or co-author of more than 40 research articles and the book, "Drug Interaction and Lethality Analysis." He is currently at work on a second book. He also is an associate editor of three major professional journals, a feat one colleague called "truly remarkable. Most of us have difficulty handling one such assignment."

He has received a number of major research grants from the National Science Foundation and the U.S. Army Research Office, has served as a consultant to the Upjohn Co. in Kalamazoo and has been a visiting research professor at both the University of Melbourne and the University of New South

Wales in Australia.

McKean also has organized or served as chairperson for a number of professional sessions and symposia including the "First Great Lakes Symposium on Experimental Design: Industrial and Clinical," which he co-directed in 1992 in Kalamazoo.

Tanis, a faculty member since 1980, is an experimental physicist who specializes in the area of ion-atom collisions. He conducts his research in WMU's Particle Accelerator Laboratory and in research laboratories around the country and overseas.

His discovery and description of an important ion-atom collision process called Resonant Transfer and Excitation (RTE) is regarded as one of his major contributions to the area of accelerator atomic physics and was cited when he was elected in 1989 as a fellow of the American Physical Society. Despite initial skepticism about RTE from the research community, the principle is now well established. The discovery spurred a 10-year, worldwide effort to further explore the effects of RTE.

"Tanis launched experimental research in this field and has been a dominant figure ever since," said a physicist who has known and worked with him for years.

Colleagues from around the country who supported Tanis' nomination for the award noted both his creativity and organizational skills in directing research.

"Professor Tanis has originality and creativity and a virtually endless stream of ideas to work on," said a fellow researcher at one national laboratory. "He also has an uncanny ability to form dynamic groups of excellent collaborators from all over the world to work on his ideas."

"His reputation is also demonstrated," another said, "by the fact that he has been welcomed to use numerous accelerators here and abroad to accomplish his research and that in a climate of decreasing research funding, his research support continues to grow. He has brought distinction not only to himself but also to WMU."

Tanis' international reputation has served as a magnet to attract top students. During his years at WMU, he has developed a graduate program in experimental atomic physics and he has directed the thesis projects of 13 master's students, is currently directing the dissertation research of three doctoral students and has served as an adviser for several undergraduate projects.

He is the author or co-author of more than 70 articles published in refereed journals and

(Continued on page four)

## Doctoral students named first recipients of fellowships

Three candidates for doctoral degrees are the first recipients of fellowships to finish their dissertations through the University's new dissertation fellowship program.

The recipients are Barbara A.K. Adams of Lansing, who is seeking a doctor of public administration degree; Mary Lagerwey-Voorman of Kalamazoo, who is seeking a Ph.D. degree in sociology; and Max U. Montesino of Chicago, who is seeking an Ed.D. degree in educational leadership.

The fellowships were established earlier this year by the Graduate College. Each fellowship includes \$8,750 for fall and winter semesters, out-of-state tuition remission if applicable and up to \$1,000 for dissertation-related expenses.

WMU has 20 doctoral programs. WMU's graduate enrollment, including both master's and doctoral students, represents nearly 25 percent of its total enrollment. That is the

third largest percent of any public university in Michigan.

"We are pleased to provide these fellowships and proud of their first three recipients," said Interim Dean Rollin G. Douma, Graduate College. "The high quality of their work reflects that of the work being done by many doctoral students at the University."

For her dissertation, Adams will explore the career of William A. Ryan, speaker of the Michigan House of Representatives from 1969 to 1974 and the only one of five living former speakers with the title of "speaker emeritus." Her goal is to understand how the characteristics of an individual leader can shape and be shaped by the institution in which he or she serves.

"The major thesis is that the character and developmental process of a democratic society, its political institutions, and individual political actors are intimately connected,"

Adams said. "William A. Ryan has come to be viewed by many as the archetypical figure who both reflects and represents certain positive aspects of the institutional character."

Adams seeks to discover how Ryan, a "moral exemplar" who was speaker when the Legislature became a full-time professional body, developed into a political icon despite his own personal modesty. She wants to share "what his story can tell us about democratic institutions, their possible futures, and those of the American republic."

Adams said she hopes her study can help bridge the gap between politics, moral philosophy and public administration while offering "some new insights into the role and legacy of legislative leaders" in the face of increasing public disregard for legislators and the Legislature.

"Barbara Adams is uniquely qualified to undertake this study," said Ralph C. Chandler, political science and public affairs, who is Adams' dissertation chairperson, noting that Adams has been an employee of the Michigan House for more than 20 years. "She has displayed a unique capacity for scholarship throughout her career at WMU."

Adams has held a number of positions in the House since 1972, most recently as legislative research analyst between 1986 and 1993. She received her department's Graduate Research and Creative Scholar award in 1992. She has a bachelor's degree in English from the University of Michigan and a master of public administration degree from WMU.

Lagerwey-Voorman's research focuses on the sociological concept of collective memory as expressed through fiction as part of a new sub-discipline of the field, the sociology of literature. Her work is based on 15 novels or novellas of the Holocaust, in which an estimated 6 million Jews died at the hands of the Nazis during World War II.

The novels are written in English and published in the United States, each dealing with events at the concentration camp at Auschwitz between 1942 and 1945. Through

(Continued on page four)



**CANDLELIGHTING CEREMONY** — Members of the children's choir at the Galilee Baptist Church in Kalamazoo were among the participants in the annual candlelighting ceremony sponsored by the Division of Minority Affairs in observance of Martin Luther King Jr.'s birthday Jan. 17. During the event in Kanley Chapel, 39 candles were lit to symbolize King's age when he was assassinated in 1968 and the significant events in his life.

## Board to meet Friday, Jan. 21

The Board of Trustees will meet at 11 a.m. Friday, Jan. 21, in the Board Room of the Bernhard Center.

Agenda items include the election of board officers for 1994 as well as gift, grant and personnel reports.

These board committees will meet Friday in 204 Bernhard Center: Budget and Finance Committee at 10 a.m.; and Academic and Student Affairs Committee at 10:15 a.m. All meetings are open to the public.

## United Way goal reached

We're over the top!

A total of \$148,969 has been collected for the 1993 campus United Way drive. That's just over the goal of \$148,000. The drive officially ended Oct. 29, but contributions continued to be accepted and counted.



## Interactive kiosk puts information at users' fingertips

WMU students will find a wealth of information just one touch away in the Faunce Student Services Building, thanks to a new kiosk being installed there this month.

The University's first interactive information kiosk will provide everything from a campus map and a directory of people who work in the building to the "WMU Fight Song" and a calendar of events. It is expected to be up and running on Monday, Jan. 24.

"This is a prototype for the campus," says Paul F. Iagnocco, student life, whose office initiated the project. "We're taking a static kiosk, which people currently use for things like bridal registries, and incorporating multi-dimensional, high-impact videos."

The kiosk will feature a color monitor housed in a cabinet. Students will be able to walk up and touch the screen to explore various menus. Responses will come in the form of video, audio and text. "It's rather MTV-ish in approach," Iagnocco says.

A "help" screen will assist those using the kiosk for the first time. Another option will be "general WMU information." Those who choose this item on the menu will be able to: view a campus calendar; read and hear about the history of the University; get an update on construction; listen to renditions of the "WMU Fight Song" and the alma mater; see an organizational chart; or review a list of student organizations. Under some of these categories, users can request more information, such as a contact person and schedule of meetings for a particular student organization.

Students also can choose a menu item called "building specific information." The screen will provide listings of offices housed in Faunce as well as faculty and staff members who work there. For more information, students can choose a director of a particular



**ONE-STOP SHOP** — A monitor like this one will be placed in a cabinet in the Faunce Student Services Building lobby to become the University's first interactive information kiosk. Checking out the display are, from left, sophomores Matthew I. Fuller and Matthew D. Cratty; Fritz Seegers, media services; senior Todd T. Hufford; and Paul F. Iagnocco, student life. The touch screen will provide a one-stop shop of information on everything from people who work in the building to the history of the University. The kiosk is expected to be up and running Monday, Jan. 24.

office and a 15-second video clip of that person talking will appear on the screen. Text will be furnished for the hearing impaired.

Another option is called "campus map information." Users will be able to view an aerial shot of the campus and see other maps to determine building locations and how to get there from Faunce.

Iagnocco came up with the idea for the kiosk a little more than a year ago. His goal was to eliminate a certain amount of paperwork in his office as well as to provide a "one-stop shop" of information and answers to frequently asked questions.

Over the past year, Iagnocco has organized a team of students to work on the project and has involved other departments, such as University computing services, engineering technology and media services, to develop the prototype. The core team of students includes sophomores Matthew D. Cratty and Matthew I. Fuller, senior Todd T. Hufford and graduate student Paul E. Solomon. They are working on everything from designing the software to choosing colors for the monitor.

The project also has captured the interest of Apple Computer Inc. of Cupertino, Calif., which has donated equipment and software. Another company, Gold Disk of Mississauga, Ontario, also has donated software.

Future plans include putting kiosks in the new Student Recreation Center and the renovated Read Fieldhouse by this summer. Kiosks will be added in other buildings as funds are available. Voice recognition capabilities are slated to be incorporated so that visually impaired students can more easily use the kiosks.

## Physician to deliver talk on health care system

David Himmelstein, a leading advocate for a Canadian type single payer health care system, will speak at 7:30 p.m. Tuesday, Jan. 25, in 2304 Sangren Hall.

Himmelstein, an associate professor of medicine at Harvard Medical School, will discuss "The Case for Single Payer Health Reform." He also has served as chief of the Division of Social and Community Medicine at the Cambridge Hospital since 1986. In addition, he is co-director of the Center for National Health Programs Studies at Cam-

bridge Hospital/Harvard Medical School.

Himmelstein's visit is being sponsored by the Bertha Capen Reynolds Society (human service workers for social justice) and funded through the Student Budget Allocation Committee.

At 5:30 Tuesday, there will be a potluck supper with Himmelstein for those interested in continued advocacy for single payer health care in the basement of St. Thomas More Catholic Church, 421 Monroe St.

For more information, persons may contact David Carter at 375-4104 or Donald F. Cooney, social work, at 349-3027.

## Seminar series scheduled

A series of seminars, culminating in a session led by President Haenicke, have been scheduled this semester by the College of Engineering and Applied Sciences.

All are on Thursdays and will run from 4 to 5 p.m. in 3014 Kohrman Hall, except for the Haenicke seminar, which will take place in the Welborn Hall auditorium. Coffee is available at 3:45 p.m.

The schedule is:

- Jan. 20 — "Computing Services at WMU" with Harley Behm, computing and communication services;
- Feb. 10 — "Reliability Engineering" with Dean Leonard R. Lamberson, engineering and applied sciences.
- March 17 — "Hydraulic Hybrid Automotive Systems" with Richard Heintz of the Society of Automotive Engineers; and
- April 14 — "International Education" with Haenicke.

For more information, persons may contact S. Hossein Mousavinezhad, electrical engineering, at 7-4059.

## 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) **Grounds Laborer I** (Includes Weekend Work), M-2, Landscape Services, 93/94-198, 1/18-1/24/94.

(R) **Utility Food Worker** (Academic Year, .65 FTE), F-1, Dining Services, 93/94-212, 1/18-1/24/94.

(R) **Library Assistant IV**, S-07, Waldo Library, 93/94-194, 1/18-1/24/94.

(R) **Secretary II**, S-05, Henry/Hoekje/Bigelow Dining Service, 93/94-214, 1/18-1/24/94.

(R) **Activity Therapist** (Term Ends 9/30/94; Hourly Paid), P-02, Center for Developmentally Disabled Adults, 93/94-211, 1/18-1/24/94.

(R) **Assistant Professor**, I-30, Music, 93/94-209, 1/18-1/24/94.

(N) **Assistant/Associate Professor**, I-30/20, Engineering Technology, 93/94-213, 1/18-1/24/94.

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.

(N) New

(R) Replacement

WMU is an EO/AA employer

## Behm says central e-mail systems are protected

Despite recent rumors on campus, users of the University's electronic mail have nothing to fear when it comes to confidentiality, according to Harley Behm, computing and communication services.

"There seems to be some concern that administrators or others may have access to e-mail correspondence of faculty, staff and students," he said. "Another fear is that a 'hacker' can easily gain access to such electronic files. Nothing could be further from the truth — the centrally supported e-mail systems (on the IBM 3090, VAX-VMS and central UNIX systems) are fully protected from intrusions by unauthorized persons. We have no evidence that the system security has ever been violated."

Behm explained that only computer systems administrators could gain access to mail messages or other files belonging to another person. However, he said that the systems administrators are professionals within University computing services who take their responsibilities seriously and would not look at other people's files.

"Some confusion may have arisen when someone took out of context a statement from our E-Mail Policy," Behm said.

The policy states that "systems administrators will review electronic messages only with the written authority of the general counsel." Behm said that such review would be unusual and would only be expected in situations such as criminal cases.

"In addition," he said, "our procedures prohibit e-mail from being backed up during routine backup conducted for system safety. Thus, a message received by an individual and deleted by that individual will not be available for recovery."

Behm cautioned that the convenience of e-mail occasionally causes careless handling. Once an e-mail message is sent, he noted, the sender has no control over its disposition any more than he or she has over a paper that was photocopied.

"The originator must consider that recipients can append it to another message, forward it, broadcast it to a wide audience and even send it out of our mail system to nearly anywhere in the world," he said.

Other problems can occur when a message is misaddressed or printed out on the wrong printer. Behm also noted that some users save mail messages as ordinary files that can be retrieved later, while others keep their e-mail on departmental local area networks that are not subject to UCS operating rules. "It is appropriate for departments in those instances to be certain the LAN administrators observe the expected standards of behavior," Behm said.

The E-Mail Policy and Guidelines were printed in the Sept. 9 Western News and are available from University computing services.

## Zest for Life

The Zest for Life program is offering several classes this winter on health and fitness.

"**Total Fitness - Low Impact Aerobics**" is available from 12:05 to 12:50 p.m. Tuesdays and Thursdays in the Kiva of the Faunce Student Services Building. This safe and effective aerobics program is designed to help you achieve fitness, manage your weight and reduce stress. It also includes stretching and strengthening exercises to tone and firm muscles.

"**Take Care of Your Back**" starts Feb. 1 and runs on Tuesdays and Thursdays through Feb. 17. Classes are from 12:05 to 12:50 p.m. in 3014 Student Recreation Center. This exercise program is designed to help you take care of your back through progressive strength and flexibility exercises, relaxation techniques, and education on proper posture and body mechanics. Call 7-3262 for more information or to register.

"**Building A Healthy Relationship to Food: A Holistic Approach to Weight Management**" is scheduled for 12:05 to 12:50 p.m. Mondays, Jan. 24-Feb. 21, in 3290 Sindecuse Health Center. This workshop is designed to help individuals who are preoccupied with body weight explore their relationship to food and develop skills for a holistic approach to weight management. Participants will explore myths surrounding body image as well as attitudes and beliefs about the meaning and use of food. Also

provided are skills for selecting low-fat food choices, commitment to regular aerobic exercise, thought management and stress reduction. Call 7-3263 for more information or to register.

"**Eating the Vegetarian Way**" will be offered from 5:15 to 6:30 p.m. Tuesday, Feb. 1, in 3310 Sindecuse Health Center. This one-session workshop will provide skills for making healthful food selections based on vegetarian food planning guidelines. It will include useful information on protein complementing, food sources for nutrients most likely to be lacking when vegetarian food choices are made, and storage and cooking tips for maximizing nutrient retention. Call 7-3263 for more information or to register.

Two sessions of "**The Inner Voice: Cultivating Your Self-Esteem**" will be offered during the winter semester. One will take place Tuesday and Thursday, Feb. 8 and 10, and the other Tuesday and Thursday, March 15 and 17. Both will run from 12:05 to 12:50 p.m. in 3270 Sindecuse Health Center. Self-esteem is at the core of who we are and who we allow ourselves to be. This workshop will help participants direct their thoughts to personal values, talents, relationships and goals that affirm who they are and contribute to a balanced approach to living. Participants will develop a personal action plan for cultivating inner contentment and personal affirmation. Call 7-3263 for more information or to register.

## WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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## Human resources

### 'Effective Interviewing' presented for supervisors

A chance to brush up on interviewing techniques, plus some innovative new ideas, will be presented at a training and development seminar for supervisors with hiring authority from 8:30 to 11:30 a.m. Wednesday, Jan. 26, in 204 Bernhard Center.

"Effective Interviewing" will cover employment interviewing from the interviewer's perspective. Key topics to be discussed by instructors Janice E. Brown and Darlene R. Mosher, human resources, include: planning and preparation; interviewing techniques; conducting the interview; checking references; and complying with the law.

Reservations are necessary and may be made by calling Doris J. Moore at 7-3620. Please request special accommodation needs when you register.

### Hospital-medical benefits topic at lunch hour seminar

The University's two options for hospital-medical benefits plans will be compared and discussed during a brown bag lunch session at noon Wednesday, Jan. 26, in

Red Room A of the Bernhard Center. Richard K. Schaper, human resources, will highlight the differences and similarities in the University plan, an indemnity plan administered by the John Hancock Co., and the health maintenance organization plans of BlueCross/Blue Shield and Physicians Health Plan. He will also answer questions from those who attend.

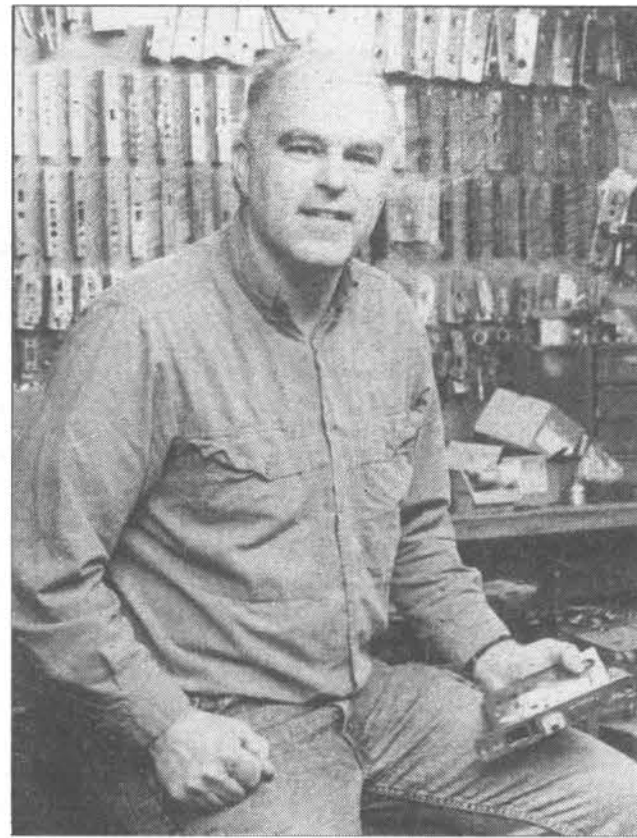
All employees are invited to this series of meetings sponsored by the Administrative Professional Association, Clerical/Technical Organization and Department of Human Resources. Presenters at future sessions will discuss the pay and performance system and ideas for future pay plans. Reservations are not necessary, but if you need to request special accommodations, please call the Department of Human Resources at 7-3620 prior to the seminar.

## Libraries

The databases under DATAQUEST I (available through WESTNET) are now easier to use. The look of the screens for these databases (ABI/Inform, Business Periodicals Index, ERIC, PSYCINFO and Reader's Guide) has changed for the better, although the search strategy and data remain the same. Principal enhancements include the browse (br) command, which allows users to retrieve an alphabetical list of search words that is retrievable by typing in any word stem. Terms can then be selected from the list and searched.

Several easy methods of displaying documents are also available. Quick display (qd) allows citations to be viewed quickly in a concise format. Scan display (sc) has been simplified to look like FINDER, where a list of titles appears and each record may be viewed by simply typing in its number and pressing <ENTER>. The truncation (or wild card) symbol has also changed to be uniform with FINDER and other databases. It is now the ? mark instead of the \$ sign. For help in using the DATAQUEST I databases, see Library Guides L1.300, L1.301 and L1.302.

## On campus



**HE'S PICKED HIS JOB** — The key to James R. Hiatt's job is keeping up with the 30,000 or so locks on campus. A locksmith in the region four shop of the physical plant, he's responsible for handling lock repairs for the entire campus. Once he gets the paperwork from the work order center, he goes out and surveys the situation to determine if the lock can be re-built at the location. If he can't fix it there, he'll bring it back to his shop in the physical plant, which is filled with just about any lock device imaginable. Hiatt says he averages about 100 work orders a month. A WMU employee for 10 years, Hiatt began his career here as a parking systems

checker in the Department of Public Safety. After four years, he started working in the key and core maintenance area of the department, making cores to fit keys and keeping records of key holders. He moved to the physical plant last year after locksmith Ellis E. Rathburn retired. "I worked with him when I was in public safety," Hiatt says. "When this job opened up, I applied because I'm interested in locks in general and it has given me the opportunity to learn another side of the trade." Hiatt sees a big challenge for the future in keeping up with the changing technology of locks as more areas are being guarded by electronic devices and card readers. When not on the job, Hiatt enjoys listening to music and playing folk guitar.

### Trustee St. John to speak at APA meeting

Richard Y. St. John, vice chairperson of the WMU Board of Trustees, will be the guest speaker at the Administrative Professional Association's winter general membership meeting at noon Tuesday, Jan. 25, in the Red Rooms of the Bernhard Center.

In addition to comments from St. John, those attending will hear reports from APA

officers and committee chairpersons as well as an update from the Total Quality Management Task Force. The meeting, one of three such general meetings scheduled during each academic year, is open to all professional/technical/administrative employees. Those interested in joining APA may do so at the meeting.

## Exchange

**ROOMMATE WANTED/ROOM FOR RENT** — Own room with large closet, share bathroom, share household chores, washer/dryer included. Non-smoker only and must be mature and responsible. Male or female. \$225/month plus phone. Call Roger at 7-4267 or 375-8017 leave message.

## Media

Edward J. Mayo, marketing, discusses the management abilities of Bill Clinton and other recent American presidents on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Jan. 22, at 6:10 a.m. on WKPR-AM (1420).

## Policy

### University Closing Policy

Policy and procedures guide for the suspension of University operations due to weather conditions, physical damage or other emergency conditions that prevent normal operations:

The decision to close all or part of the University for reasons of weather, building conditions or disruptive actions, will be made only by the president or his/her designate. The president's office and the Department of Human Resources will be the coordinating offices for handling details and questions dealing with this policy.

In cases of complete or near complete shut-down, local news media will be used under normal circumstances for notification purposes. If only selective operations are involved, or if the closing occurs after the beginning of the work day, each of any affected departments will be individually notified. The lack of specific notification to the contrary should be interpreted to mean that normal operations are to be maintained.

Specific cases and varying conditions or circumstances may require special action or decisions. However, some basic policy statements regarding close-down decisions are presented in this statement in an effort to provide as much understanding and communication as is possible on these matters.

- I. In the absence of notification to the contrary, all normal operations will continue as scheduled. If there is any doubt as to whether the University will be in operation, a message will be available on WMUK-FM (102.1) and WIDR-FM (89.1). Closing announcements will be on these same sources as well as the general public media.
- II. In the event that emergency conditions are so severe that **on-campus classes** must be canceled, the University will close except for essential services.
- III. The dean of the Division of Continuing Education is authorized to cancel **off-campus classes** in accordance with policy established by that office.
- IV. Essential services will be maintained during a period in which the University is closed. These include:
  - A. University computing services
  - B. Dining services — consolidation may be required
  - C. Grounds — for snow removal
  - D. Police
  - E. Recreational facilities — e.g., Gary Center, Bernhard Center, Lawson Ice Arena, Gabel Natatorium
  - F. Telecommunications
  - G. Sindecuse Health Center
  - H. Waldo Library
  - I. WMUK-FM
  - J. Others as may be designated
- V. When a decision is made to close the University, the following notification steps should be taken:
  - A. **Vice president for business and finance**
    - (1) Notify executive director of public relations and communications
    - (2) Notify provost and vice president for academic affairs.
    - (3) Notify business and finance major unit heads
  - B. **Executive director of public relations and communications**
    - (1) Notify public information
      - a. Notify area news media
    - (2) Notify secretary of Board of Trustees
    - (3) Notify vice president for student affairs

- (4) Notify vice president for external affairs and general counsel
- (5) Notify vice president for research
- (6) Notify executive director of international affairs
- (7) Notify director of intercollegiate athletics
- (8) Notify assistants to the president
- C. **Provost and vice president for academic affairs**
  - (1) Notify academic deans
    - a. Notify departmental chairs
  - (2) Notify other major academic units
  - (3) Notify library
- D. **Secretary of Board of Trustees**
  - (1) Notify trustees
  - (2) Notify major unit heads
- E. **Vice president for student affairs**
  - (1) Notify major unit heads
- F. **Vice president for external affairs and general counsel**
  - (1) Notify major unit heads
- G. **Vice president for research**
  - (1) Notify major unit heads
- H. **Executive director of international affairs**
  - (1) Notify major unit heads
- I. **Director of intercollegiate athletics**
  - (1) Notify major unit heads
- J. **Assistants to the president**
  - (1) Notify major unit heads

VI. In order to protect unavoidable income losses to employees, whenever the "University is closed" all faculty and staff not required for essential operations during the period of closing will be excused from work and be paid as though the period of closing were a holiday. However, it is the University's sole judgment as to who is required to work and who is not. Whenever the University is closed from normal operations, employees will fall into several groups for the purpose of determining pay.

- A. Employees who are required to work to continue essential services will be paid for the time worked in the same manner as though the period of closing were a holiday. Thus, they will receive holiday pay plus time and one-half.
- B. Employees who report for their regular work period prior to the announcement of closing, but who are not required to maintain essential services, will be released from their work stations by their supervisors at the effective time of closing and will be paid for the balance of their work period as though it were a holiday.
- C. Employees who, for whatever reason, are unable to report for their regular work period prior to the announcement of closing may use annual leave for the time from the beginning of their regular work period to the effective time of closing, without the requirement of prior approval for annual leave. They will be paid for the balance of their work period as though it were a holiday.
- D. Any employee who has reported in as "sick" or was scheduled to be on annual leave prior to the announcement of closing will be paid as though there were no closing and thus will be charged for sick leave or annual leave for the period not worked.

(Approved: Office of the President, March 23, 1978; Amended: June 1, 1978; Aug. 1, 1979; April 4, 1985; Dec. 10, 1986; Feb. 16, 1988; Nov. 7, 1989; Jan. 13, 1994)



# Calendar

## Thursday, January 20

(thru Feb. 25) Exhibition, "Celebrating Urban America," oil paintings by James Watkins, Kalamazoo artist, Department of Human Resources, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

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

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

\*University computing services workshops, 2033 University Computing Center: "Introduction to the Internet," 12:30-3 p.m.; and "Introduction to File Transfer Protocol," 3-5 p.m.; registration preferred by calling 7-5430.

Student employment referral service internship information workshop, career services conference room, first floor, Ellsworth Hall, 2 p.m.; advance registration required by calling 7-2725.

Engineering and applied sciences seminar, "Computing Services at WMU," Harley Behm, computing and communication services, 3014 Kohrman Hall, 4 p.m.; refreshments, 3:45 p.m.

University film series, "Reversal of Fortune" (USA, 1990), directed by Barbet Schroeder and Lee Percy, 3750 Knauss Hall, 6 and 8 p.m.

Student recital, Nick Moran, saxophone, and Barbara Lieurance, oboe, Dalton Center Lecture Hall, 8 p.m.

Student recital, Kyra Emery, violin, Dalton Center Recital Hall, 8 p.m.

## Friday, January 21

Meeting, Budget and Finance Committee of the Board of Trustees, 204 Bernhard Center, 10 a.m.

Meeting, Academic and Student Affairs Committee of the Board of Trustees, 204 Bernhard Center, 10:15 a.m.

Meeting, Board of Trustees, Board Room, Bernhard Center, 11 a.m.

\*University computing services workshop, "Statistics Users' Introduction to the VMScluster," 2033 University Computing Center, 9-11 a.m.; registration preferred by calling 7-5430.

Lecture, "Commencement of a Professional Career," Roger Boisjoly, the "Challenger whistleblower," 2000 Schneider Hall, 10 a.m.

Psychology colloquium, "Performance Systems Analysis in the Retail Industry," M. Malott, D. Lezovich, D. Varnell and WMU/Meijer Team, 3760 Knauss Hall, 4 p.m.

\*(thru 23) Performance, "Evita," Miller Auditorium: Jan. 21, 8 p.m.; Jan. 22, 2 p.m. and 8 p.m.; and Jan. 23, 2 p.m. and 7 p.m.

## Monday, January 24

\*(and 26) University computing services workshop, "Introduction to dBase IV," 2033 University Computing Center, noon-2 p.m.; registration preferred by calling 7-5430.

Retirement reception honoring Paul A. Lewnfield, physical plant-maintenance services, President's Dining Room, Bernhard Center, 2-4 p.m.

William A. Burian Memorial Lecture, "Dialogue on Health and Wholeness," Parker J. Palmer, widely recognized author, teacher and activist, Fetzer Center, 7 p.m.

## Tuesday, January 25

\*University computing services workshops, 2033 University Computing Center: "Intermediate MS-DOS," 9-11 a.m.; and (and 27) "Learning Maple for MS-DOS," 1-3 p.m.; registration preferred by calling 7-5430.

Doctoral oral examination, "A Descriptive Study of the Physical Education Programs for Kindergarten Through Third Grade Students in Michigan," Allison A. Hammond, educational leadership, 2308 Sangren Hall, 10 a.m.

Meeting, Administrative Professional Association, guest speaker, Richard Y. St. John, vice chairperson, Board of Trustees, Red Rooms, Bernhard Center, noon.

Student employment referral service internship information workshop, career services conference room, first floor, Ellsworth Hall, 2 p.m.; advance registration required by calling 7-2725.

Lecture, "The Case for Single Payer Health Reform," David Himmelstein, associate professor of medicine, Harvard Medical School, 2304 Sangren Hall, 7:30 p.m.

Concert, University Symphony Orchestra with Yasmin and Lou guitar duo, Dalton Center Recital Hall, 8 p.m.

## Fellowships *(Continued from page one)*

the novels she seeks to show how the Holocaust has become part of American consciousness. She traveled to Krakow and visited Auschwitz last November.

"The dissertation is about memories of the Holocaust — how they are transmitted and how new generations invest these memories with meaning," Lagerwey-Voorman said. "I examine American Holocaust fiction to explore the dynamics of memory between generations."

"My goal," she said, "is to develop an integrated approach, from historical, literary and sociological sources, for the understanding of cross-generational memory."

## Information available on tour to Singapore and Malaysia

Members of the University and Kalamazoo communities are invited to join the Singapore-Malaysia Tour organized by the WMU Office of International Affairs May 9-22.

An information meeting about the trip is scheduled for 7 to 9 p.m. Wednesday, Jan. 26, in 206 Bernhard Center. The tour provides an opportunity to experience two Pacific Rim countries rich in history and culture.

Larry L. Tyler, sociology and international affairs, will escort the tour. He lived in Malaysia for two years as resident director of the Sunway College Program.

The cost of the trip, including airfare, transportation, hotel accommodations and some meals, is \$2,599 based on double occupancy. Final payment is due March 10.

For more information, persons may contact the Office of International Affairs at 7-3951.

Her dissertation, she said, is a continuation and development of her previous work on Holocaust texts. She published some of that work with Gerald R. Markle, sociology, her dissertation chairperson, and others in an article in a professional journal, "Sociological Focus." It is one of four articles she has published in the past two years. During that time she also has presented 11 papers at meetings.

"Such broadly based accomplishment, especially in refereed professional journals, shows highly developed scholarly skills," Markle said. "She has brought literary sensibilities to the sociological analysis of Holocaust materials."

Lagerwey-Voorman already has come to some conclusions about the subject. "I find that a canon of Holocaust fiction has developed," she said. "While there is a universality in the overall subject matter, there does not seem to be a singular grand narrative that captures the complexity of Holocaust memories."

Her achievements have brought her recognition as the recipient of a Graduate Research and Creative Scholar award from the Department of Sociology. She has a number of other awards, publications and presentations to her credit and has worked in public health and research settings for more than a decade.

She has a bachelor's degree in sociology from Calvin College, a bachelor's degree in nursing from Grand Valley State University and a master's degree in nursing from Michigan State University.

In his dissertation, Montesino will explore how trainers, trainees and managers view the transfer of training to the workplace and its alignment to the strategic goals of a



**MASTER CLASS** — Valerie Winborne, standing, and other members of the Urban Bush Women dance troupe conducted master classes for WMU dance majors and minors Jan. 14 in the Dalton Center. The group from New York City performed Jan. 15 at 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. Its residency at WMU was sponsored by the Department of Dance, Miller Auditorium, the Plaza Arts Circle and the Visiting Scholars and Artists Program.

## Wednesday, January 26

WMU Pride Day.

Training seminar, "Effective Interviewing," Janice E. Brown and Darlene R. Mosher, human resources, 204 Bernhard Center, 8:30-11:30 a.m.

Brown bag lunch sponsored by the Administrative Professional Association, Clerical/Technical Organization and Department of Human Resources, "Benefit Plans — Hancock Indemnity Comparisons with HMOs," Richard K. Schaper, human resources, Red Room A, Bernhard Center, noon.

School of Music Convocation Series concert, Yasmin and Lou guitar duo, Dalton Center Recital Hall, 2 p.m.

\*University computing services workshop, "Communications/MSKermit," 2033 University Computing Center, 3-5 p.m.; registration preferred by calling 7-5430.

Biological sciences and Bio Sci Society seminar, "Ecology of Insect-Host Interactions: Hybrid Zone Formation in the Great Lakes," Mark Scriber, Department of Entomology, Michigan State University, 5270 McCracken Hall, 4-5 p.m.; refreshments, 3:45 p.m.

Electrical engineering seminar, "Evolutionary Computing," Garrison W. Greenwood, electrical engineering, 3034 Kohrman Hall, 4-5 p.m.

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

Information meeting regarding WMU's May 9-22 Singapore-Malaysia Tour, 206 Bernhard Center, 7-9 p.m.

\*Men's basketball vs. the University of Toledo, Lawson Arena, 8 p.m.

\*Dalton Series performance, Yasmin and Lou guitar duo, Dalton Center Recital Hall, 8 p.m.

## Thursday, January 27

University film series lecture/demonstration by Lee Percy, editor of "Reversal of Fortune," "Kiss of the Spider Woman," "Single White Female" and others, 3750 Knauss Hall, 8 p.m.

**\*Admission charged**

given organization.

"Investment in adult learning at the corporate level has become an important industry," Montesino said, noting that U.S. companies spent an estimated \$300 billion on training in 1988 — more than the rest of higher education combined.

"However, a huge proportion of this investment returns little value because of the low transfer of training-acquired skills to the job," he said. "Some studies suggest that no more than 20 percent of this investment actually results in transfer to the job."

Montesino is employing a two-fold approach to his research. One part will survey trainers, trainees and managers to derive quantitative information. The other will provide a more qualitative dimension through individual and group interviews.

"The quality and usefulness of his research proposal has been recognized by one of the most important business organizations in West Michigan, which has agreed to become the venue for his study," said Robert O. Brinkerhoff, educational leadership, who is chairperson of Montesino's dissertation committee.

"This initiative enhances the vital sort of partnerships that WMU encourages with the business community," he said. In addition, Montesino is currently working with Brinkerhoff on a training implementation project for the World Bank in Washington, D.C.

"My study is based on the belief that training and development initiatives pay off when they have a clear linkage with the goals of a business, and their content is applied to the job," Montesino said. "The study will contribute to an understanding of a training model that is more responsive to the organi-

zation it serves."

Montesino has a bachelor's degree in agricultural education from the UCDP University in Santo Domingo, the Dominican Republic, and a master of development administration degree from WMU. He has been a corporate trainer and an educational evaluator, both in the United States and the Dominican Republic.

He completed his master's degree with honors and in 1991-92 received the Captain Biefel Fellowship from the WMU College of Education and the George Klein Award from the Department of Political Science, both for academic achievement.

## Scholars

*(Continued from page one)*

he has delivered 35 invited presentations. He has refereed more than 50 articles for prestigious professional journals and has served as a proposal reviewer for the National Science Foundation, the U.S. Department of Energy and the Research Corp.

Tanis served as a visiting scientist at the Hahn-Meitner-Institut in Berlin during the 1986-87 academic year and was chairperson of the WMU Department of Physics from 1989 to 1993.

Since 1983, Tanis' research has received continuous funding from the U.S. Department of Energy. He also has received support through the Research Corp., the National Science Foundation and the North Atlantic Treaty Organization.

As part of their awards, McKean and Tanis each have been invited to give a presentation to the University community at a Distinguished Faculty Scholar Colloquium. The colloquia dates, times and locations will be announced later.