

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Haenicke calls on supporters for united front to fight for funding equity

President Haenicke has issued a "call to arms" for every constituency group associated with the University to correct a major state funding inequity.

In his "State of the University" address Feb. 1 during the 14th annual Academic Convocation, Haenicke equipped his audience with statistics to prove how "severely neglected" WMU has been in the state appropriations process. He asked supporters for their help in bringing this message home to the Legislature.

"I need students, faculty, staff, alumni, friends, donors, parents and the unions that represent our employee groups to speak out forcefully with me on the basis of these facts to correct this inequity," he said. "We must speak out about this, we must write letters to our legislators, we must all help to address this glaring inequity. I need the help of each and every one of you."

Instead of reviewing the past year, as he has done in previous addresses, Haenicke chose to focus on two issues. He began by discussing his goals to enhance the internationalization of the University (see related story on this page). He concluded by outlining his plans to preserve the financial foundation of the University by correcting the inequity in state funding.

Showing slides to illustrate his points, Haenicke referred to the classification of the Carnegie Foundation for the Advancement of Teaching that places WMU in a category by itself in Michigan. The University of Michigan at Ann Arbor and Michigan State University are classified at the top as Research I, Wayne State University as Research II and WMU as Doctoral I. There are no Doctoral II institutions in the state and the other 11 public universities belong in the Comprehensive I category.

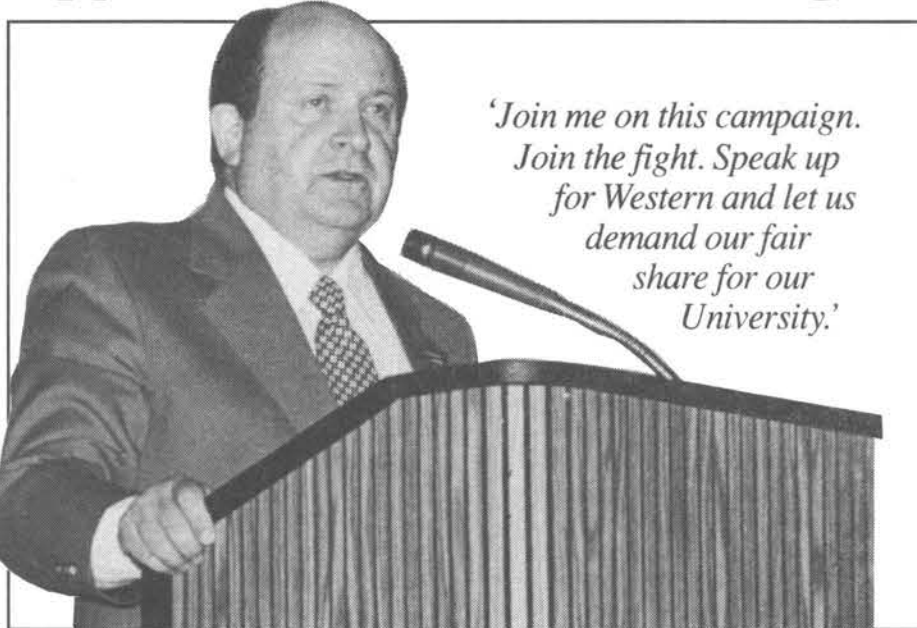
While the University is one step below the Research II institution and two steps ahead of the Comprehensive I institutions, it is funded sixth — behind those with higher rankings (U-M, Wayne State, MSU) as well as two in the lower Comprehensive I group (Michigan Tech and Northern Michigan).

"Of course, there are other comprehensive institutions in the state of Michigan that are financed at a lower level than our Doctoral I institution," Haenicke said. "In fact, the governor's proposal for this year is that the floor for any institution in the state be raised to a minimum funding level of \$3,500 per student regardless of classification."

"That leaves this University at a level that is \$500 above the lowest funded university in the state," he continued. "In other words, we are expected to run a Doctoral I institution with \$500 more than the lowest financed institution in the state on the Comprehensive I level."

Haenicke said this level of funding does not take into account WMU's broad range of doctoral programs, significant research, large percentage of graduate enrollment and complex array of programs.

"It just simply is an inequity and a crying shame," he said. "We have to speak up and



not tolerate that any longer."

Haenicke said his argument is not that any of the state institutions is overfunded. It is that WMU is seriously underfunded.

Part of the problem comes from the decreasing support of higher education by the state, Haenicke said. In 1985-86, state appropriations accounted for 70.7 percent of the University's general fund revenue, while tuition was 29.1 percent. By 1993-94, the state's share of the pie had decreased to 55.2 percent and tuition had grown to 42.1 percent.

"The students pay a significantly larger share of their education than ever before in the history of our state in public education," he said. "This is something about which we have to be very mindful. I know we are very mindful of it every time we discuss tuition increases with our Board of Trustees."

Haenicke said that, contrary to popular belief, the state is involved in funding not just public higher education. Michigan ranked first in the country in 1992-93 in providing state aid to private colleges and universities,

*'Join me on this campaign.
Join the fight. Speak up
for Western and let us
demand our fair
share for our
University.'*

he said. It ranked 20th in its support of public universities.

He showed a chart demonstrating that the average tuition cost in 1992-93 at a public university in Michigan was nearly \$800 higher than the national average. The average tuition cost at a private state institution was \$2,400 less than the national average.

"Logically, one would expect that since the public institutions are too expensive, being above the average, and the private institutions are relatively inexpensive compared to the national average, help would come for the student in the public school," Haenicke said.

However, state aid paid to those at public universities was \$51 per student, while it was \$668 per student in the private schools. Total state aid at private institutions was \$57 million, compared to \$22 million at public institutions.

"I leave these thoughts with you without further comment," Haenicke said.

Despite such inequities in funding, WMU has been able to make some progress in such

areas as faculty salaries, library acquisitions, graduate assistantships, research support and computing, Haenicke said.

He used charts to demonstrate that WMU ranked first in average salary in 1992-93 among Mid-American Conference institutions at the associate professor level and third at the assistant professor level. But he noted that the University ranked only sixth at the full professor level, which he said will require attention.

Between 1989 and 1992, all faculty members received at least a 17.6 percent salary increase, Haenicke said. A total of 86 percent received a salary increase between 17.6 and 30 percent and the remaining 14 percent received increases of up to 41 percent.

Haenicke also shared budget increases in several selected academic areas between 1986-87 and 1992-93: library acquisitions, 152 percent; graduate assistants, 126 percent; research, 127 percent; and computing, 80 percent.

Those are costs the University can control, he said. The budget increases were deliberate decisions to strengthen particular areas. Other costs are beyond the University's control and are escalating rapidly, adding up to millions of dollars.

They include increases in postage, student minimum wage and costs to implement

(Continued on page four)

1994-95 Proposed State Appropriation Per Student

Research I	\$7,954	(U-M)
Research II	\$8,079	(WSU)
Doctoral I	\$4,026	(WMU)
Doctoral II	N/A	N/A
Comp. I	\$6,248	(MTU)
Comp. I	\$5,847	(NMU)

Four goals designed to enhance international education

To build on what he called the University's "significant tradition" in international education, President Haenicke set forth four goals for the continued enhancement of international education at the University during his annual "State of the University" address Feb. 1.

He told his audience at the University's 14th annual Academic Convocation that WMU should:

- Increase the number of international students, from about 1,750 students currently enrolled to 2,000 students;
- Provide increased opportunities for domestic students to study abroad, bringing the number to 300 students a year and helping them to pay the difference in costs;
- Recruit faculty members with international expertise, hiring three to five of them a year with funds set aside for that purpose; and
- Provide opportunities for current faculty members without an international dimension to add it through study abroad of their own.

"We have a significant tradition in this University with our orientation toward international affairs," he said, noting the requirement established almost 30 years ago for study of the non-Western world. "We are, indeed, a pioneer in this field."

"I now propose that we should again build on these strengths," he said, adding that he already has had the help of dozens of faculty members and administrators. "The interna-

tionalization of our institution should become one of our major goals in the decade of the '90s."

He cited the global marketplace and a world in which many WMU graduates will find employment with multinational corporations among the reasons. "The global village is already all around us," he said. "It will be the unusual student who works for an American firm that has only American customers and an American resource base."

Haenicke also cited what he called the economics of higher education. "Part of the American higher education system already has become economically dependent on international talent," he said. "That includes an increased percentage of graduate students and faculty members from other countries, who add to the richness we already have on our own shores."

"International students and faculty members on our campus provide an important cultural contact for our domestic students," he continued. "They are a valuable cultural resource, which we do not yet fully exploit."

"At the same time, when the number of domestic students is declining, there is great interest in international students to come to American campuses and fill the ranks where we have vacancies."

"By the same token," he said, "we should provide many more appealing options for our domestic students to study abroad. It is an enormously enriching experience to be immersed in the language and culture of an-

other country, and then to come back and integrate that experience into one's studies and future worklife."

To recruit faculty members with international expertise, Haenicke said, he already has set aside "a small sum of money to hire every year between three and five new faculty members entirely on the basis of their international orientation and competence."

He compared that money with a fund to augment the number of minority faculty members whenever an opportunity occurs to "bring a colleague into any of our departments where she or he can enrich the curriculum and the discussion in the department with their international expertise."

"Last, but certainly not least, is the goal to provide international development opportunities for our own faculty," he said. "Many already have this international dimension, this additional string to their bow."

"But others still want and ask for this opportunity," he said. "I would like to have opportunities similar to what we provide for our students provided for our faculty to study abroad for some length of time, to deepen and intensify the international aspect in their research and teaching."

"Again, we are pointing back to a rich tradition that this institution has, when WMU attracted a large grant to provide just that kind of experience for our faculty," he concluded.

"All of this is a very exciting prospect," he said, "and I believe we will be enormously successful in this venture."

Convocation to air on cable

The 14th annual Academic Convocation will air on Kalamazoo Community Access Television at these times: 9:30 p.m. Friday, Feb. 4, on Channel 33; 1:30 p.m. Thursday, Feb. 10, on Channel 32; and 10 p.m. Friday, Feb. 11, on Channel 31. It also will air on Channel 7 of EDUCABLE, the University's cable television system, at these times: 2 p.m. Friday, Feb. 4; 4 p.m. Tuesday, Feb. 8; and 6 p.m. Wednesday, Feb. 9.

Crews work round the clock to stay out in front of snow

It's no snow job when landscape services crew members talk about the challenges of their jobs during the kind of weather we've had this winter.

"Basically, we have people here doing snow removal on the streets and parking lots 24 hours a day, seven days a week," says Paul MacNellis, manager of that division in the physical plant. "Our crews are responsible for clearing 16 miles of road, 125-plus acres of parking lots, 39 miles of sidewalks and 75,000 square feet of steps, handicap ramps and platforms that we can't get to with our equipment."

When Mother Nature plays tricks like she has this winter, MacNellis and his staff do their best to keep up. The division has a priority scheme that determines what areas get attention and when. The schedule is modified to accommodate changes in equipment and staffing. Basically, the scheme dictates that faculty/staff parking lots get cleared first, commuter lots next and residence halls lots last. The order is determined by how early the lots begin filling.

"Faculty/staff lots start filling up around 7 or 7:30 a.m.," MacNellis says. "Commuter lots get filled after 9 or 10 a.m. As soon as we get cars in a lot, it becomes very difficult to plow."

Crews begin working in the middle of the night with plows and front-end loaders. Twelve people are spread out on the 24-hour shift handling the heavy equipment detail.

Another crew of six workers comes in at 3 a.m. to plow the sidewalks and spread salt on them. They are followed by 21 people who come in at 5 or 6 a.m. to shovel the steps, handicap ramps and platforms.

"Our goal is to get everything accessible by 8 a.m.," MacNellis says.

But during periods of heavy snowfall, that doesn't always work. The recent weather is a case in point.

"In some areas, we would go around and remove the snow, but it would snow again before we could get everything taken care of," MacNellis says. "So we would have to start over on our priorities and some things weren't getting done. We eventually got to everything, but it took us three or four days to hit something low on the priority list."

Slippery sidewalks were more of a concern last week than snow-filled parking lots, MacNellis says. The 3 a.m. crew came on and cleared the walks, but the weather played havoc with their work.

"The problem was that the cold spell from the week before really chilled the concrete, the asphalt and the earth," he says. "The air can warm up rather quickly, but the concrete and asphalt are slower to recover. We were putting the salt down, and it was starting to melt the accumulated snow and ice. As it

Plenty to plow

Edward L. Britten is one of the landscape services crew members responsible for keeping the streets and parking lots clear of snow. The heavy equipment detail is on a 24-hours-a-day, seven-days-a-week schedule this time of the year to keep up with the winter weather.



started to melt, it would dilute the salt and as soon as it would get in contact with the pavement again, it would freeze even though the air temperature was above freezing. We were constantly salting and answering a lot of trouble calls."

MacNellis says his workers practice something called "smart salting" — using enough salt that it works properly, but trying to keep the environmental impact low. This year's conditions, however, have taken their toll on the University's rock salt supply.

"Last year, we used about 700 tons of rock salt on campus during the winter," MacNellis says. "This year, we've gone through nearly that already. During this recent ice storm, we used about 40 tons."

He has investigated other ice control chemicals that are more environmentally friendly than rock salt, but has found the cost prohibitively high. One alternative is calcium magnesium acetate, which is environmentally safe and breaks down into macronutrients that are actually good for the soil. However, a ton of CMA runs about \$975, compared to \$27 for a ton of rock salt.

"This year, we purchased 1,000 tons of rock salt at the beginning of winter and paid \$27,000," MacNellis says. "That would have been \$975,000 for CMA and I just don't have the budget for that."

MacNellis says he and his crews are open to suggestions and willing to revise their

priority lists to accommodate people. One special concern is handicappers on campus. Each year, he gets a list of students from disabled student resources and services and has his supervisors contact them to make sure their needs are being met.

Persons with questions or concerns can call landscape services at 7-8557.

Merling Trio selected for prestigious competition

The Merling Trio, a resident faculty ensemble in the School of Music, has received an invitation to compete in the prestigious Walter W. Naumburg Foundation Annual Chamber Music Award Competition.

The group is one of only three or four nationwide selected for the honor. The competition finals are scheduled for April 4 at Florence Gould Hall in New York City.

The ensemble is comprised of violinist Renata Artman Knific, cellist Bruce Uchimura and pianist Susan Wiersma Uchimura. Susan Uchimura compares this competition to the Tchaikovsky Competition for pianists. "In the world of chamber music, this competition is not only the national award, but the international award," she says.

Each year, the Naumburg Foundation gives up to two awards to chamber music groups. Previous winners have included the

Ziring embarks on speaking tour of South Asia

Lawrence Ziring, political science, will spend two and a half weeks in South Asia this month under the auspices of the U.S. Information Agency.

Ziring is one of two Americans invited to present papers at the South Asia Regional Cooperation Conference organized and sponsored by the Bangladesh Institute of International and Strategic Studies. The conference, "South Asia at the Crossroads: Conflict and Cooperation," is one of several programs on Ziring's itinerary.

While in Dhaka, he also is slated to speak at the Bangladesh National Press Club before traveling to Chittagong to address the Bangladesh Association for American Studies at Chittagong University.

Following his Bangladesh tour, Ziring will travel to Pakistan, where he will deliver a series of lectures in Karachi, Lahore, Islamabad and Peshawar.

A long-time scholar of South Asia, Ziring has published numerous books and professional articles on the region and its people. His recent publications include "Bangladesh — From Mujib to Ershad" and "Pakistan's Foreign Policy," both published by Oxford University Press.

He also has written an article in a book just released by Westview Press examining South Asia's geopolitical prospects in the aftermath of the Cold War. In addition, his article on the October-November elections in Pakistan will appear in the next issue of Asian Survey, published by the University of California at Berkeley.

Ziring completed a three-year term as president of the American Institute of Pa-

President Haenicke plans open office hours for Feb. 8

President Haenicke will conduct open office hours from 10:30 a.m. to 12:30 p.m. Tuesday, Feb. 8, to provide students, faculty and staff members with the opportunity to stop by and visit with him on any topic of concern.

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

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

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

Names for top senate offices to be nominated tonight

The nomination of candidates for president and vice president is on the agenda for the next meeting of the Faculty Senate at 5:30 p.m. Thursday, Feb. 3, in the Fetzer Center.

Other items include: remarks from Provost Nancy S. Barrett; a report on developments in the libraries from Dean Lance Query, University libraries; a report on the Medallion Scholarship Program and the Lee Honors College from E. Thomas Lawson, chairperson of religion and of the Medallion Scholarship Committee, and Dean Joseph G. Reish, Lee Honors College; and a discussion on the future celebration of Martin Luther King Jr.'s birthday.

Senators are asked to note the change in meeting time from 7 p.m. Light refreshments will be served.

New World String Quartet and the Emerson String Quartet. The prize is a New York concert at the Lincoln Center's Alice Tully Hall and money for the commissioning of a new work especially written for the ensemble.

The Merling Trio was selected for the competition finals by a tape audition. This will not be the trio's first performance in New York. Last year, the ensemble presented a world premiere performance at Carnegie Hall's Weill Recital Hall of "Second Piano Trio," written especially for the ensemble by C. Curtis-Smith, music. The group will produce its first commercial recording this year for the CRI label.

Members of the University community will have a chance to hear the trio in a concert scheduled for 8 p.m. Monday, Feb. 21, in the Dalton Center Recital Hall. Tickets are \$5 for adults or \$3 for students and senior citizens.

Physician to discuss expanding organ donor pool

A medical ethicist will share his thoughts on ways to increase the number of organs available for transplantation during a lecture at 7:30 p.m. Wednesday, Feb. 9, in the Lawrence Education Center at Borgess Medical Center.

Stuart J. Youngner, director of the Clinical Ethics Program at the University Hospitals of Cleveland, will give an address titled "Expanding the Organ Donor Pool: What Are the Limits?" His free talk is sponsored by the WMU Center for the Study of Ethics in Society, the Biomedical Ethics Committee at Borgess and the Bioethics Committee at Bronson Methodist Hospital.

Youngner will describe the supply and demand for organs for transplantation in the United States. He also will review the traditional sources of organs and the ethical rules that have governed how the medical profession obtains them.

After briefly considering a variety of efforts and proposals to expand the organ donor pool, Youngner will focus on questions raised by new protocols for obtaining organs from "non-heartbeating cadavers" — patients who die from cardiorespiratory failure rather than brain death.

This source fell out of favor in the early years of transplantation because cell and tissue damage often occurred by the time the organs could be harvested. New procedures now would enable physicians to obtain viable organs from these bodies for transplantation. However, new medical and ethical considerations come into play.

Youngner also is an associate professor of medicine, psychiatry and biomedical ethics at Case Western Reserve University in Cleveland. In addition to directing the Clinical Ethics Program at the University Hospitals of Cleveland, he chairs its Ethics Committee and serves as a psychiatrist for its Organ Transplantation program. He is the vice president of the Society of Bioethics Consultation and the author of numerous articles concerning ethical issues in organ transplantation, problems in defining futility in medical treatment and ethical issues in decision making at the end of life.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Blood pressure screening starts Monday, Feb. 7

Take this message to heart: Check your blood pressure. That's the theme of this year's Campuswide Blood Pressure Screening and Education Program.

Sponsored by University wellness programs in the Sindecuse Health Center, the program is scheduled for 16 convenient sites throughout campus over the next two weeks beginning Monday, Feb. 7 (see the calendar on page four for times and locations). The annual program offers blood pressure assessments and preventive health education provided by professional nurses and 50 certified student screeners. Their goal is to help students, faculty and staff keep their blood pressure in a healthy range.

"Over the past 15 years, the death rate from diseases of the heart and blood vessels has declined dramatically," said Christine G. Zimmer, University wellness programs. "Changes in lifestyle and risk factor reduction have played a major role in this decline. Still, coronary heart disease and stroke continue to kill more Americans than all other diseases combined. Cardiovascular disease also continues to retain its status among our country's leading causes of disability."

Zimmer said three major risk factors contribute to silent but progressive arterial destruction: high blood pressure; high cholesterol; and cigarette smoking. People with high blood pressure have three to four times the risk of developing coronary artery disease and as much as seven times the risk of a stroke as do those with healthy normal blood pressures.

"About 30 percent of all adults over the age of 18 have high blood pressure," Zimmer said. "Current studies show only 54 percent of hypertensive adults are aware of their high blood pressure and only 11 percent have their blood pressure under control."

Actuarial charts used by life insurance companies indicate that, at any given age, the higher your blood pressure, the shorter your life expectancy. Zimmer said blood pressure control can be successfully achieved through weight control, reduction of alcohol intake, regular aerobic exercise, quitting smoking,

reduction of caffeine intake, sodium restriction, stress management and, if necessary, medication.

"High blood pressure has no symptoms, so getting your blood pressure checked every six to 12 months should be high on everyone's list for preventive health care," she said. "So let us pump you up. Get your blood pressure checked at one of our screening sites scheduled for your convenience. You more than anyone else are in charge of your health. Take time to take care of yourself."

Reception planned to honor Binkowski award recipient

Roxanne M. Thomas, a graduate student in social work from Elkhart, Ind., is the first recipient of the Rebecca Ann Binkowski Memorial Scholarship. A reception commemorating the award is scheduled for 11 a.m. Tuesday, Feb. 8, in 440 Moore Hall.

Binkowski was a WMU graduate student in social work when she was killed last Feb. 3. Friends and relatives, including the family of Albert W. Laaksonen, off-campus life, contributed a significant sum of money to establish an endowed scholarship in Binkowski's memory. Laaksonen's son was Binkowski's fiancé.

Each year, a \$500 award will be given to a full-time, second-year graduate student in social work to be used for tuition, books and fees. Selection will be based on such criteria as grade point average, financial need, interest in a human services career and references. Contributions to the Binkowski Scholarship Endowment are still being accepted and may be sent to the University's annual fund office.

Award nominations due

Faculty and staff are reminded that nominations for the 1994 Distinguished Service Award are due Friday, March 11. For guidelines or more information, persons may contact Geraldine A. Schma, distance education, who is chairperson of the Distinguished Service Award Committee, at 7-4195.

ers; Mark Traphagen from the Software Publisher's Association; and Laura Gasaway, professor of law at the University of North Carolina at Chapel Hill. An opportunity for viewers to call in questions also will be included.

A videotape will be available after the broadcast in the University film/videotape library for loan to faculty and staff unable to attend.

For further information or to register, persons may call Sara L. Wick, media services, at 7-5001 or e-mail her at sara.l.wick@wmich.edu by Monday, Feb. 14. Seating is limited.

(R) Assistant Professor, I-30, Waldo Library, 93/94-224, 2/1-2/7/94.

(R) Assistant Professor, I-30, Theatre, 93/94-229, 2/1-2/7/94.

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

Libraries

The Maybee Music and Dance Library announces the availability of the Music Index on CD-ROM. The Music Index is the primary index to periodicals and other serial publications in music, providing citations to articles and reviews in more than 400 publications from 20 countries.

The Music Index on CD-ROM provides a variety of access points not possible with the printed version. Searching may be done using six fields: subject, author, title, periodical, date and keyword. In each field, search terms may be typed indirectly or chosen from a "browse" list of words and entries in the index. Search fields may be combined, and Boolean operators may be used in keyword searching.

The Music Index on CD-ROM is produced by Harmonie Park Press (formerly

On campus



blood drive on campus, which is scheduled for March 14 this year. Dolby has been in her present position since 1991. She joined the University staff in 1986 and previously worked as a secretary in the Lee Honors College, media services and news services. "I'm the luckiest person because I've never had a job where I didn't like the people I worked with," she says. "I really like the people in the college — they're easy to work with."

Human resources

Seminar set on pay, performance system

The University's pay and performance system for non-bargaining employees will be the topic of a brown bag lunch at noon Tuesday, Feb. 8, in Red Room B of the Bernhard Center.

Presenter Laureen A. Summerville, human resources, will explain policies and procedures related to the implementation of the current system and will answer questions.

All employees are invited to attend this session, one in a series of seminars sponsored by the Administrative Professional Association, the Clerical/Technical Organization

and the Department of Human Resources. The final two topics and presenters in the series will be: "Pay Plans — Ideas for the Future" by Anne E. Thompson, human resources, Tuesday, Feb. 22; and "The Transfer Opportunity System" by Janice E. Brown, human resources, Monday, March 7.

New photo ID cards available

If you are one of the faculty and staff still without a new photo ID card, Department of Human Resources photographers are ready to snap your picture.

The equipment is installed, and the information systems staff is trained to process the new University identification cards. Cards may be obtained in 1240 Seibert Administration Building from 1:30 to 4:30 p.m. Tuesdays and from 8:30 to 11:30 a.m. Fridays.

Media

Benjamin C. Wilson, Black Americana Studies Program, discusses the controversy over rap music on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Feb. 5, at 6:10 a.m. on WKPR-AM (1420).

Service

These employees are recognized for five, 10, 15, 20, 25 and 30 years of service to the University in February:

30 years — William A. Ritchie, political science.

25 years — Robert A. Higgins, printing services.

20 years — Jane A. Lyon, occupational therapy; Kanti S. Sandhu, media services; and Beatrice Sichel, physical sciences library.

15 years — Marcia A. Agema, Davis dining service; Thomas J. Blakely, social work; Lunny D. Green, registrar's office; David A. Mahieu, physical plant-B/E maintenance; Mary E. Ross, Waldo Library; and Sally J. Sarvadi, Waldo Library.

10 years — Clara M. Bizzell, physical plant-building custodial and support services; Gertrude Jennings, academic records; Hazel N. Ozier, physical plant-building custodial and support services; Katherine Ross, physical plant-building custodial and support services; and Hazel N. Williams, Draper dining service.

Five years — Mary J. Miller, Burnham dining service; Jeanette M. Ross, Burnham dining service; Marcia A. Van Gemert, public safety; and Betty R. Veer, Valley II dining service.

Media services

Media services is sponsoring a copyright teleconference for faculty and staff from 1 to 4 p.m. Wednesday, Feb. 16, in 3304 Sangren Hall.

Originating from Durham, N.C., this live broadcast will focus on copyright relating to education and multi-media productions. Content will include discussions of printed material, software, music and audiovisual materials, educational networks, and copyright of creative works by instructors.

Participating panelists are: Bennett Lincoff, senior counsel from the American Society of Composers, Authors and Publish-

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) Secretary III, S-06, Catering (Bernhard Center), 93/94-227, 2/1-2/7/94.

(R) Secretary III, S-06, Residence Hall Facilities, 93/94-228, 2/1-2/7/94.

(R) Police Officer, G-01, Public Safety, 93/94-226, 2/1-2/7/94.

(R) Paper Plant Operator, P-03, Paper and Printing Science and Engineering, 93/94-231, 2/1-2/7/94.

(R) Assistant/Associate Professor, I-30/20, Mechanical and Aeronautical Engineering, 93/94-232, 2/1-2/7/94.

(R) Assistant/Associate Professor, I-30/20, Mechanical and Aeronautical Engineering, 93/94-233, 2/1-2/7/94.

(R) Assistant/Associate Professor, I-30/20, Mechanical and Aeronautical Engineering, 93/94-234, 2/1-2/7/94.

(R) Assistant/Associate Professor, I-30/20, Waldo Library, 93/94-225, 2/1-2/7/94.

Calendar

Thursday, February 3

(thru 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 25) Western Michigan chapter of the American Institute of Architects traveling 1993 Awards Exhibition, interior design resource center, 3008 Kohrman Hall, 8 a.m.-9 p.m.

*University computing services workshops, 2033 University Computing Center: "Thinking of Buying a Microcomputer?," 9-11 a.m.; "Introduction to Microsoft Word for Macintosh," 1-3 p.m.; and "Introduction to Aldus Pagemaker for Macintosh," 3-5 p.m.; call 7-5430 for registration information.

(and 4) Exhibition, "Oily World," print area group show, Rotunda and South Galleries, East Hall, 10 a.m.-5 p.m.

(thru 22) Exhibition, photography by John Bonath, Denver, Colo., artist, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

(thru 22) Exhibition, paintings by Thomas W. Rice, Kalamazoo College, Space Gallery, Knauss Hall, Mondays thru Thursdays, 10 a.m.-4 p.m.; reception, Thursday, Feb. 3, 3-6 p.m.

Career Fair '94, Bernhard Center, 10 a.m.-4 p.m.

University film series, "Strictly Ballroom" (Australia, 1992), directed by Baz Luhrmann, 3750 Knauss Hall, 6 and 8 p.m.

Meeting, Faculty Senate, Fetzer Center, 5:30 p.m.

*Concert, University Jazz Orchestra and Jazz Lab Band, Dalton Center Recital Hall, 8 p.m.

*(thru 5 and 10-12) Minority Theatre Program production, "A Raisin in the Sun," York Arena Theatre, 8 p.m.

Friday, February 4

*University computing services workshops, 2033 University Computing Center: "Introduction to Microsoft Excel (MAC)," 12:30-3 p.m.; and "Introduction to Lotus 123," 3-5 p.m.; call 7-5430 for registration information.

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

Saturday, February 5

*Performance, "Gold Company," Miller Auditorium, 2 p.m. and 8 p.m.

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

Sunday, February 6

Student recital, Colleen A. Riley, flute, Dalton Center Recital Hall, 5 p.m.

Student recital, Tracy Christmas, oboe, Dalton Center Recital Hall, 7 p.m.

Monday, February 7

*University computing services workshops, 2033 University Computing Center: "Introduction to Microsoft Windows," 9-11 a.m.; (and 9) "Introduction to WordPerfect (MSDOS)," 1-3 p.m.; and "Lotus: Developing Macros," 3-5 p.m.; call 7-5430 for registration information.

(thru 11) Exhibitions, Student Art Gallery, East Hall: MFA show in painting by Leo Sliger, Rotunda Gallery, weekdays, 10 a.m.-5 p.m.; and BFA graduation presentation in photography by Chee Yong Chow, South Gallery, weekdays noon-5 p.m. — reception, Friday, Feb. 11, 6-9 p.m.

Doctoral oral examination, "The Role of Administrators and Teachers in the Selection and Implementation of Computer Technology in the 'Classrooms of Tomorrow' Program," Ahmad Al-Obiedat, educational leadership, 3210 Sangren Hall, 10 a.m.

Campuswide blood pressure screening, main entrance, Waldo Library, 10 a.m.-9 p.m.

Division of Minority Affairs brown bag luncheon featuring Victor Green, WMU graduate currently working for Congressman Fred Upton, lowel level, Kanley Chapel, noon.



HONORED AT CONVOCATION — Participants and award recipients at the 14th annual Academic Convocation Feb. 1 were, from left: (seated) John A. Yellich of Thornton, Colo., president of the WMU Alumni Association, who presented Edward J. Mayo, marketing, Cecil L. McIntire, biological sciences, and David P. Karsten, theatre, with Alumni Teaching Excellence Awards; (standing) Provost Nancy S. Barrett, who presented John A. Tanis, physics, and Joseph W. McKean, mathematics and statistics, with Distinguished Faculty Scholar Awards; Richard Y. St. John of Kalamazoo, chairperson of the Board of Trustees, who presented Distinguished Service Awards to Arvon D. Byle, chairperson of paper and printing science and engineering, and John A. Kundel, student financial aid and scholarships; and President Haenicke.

'State of the University' (Continued from page one)

the Americans With Disabilities Act. Also adding stress on the University's budget are other factors like health care costs, which have risen 112 percent since 1986-87.

In order to deal with increasing demands on the University's budget and decreasing support from the state, Haenicke said he is calling upon constituency groups to plead WMU's case before the Legislature and to generate support from others.

"I am sitting with many of our colleagues to develop a strategy, a campaign, to bring these facts before the Legislature, our friends and our supporters," he said. "This can no longer be a one-man kind of campaign. I

have been saying these things for years on end in Lansing but it has always been considered to be self-serving and it is.

"I am not embarrassed or ashamed to put the interests of our University at the top of my agenda," he continued. "As I said before, I am not concerned that other institutions are financed too well. I think even these funding levels are deserved and they should be that way. The point that I make is that ours is way out of whack.

"Join me on this campaign," he concluded. "Join the fight. Speak up for Western and let us demand our fair share for our University."

Tuesday, February 8

*University computing services workshops, 2033 University Computing Center: "Electronic Mail Using PMDF Mail for VMS," 9-11:30 a.m.; and "Intermediate WordPerfect (MSDOS)," 3-5 p.m.; call 7-5430 for registration information.

Campuswide blood pressure screening, main entrance, Waldo Library, 10 a.m.-9 p.m.

President Haenicke's open office hours, 3060 Seibert Administration Building, 10:30 a.m.-12:30 p.m.

Reception honoring the first recipient of the Rebecca Ann Binkowski Memorial Scholarships, 440 Moore Hall, 11 a.m.

"Intellectual Property Workshop," President's Dining Room, Bernhard Center, 11:30 a.m.-1:30 p.m.; registration required by calling 7-8298.

Brown bag lunch sponsored by the Administrative Professional Association, Clerical/Technical Organization and Department of Human Resources, "Explanation of Pay and Performance System," Laureen A. Summerville, human resources, Red Room B, Bernhard Center, noon.

Black History Month gospel concert featuring the WMU Gospel Choir, Dalton Center Recital Hall, 7 p.m.

Wednesday, February 9

Campuswide blood pressure screening: third floor gym and second floor fitness room, Student Recreation Center, 10 a.m.-1 p.m. and 5-8 p.m.; and Ellsworth Hall lobby, 1:30-4:30 p.m.

Student employment referral service internship information workshop, career services conference room, first floor, Ellsworth Hall, 10 a.m.; advance registration required by calling 7-2725.

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

*University computing services workshop, "Electronic Mail Using Pegasus for DOS and Windows (LANs)," 2033 University Computing Center, 3-5 p.m.; call 7-5430 for registration information.

Biological sciences and Bio Sci Society seminar, "Systematic Acquired Resistance in Cucumis: Mechanisms and Practical Implications," Ray Hammerschmidt, Department of Botany and Plant Pathology, Michigan State University, 5270 McCracken Hall, 4-5 p.m.; refreshments, 3:45 p.m.

Electrical engineering seminar, "A Solution to High-Speed Computation: Cordic-Based Reconfigurable VLSI Chips," Sharon Hu, electrical engineering, 3034 Kohrman Hall, 4-5 p.m.

Black History Month "Heritage Night," Dalton Center Recital Hall, 7 p.m.

Thursday, February 10

Seventh annual W.E.B. DuBois Conference and *Luncheon, second floor, Bernhard Center, 9 a.m.; for luncheon reservations, call 7-8777.

*University computing services workshop, "Introduction to the Internet," 2033 University Computing Center, 9-11:30 a.m.; call 7-5430 for registration information.

Campuswide blood pressure screening: Sangren Hall lobby, 10 a.m.-4 p.m.; and Ackley/Shilling-Britton/Hadley halls cafeteria, 4:15-6:15 p.m.

Engineering and applied sciences seminar, "Reliability Engineering," Dean Leonard R. Lamberson, engineering and applied sciences, 3014 Kohrman Hall, 4 p.m.; refreshments, 3:45 p.m.

University film series, "Especially on Sunday" (Italy, 1993), directed by Giuseppe Tornatore, Giuseppe Bertolucci and Marco Giordana, 3750 Knauss Hall, 6 and 8 p.m.

Slide lecture on Phillip Guston by Howard Watler, director, McKee Gallery, New York City, 1213 Sangren Hall, 7:30 p.m.

*Dalton Series performance, "The Dance from Studio to Stage — Melissa Lowe and Jory Hancock," Dalton Center Multi-Media Room, 8 p.m. *Admission charged

Targowski develops computer network for Poland

A WMU faculty member has just completed work designing a \$30 million computer network to help Poland manage its labor market programs.

Andrew S. Targowski, business information systems, has spent the past year working with Christopher O'Leary of the Upjohn Institute for Employment Research in Kalamazoo to develop management information system guidelines for the Polish Ministry of Labor and Social Policy.

According to Targowski, when Poland was liberated in 1989 and turned to a market driven economy, the country also went from full employment to a 15 percent unemployment rate. Lacking the structure and equipment to provide services for the newly unemployed, the Polish government turned to the West for help.

Targowski and O'Leary developed a proposal and won the contract to design a MIS system for the nation. Their proposal was selected over the proposals put forward by such major international firms as Coopers & Lybrand.

The system Targowski and O'Leary designed will provide services to 9,000 users at 570 labor offices in Poland. It will include 12,000 networked computers and will support an additional \$70 million in active labor programs that O'Leary and the Upjohn Institute have designed to utilize the equipment. Those training programs will focus on increasing the skill level of Poland's unemployed.

Both Targowski's design work and the implementation of O'Leary's labor programs have been funded by the World Bank.

Targowski and O'Leary began their work by visiting Poland last March. Four Polish labor officials came to WMU for the spring 1993 session to take Targowski's BIS 602 class, which focuses on foundations of system planning and the integration of business and system strategy. They also enrolled in English classes and took part in an internship

program at the Upjohn Institute. Those four are among Polish officials now implementing the plan.

"I taught them the methodology here and they have become great proponents of the system," Targowski says. "We are helping to create the future leaders to run Poland's labor system."

Now that the design work is completed, Polish authorities will begin the bid process for purchase of the hardware and software called for in Targowski's plan and for implementation of training programs. Targowski, who visited Poland twice in 1993, may travel to that nation as often as once a month during the early part of the implementation process.

Targowski came to WMU in 1980. He is a native of Poland and served as head of the Warsaw Computer Service Bureau and later as head of Poland's computer development program. In 1966 he installed the first IBM computer in Eastern Europe and later was instrumental in transferring other Western information technology to Poland.

Help needed for tournament

The staff of the Bernhard Center is seeking volunteers to help during the Association of College Unions International Region 7 Games Tournament Friday through Sunday, Feb. 25-27.

The University will play host to some 300 participants from 75 colleges and universities in Michigan, Ohio and Western Ontario. The competition will include College Bowl, bowling, billiards, chess, backgammon, bridge, table tennis and table soccer.

The Bernhard Center needs volunteers to help judge and score the tournament, especially those with expertise in the events offered. Persons to staff an information table also are needed.

To volunteer, persons should call Molly Baker at 7-4888.