

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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March 24, 1994



INTERNATIONAL CUISINE—Junior Elyna S. Mansor, right, served up some satay with peanut sauce and rice cubes prepared by the Malaysian Students Organization to Bheemarjun Reddy, a graduate student from India, during the annual International Festival March 20 in the Bernhard Center. In addition to international cuisine, the event featured dancing, music and displays from more than 20 countries representing five continents. Many of WMU's international students attended the event and, like Mansor, dressed in their native costumes. The festival was sponsored by the Office of the President, Office of International Student Services, Office of Student Life, Cultural Events Committee and Campus Activities Board.

Name changes OK'd for two academic units

Name changes for two academic units were approved March 17 by the Board of Trustees. Both are effective immediately.

The Women's Center, which is housed in the College of Arts and Sciences, will now be called the Center for Women's Studies. The change is designed to show that the unit is responsible for the Women's Studies Program and for developing research in this field. It also was made to distinguish the center from Women's Resources and Ser-

vices, a unit in the Division of Student Affairs that organizes student services activities.

The name of the Department of Religion has been changed to the Department of Comparative Religion. The action was taken to more accurately reflect what is taught in the department—the comparative study of religion. The board also approved a change in affiliation for the department's eight faculty members.

Sessions to focus on diversity in teaching and learning

A series of presentations titled "Focus on Diversity in Teaching and Learning" will begin Thursday, March 24, with James O. Horton, a member of the Department of American Studies at George Washington University in Washington, D.C.

The series is sponsored by the College of Arts and Sciences and the Institute for the Study of Race and Ethnic Relations. It is made possible in part by funds from the King/Chavez/Parks Program through the Office of the Provost and Vice President for Academic Affairs. Each event in the series is free and open to the public.

"Our goal is to determine how we can be more inclusive of diverse groups in our teaching and learning," said Elise B. Jorgens, associate dean of the College of Arts and Sciences. "With these issues so much before us, it's crucial to have as much dialogue about them as we can."

Horton will speak on "Race, Multiculturalism and the Issue of Political Correctness: History Prepares for a New Century" at 8 p.m. in 3760 Knauss Hall. He also will conduct an open forum on diversity in the classroom from 2 to 4 p.m. Friday, March 25, on the 10th floor of Sprau Tower.

Horton, who has been a member of the GWU faculty since 1977, has lectured throughout the United States and Europe and in Japan and Thailand. In 1988-89 he was a Fulbright Senior Professor at the University of Munich and returned in 1991 to help establish American studies programs in the former East Germany.

He has served as an adviser to several public history projects, including the National Civil Rights Museum in Memphis, which he helped to design. He advised ABC

News on its "Our World" TV series in 1986-87 and is currently historical adviser to the Walt Disney Corp. for its planned Northern Virginia theme park.

On Tuesday, April 5, three WMU faculty members will discuss their experience at a recent workshop on diversity offered by the Association of American Colleges and Universities in Washington, D.C., beginning at 3 p.m. in the Brown and Gold Room of the Bernhard Center.

The faculty members are: Miriam Bat-Ami, English; James M. Butterfield, political science; and Henry V. Davis, history. Their presentation will be followed by a forum on diversity in the curriculum.

On Tuesday, April 12, Sherrie Nicol, University of Wisconsin System Distinguished Visiting Professor of Women in Science and associate professor of mathematics at the University of Wisconsin at Platteville, will present "Diary of a Female Mathematician" at 8 p.m. in 3760 Knauss Hall.

She will make two presentations Wednesday, April 13. One is a forum on gender-conscious pedagogy at 10 a.m. on the 10th floor of Sprau Tower. The other is on "Differing Learning Styles" at 2 p.m. in 3020 Friedmann Hall.

Nicol was recognized by the University of Wisconsin System Women and Science Program for her innovation in teaching designed to reverse the pattern of attrition among women and minority students interested in science and mathematics.

As a Distinguished Visiting Professor of Women in Science, she has served as a master teacher on several of the UW campuses, encouraging strategies for promoting

Trustees table room and board rate increase, discuss recommendations to reduce costs

The Board of Trustees March 17 tabled proposed increases averaging 4 percent in rates for room and board and campus apartments to allow time for student input.

The new rates, expected to be in the mid-range of such increases at the state's 15 public universities, would take effect with the start of the fall 1994 semester.

The increases, to be acted on by the board at its next meeting April 22, reflect changes in costs for staff compensation, inflation, supplies and debt service, said Robert M. Beam, vice president for business and finance.

In addition, the board received recommendations to close the Draper-Siedschlag dining unit, the smallest and oldest of seven dining units the University operates, and to take Hoekje Hall "off line" for a year for repairs in 1994-95.

Residents of Draper-Siedschlag halls may use cafeterias in the nearby Burnhams and Davis halls and the Bernhard Center among any of the remaining six cafeterias in the system, Beam said.

"We expect to save \$700,000 with these two steps," Beam said. "Closing the dining unit will save about \$500,000 and taking Hoekje Hall off line will save about \$200,000."

If housing needs continue to warrant keeping a residence hall "off line" for a year, Beam said, Henry Hall could be closed in 1995-96 for repairs when Hoekje Hall is returned to service. It is expected that no layoffs will be required to accomplish these savings and that positions will be reduced by attrition.

At the same time, Harrison-Stinson halls in the Goldsworth Valley III complex will be designated for juniors and seniors in an effort

to attract more upper-class students to the residence halls. A non-food option also will be available to students living in Stinson Hall.

WMU already has been successful in accommodating upper-class and graduate students in Spindler Hall, Beam said.

Occupancy in the residence halls has fallen by 6 percent in each of the last two semesters, to 93 percent occupancy last fall and 84 percent this winter, Beam said. WMU has a residence hall capacity of 6,112 students.

The University houses 25 percent of its on-campus students in 22 residence halls and, of them, 80 percent are freshmen and sophomores. It operates 585 apartments for student families, single graduate students and non-traditional students. The apartments operate at 95-100 percent capacity most of the year.

Here are the proposed 1994-95 room-and-board rates with last year's rates in parentheses: **room**—fall, \$836 (\$804); winter, \$836 (\$804); spring, \$411 (\$395); summer, \$388 (\$381); and single room per day, \$4.50 (\$3.50); **board (20 meals per week)**—fall, \$1,189 (\$1,132); winter, \$1,236 (\$1,198); and spring, \$612 (\$582); **board (15 meals per week)**—fall, \$1,146 (\$1,104); winter, \$1,181 (\$1,138); and summer \$522 (\$540).

Rates include a deferred maintenance fee of \$25 per semester (fall and winter) and \$12.50 per session (spring and summer) as well as a program development fee of \$6 per semester and \$3 per session. Those fees are unchanged.

Here are the proposed 1994-95 monthly apartment rental rates with last year's rates in parentheses: **Goldsworth Valley**—one-bedroom furnished, \$380 (\$365); two-bedroom furnished, \$428 (\$412); one-bedroom unfurnished, \$345 (\$332); two-bedroom unfurnished, \$392 (\$377); **Stadium Drive I**—one-bedroom furnished, \$395 (\$380); two-bedroom furnished, \$471 (\$453); and one-bedroom unfurnished, \$366 (\$352); **Stadium Drive II**—two-bedroom unfurnished, \$425 (\$409); **Elmwood (renovated)**—one-bedroom furnished, \$457 (\$439); two-bedroom furnished, \$579 (\$557); one-bedroom unfurnished, \$405 (\$389); and two-bedroom unfurnished, \$488 (\$469).

Rates include a \$6 per month deferred maintenance fee, which was not changed.

Top seniors to be honored as Presidential Scholars

WMU's top seniors will be recognized at the 14th annual Presidential Scholars Convocation Tuesday, March 29, at the Fetzer Center.

A total of 42 students will be presented as Presidential Scholars, WMU's highest honor to a senior. The convocation will begin with a reception at 5:30 p.m., followed by dinner and a program.

Seniors are nominated for the Presidential Scholar award by faculty members of the academic department in which they have a major. They are selected on the basis of general academic excellence, achievement in the department's programs and intellectual and/or artistic promise.

The speaker for the event will be Erika Loeffler, anthropology. The title of her address is "A Scholar's Long Day's Journey" Loeffler is widely regarded as an expert on Iran, the Iranian revolution and women in the Middle East. She was named a Distinguished Faculty Scholar, WMU's highest honor for a faculty member, in 1992.

Visho Sharma, president of the Faculty Senate, will preside at the convocation and President Haenicke will present certificates to the scholars. The event, intended to cel-

brate the excellence of WMU students, is sponsored by the Faculty Senate and the Office of the President.

Each Presidential Scholar invites as his or her guest a faculty member from the department. Also invited to attend are the recipients of this year's Distinguished Faculty Scholars Award.

Board approves agreement with police association

The Board of Trustees March 17 approved a three-year contract with the WMU Police Officers Association effective with the signing of the contract, which is expected to occur this week.

The POA, which ratified the contract March 9, represents 15 patrol officers and two detectives.

The agreement calls for wage increases costing the University 2.5 percent in the first year of the contract and 3 percent in each of the following two years, which are comparable to those granted other employee groups. The previous contract expired June 30. The

(Continued on page four)



PROFESSORS OF THE DAY — Persons from several business firms became short-term faculty members at WMU during the Haworth College of Business' annual Professors of the Day Program March 16. In addition to leading classes, they attended a luncheon in their honor. Pictured with Dean David B. Vellenga, Haworth College of Business, seated right, are: (seated from left) Jaclyn Young Winship, partner at Ernst & Young in Kalamazoo; Allen Peat, chief executive officer of Manatron Inc. in Kalamazoo; (standing from left) Daniel Terpsma, senior vice president at Old Kent Bank in Grand Rapids; Bryce Currie, manager of supply management and chassis systems for the Worldwide ABS and Controls Group of the Kelsey-Hayes Group of Companies in Livonia; and Daniel J. Abraham of S. Abraham and Sons Inc. in Grand Rapids, who is president of Garb-Ko Inc. and of Savory Foods Inc.

Hannah to direct public affairs and administration

Susan B. Hannah has been selected as director of the School of Public Affairs and Administration.

Her appointment, effective July 1, 1994, was approved March 17 by the Board of Trustees. She will replace David S. DeShon, whose return to the faculty as a professor in the school, effective July 1, 1994, also was approved by the board.



Hannah

Hannah has been at WMU since 1970, when she joined the Department of Political Science as an adjunct faculty member. She became acting assistant to the dean of the College of Arts and Sciences in 1978 and assistant dean of the college in 1979.

She was promoted to associate dean of the college in 1982 and, in 1984, she was named

assistant vice president for academic affairs. She served in that post until 1992, when she returned to the faculty as an associate professor of public affairs and administration.

The trustees also approved a return to the faculty for F. William McCarty, chairperson of finance and commercial law. His appointment as a professor in the department is effective Aug. 15, 1994.

In addition, the board approved a leave of absence for Triantofolis D. Argyropoulos, art, from Jan. 1, 1995, to April 30, 1995.

Lecture set on genetic testing

The potential benefits and drawbacks of genetic testing for colon cancer will be the topic of a talk Wednesday, March 30.

Sylvia Culp and Shirley Bach, both philosophers, will speak at 3 p.m. in the Brown and Gold Room of the Bernhard Center. The topic of their lecture is "Ethical Issues in Genetic Testing for Predisposition to Colon Cancer."

The talk will focus on a recently identified gene that is believed to predispose people to familial colorectal and other cancers. In families with a history of colorectal cancer, testing for this gene is expected to provide opportunities for presymptomatic diagnosis and early treatment.

While there are significant benefits to this testing, the speakers say there also are some potential drawbacks for individuals, such as the inability to get insurance, difficulty in securing employment and anxiety about their future.

The talk is being sponsored by the Center for the Study of Ethics in Society.

Ferguson heads Paper Technology Foundation

John A. Ferguson, formerly executive director of the Ferris Foundation in Big Rapids, has been named executive director of the Paper Technology Foundation at WMU.

His appointment was effective Feb. 7. He replaces Richard W. Flores, who has retired.



Ferguson

"John comes to Western with exceptional credentials and 20 years of experience in fundraising," said Keith A. Pretty, vice president for external affairs and general counsel. "He will provide sound professional leadership for our efforts to increase private support for our paper science and engineering program."

The Paper Technology Foundation was established in 1958 and provides financial support for the paper science and engineering program at WMU. Ferguson will work closely with the board of directors of the Paper Technology Foundation and with the chairperson of the Department of Paper and Printing Science and Engineering to develop strategies to solicit contributions for the

foundation. He will report to Sondra C. Shaw, assistant vice president for external affairs.

Ferguson had served in his position with the Ferris Foundation since 1991. He was responsible for organizing the foundation, which raises funds for Ferris State University.

His previous experience includes a stint as director of the Campaign for Science and the Performing Arts at Alma College from 1988 to 1991. He was managing director of the Main Street Foundation, a national fundraising consulting firm based in Pentwater, from 1977 to 1988. He also served as program officer and coordinator for evaluation for the Lilly Endowment in Indianapolis from 1973 to 1977.

Active in community activities, Ferguson has been a board member for the Muskegon chapter of the American Red Cross and is a past president of the Oceana Intermediate School District Board. He is a member of the National Society for Fund-Raising Executives.

Ferguson attended Brown University and earned his bachelor's and master's degrees from Wayne State University. He holds a doctoral degree from the University of Michigan.

Carney named assistant coach of volleyball team

Russ Carney has been selected by WMU volleyball coach Cathy George, who took over the Bronco program in December, as her assistant coach.

Carney, a Scranton, Pa., native, has extensive volleyball experience as a player and coach. He currently is finishing a master's degree in physical education at the University of Nebraska at Omaha while coaching the Mizuno River City Juniors volleyball program in that city.

Carney was head coach of Kellogg Community College's 1980 National Junior College Athletic Association national champi-

onship women's team. He was KCC's assistant coach in 1978-79.

He joined the University of Wisconsin at Madison volleyball program as assistant coach in 1981 and served as head coach there from 1982 to 1985.

Carney played at KCC before transferring to Ball State University, where he earned a bachelor's degree in physical education. His other volleyball coaching stints have included serving as head coach for the gold medal winning men's East team at the 1981 U.S. Olympic Festival and for the USA Kalamazoo Junior volleyball program.

Totals reach \$9.5 million in grants, \$2.8 million in gifts

The University received more than \$1 million in grants and more than \$600,000 in gifts during January and February, according to reports presented to the Board of Trustees at its March 17 meeting.

Cash gifts of \$475,561 during January and \$176,688 during February totaled \$652,249 and brought the fiscal year-to-date total to \$2,876,259. Included in the two-month report were two anonymous gifts, one for \$30,000 to support WMU's pursuit of international opportunities and another for \$12,394 to establish an endowed scholarship in the Department of Physics.

Grants amounting to \$455,716 in January and \$613,102 in February totaled \$1,068,818 and brought the fiscal year-to-date figure to \$9,500,045.

Notable grants received during the two-month period included three awards totaling \$234,519 from the Michigan Department of Education. All three grants will continue support of ongoing activities that are part of WMU's Martin Luther King Jr./Cesar Chavez/Rosa Parks programs, which are aimed at boosting minority participation in post-secondary education.

A \$101,827 award will be used to introduce minority children to the potential of a college education. A second grant for \$18,200 will help increase the number of minority instructors in the classroom and provide role models for minority students. A third award, for \$114,492, will fund four fellowships of up to six years in duration for minority doctoral students.

A fourth grant from the Michigan Department of Education for \$86,379 will support additional efforts to improve minority educational services in the state. Laurencio Pena, College of Education, will use the funds to conduct professional development workshops at five locations around the state to provide training for teachers, aides and administrators who will be involved in summer school programs for migrant children.

A grant for \$115,500 from the Great Lakes/St. Lawrence Seaway Telecommunications Collaborative will fund the second year of evaluation work for that organization

by James J. Bosco, education and professional development and Tate Center for Research and Information Processing. Bosco is evaluating the collaborative's efforts in three states to develop and field test new technical products that will help K-12 educators improve instruction by successfully blending curriculum and technology.

Improved treatment for patients is the goal of research that will be funded by a \$60,000 grant to WMU's Department of Biological Sciences by the Michigan State University/Kalamazoo Center for Medical Studies. Leonard C. Ginsberg and Susan R. Stapleton, both biological sciences, will work with Kenneth Fisher, MSU professor of

medicine, in a cooperative study. They will investigate the cellular and molecular changes that occur to cause the kidney to retain salt and water during congestive heart failure. A better understanding of the changes could lead to a more rational treatment strategy.

Also noted on the report to the trustees was a \$63,750 grant from the Michigan Department of Public Health to fund work by WMU's Specialty Program in Alcohol and Drug Abuse in managing the state's certification program for professionals in the field of substance abuse services. Dennis Shouse, community health services and SPADA, directs the certification project, which has been housed at WMU since 1988.

Board approves faculty and staff retirements



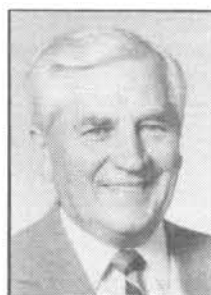
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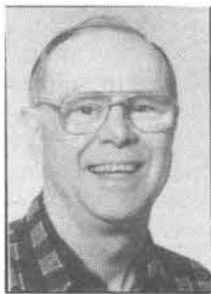
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Vorenkamp

The retirements of four faculty members and five staff members were approved March 17 by the Board of Trustees.

The faculty members granted retirement with emeriti status, along with their years of service and effective dates, are: William W. Combs, English, 32-1/2 years, effective Jan. 2, 1995; Thomas Houser, chemistry, 30-1/2 years, effective Dec. 31, 1994; Rachel M. Inselberg, education and professional development, 28-1/2 years, effective Jan. 2, 1995; and Richard G. Pulaski, philosophy, 29-1/2 years, effective Dec. 31, 1995.

The staff members retiring are: P. Glen

Bishop, media services, 41-1/2 years, effective Jan. 2, 1995; Karl Kurzmman, physical plant, 28 years, effective March 31, 1994; Maureen J. Peterson, physical plant, 14-1/2 years, effective March 31, 1994; Paul Vollstedt, physical plant, 31-1/2 years, effective March 13, 1994; and Vernon Vorenkamp, printing services, 40-1/2 years, effective Feb. 28, 1994.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Expert on educational underachievers slated for several addresses during March 30-31 visit

A leader in the study of educational underachievement will speak at the University Wednesday and Thursday, March 30-31, as part of the Visiting Scholars and Artists Program.

Ronald Gallimore, a faculty member at the University of California at Los Angeles, will give three free public presentations. For 25 years, Gallimore has led an interdisciplinary team working with native Hawaiians and Latinos — two groups over-represented in the pool of students at risk for serious educational underachievement. The results of his team's work have far-reaching implications for education, other social service fields, business and government.

His first address, designed to be more general in nature, is scheduled for 7 p.m. Wednesday in 2304 Sangren Hall. Gallimore will discuss "Making Change Happen in Schools and Classrooms." He is expected to focus on the study of home and ethnic culture to assist in effective school change.

His second two addresses are more spe-



Gallimore

cific and will take place in the Dean's Conference Room (2308) of Sangren Hall. From 9 a.m. to noon Thursday, Gallimore will speak on "Is Culture For or Against Development and Change, Learning and Schooling?" And from 2 to 4 p.m. that day, he will give a presentation titled "Especially for Special Educators and Family Educators: A Report and Discussion of Families Adapting to Children with Early Developmental Delays and Disabilities."

Persons are asked to call 7-3465 if they plan to attend either lecture on Thursday.

Through their study of community, school and home cultures, Gallimore and his colleagues have developed effective methods for assisting the performance of children identified as potential underachievers. Currently, he is working with a team to study home, school and community culture and to restructure a school in East Los Angeles to promote long-term educational achievement for the children attending there.

Gallimore has been the recipient of numerous research grants and awards. He also has written many leading articles as well as a widely cited book, "Rousing Minds to Life," co-written with Roland Tharp. Gallimore and his co-researcher, Claude Goldenberg, received the International Reading Association's award for the finest research article of 1992.

Gallimore's visit is being coordinated by the Department of Education and Professional Development. For more information, persons may contact Lynn Nations Johnson, education and professional development, at 7-3487.

Harvard economist to discuss incentives to engage in crime

The economic incentives that encourage and discourage youths from engaging in crime will be explored in a lecture Wednesday, March 30.

Richard B. Freeman, the Herbert Ascherman Professor of Economics at Harvard University, will give a public lecture on "The Supply of Youths to Crime" at 8 p.m. in 3760 Knauss Hall.

He also will lead a seminar for faculty members, graduate students, undergraduate economics majors and other interested guests at 3:30 p.m. in 3560 Dunbar Hall. The seminar topic is "Workplace Representation in a Non-Union World." Due to the technical nature of the seminar and limited seating, faculty members planning to assign these sessions to their classes are asked to choose the evening lecture.

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

In addition to serving on the faculty at Harvard, Freeman is a highly acclaimed labor economist. He is the program director for labor studies for the National Bureau of Economic Research and has written extensively about trade unionism, youth labor markets, disadvantaged workers and immigration.

The lecture-seminar series is supported by a grant from the W.E. Upjohn Institute for Employment Research in Kalamazoo. It is directed by Susan Pozo, economics.

Media services

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

- "Classroom Design with Technology in Mind," a recent teleconference, features a panel of experts demonstrating and discussing the art of creating classrooms that match technological form and create new opportunities for teaching and learning.

- "Teaching, Learning and Technology: Multimedia" looks at several multimedia applications in education with a panel discussion of leading educators who have designed and developed them.

- The six-part television version of "Roots" is based on Alex Haley's Pulitzer Prize-winning book about his family's origins.

- "Blind Justice: Women and the Law" features four animated segments dealing with how justice has been applied to women in Western society.

- The latest Morris Massey production called "Flashpoint: When Values Collide" looks at how our homegrown prejudices set us up for conflict and how we personally de-escalate the value wars.

On campus



MANAGING THE 'PA' SYSTEM — Juggling a variety of tasks to keep things running smoothly is the daily routine for Kathy Gould, administrative secretary in the Department of Physician Assistant. Her job involves arranging class schedules for first-year PA students, scheduling six-week clinical rotations for second-year students, arranging faculty teaching schedules, handling book orders and providing general support for the department and its faculty. Gould's busy schedule gets even busier each spring as she coordinates the department's selection process for incoming students. This year, more than 500 students have applied for 35 openings in next fall's PA class. "Our department is really different because our admissions process is done in-house," she says. For each of the 500 applications received, Gould completes a summary sheet, checks to see

if course and healthcare prerequisites have been met, computes GPAs and converts the information into "WMU" language. After faculty members narrow the field to 80, she schedules on-campus interviews for the prospects. "I like working with the students in this program," she says. "They tend to be non-traditional, very caring types of people." A WMU employee for seven years, she has been in her current job for the past six years. When not at work, she enjoys cross country skiing and cooking and she keeps busy as a "hockey mom" to one of her two children. Gould also volunteers her time to support University athletics as a member of the steering committee for the Gary Fund.

Seniors, students to strut their stuff at March 30 prom

The term "golden oldies" won't just refer to the music playing. It also will describe the people on the dance floor when WMU holds its sixth annual "Senior Prom" Wednesday, March 30.

More than 400 Kalamazoo area senior citizens and WMU students are expected to attend the event from 7 to 10 p.m. in the Bernhard Center ballroom. Early bird activities have been scheduled for 5 to 7 p.m. on the second floor of the Bernhard Center.

Those attending the free event can dance to swing era hits played by the Phoenix Big Band of Kalamazoo. The 15-piece ensemble features a "big band" sound and will play dance classics from the era.

"The USO" is the theme of this year's prom, according to Dana J. Brockway, a senior from Gladwin and the student coordinator of the event. She and her committee are working with local Veterans of Foreign Wars groups and museums to borrow memorabilia that suits the theme.

"We're very excited about the dance this year and we hope to make the theme items

look really authentic," Brockway says.

Students began working with local senior citizens early in March to prepare for the event by taking dance lessons to learn steps like the fox trot, the waltz and the Lindy that were popular in the 1940s. They've also been getting history briefings on such topics as authentic hair styles and fashions from the period.

"We've been holding the lessons in three different locations around the campus to make students more aware of the event," Brockway says. Turnout for the lessons has been high, she reports, and enthusiasm is growing.

The Senior Prom began in 1989 and attracted about 250 senior citizens. Last year, the "early bird" activities were added to accommodate the many senior citizens who like to arrive early and spend the whole evening on campus. Activities will include bingo and games related to the USO historical theme.

The prom will again feature many of the popular activities of earlier events. They

include dance contests and prizes in several categories such as "best student/senior couple." Photo keepsakes and refreshments are also part of the evening's attractions.

Those planning to attend should call in their reservations at 7-4790. The event is being sponsored by Draper-Siedschlag halls, the Residence Hall Association, the Office of Residence Hall Life, the Office of the Vice President for Student Affairs, the Office of the President and the WMU Alumni Association.

Media

Margie J. Geasler, consumer resources and technology, discusses working women and the future of the American family on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, March 26, at 6:10 a.m. on WKPR-AM (1420).

Exchange

FOR RENT BY THE WEEK — Furnished vacation home in the eastern end of the Upper Peninsula. Excellent for a family vacation. Sleeps six. Everything but food supplied. Located near many attractions, such as Mackinac Island, Soo Locks, Algoma Central Railroad, Lake Michigan and Lake Huron beaches. \$185 per week, \$25 deposit for reservation. Call Max Benne at (616) 651-8718.

Libraries

The reference department in Waldo Library recently has acquired the Encyclopedia Universalis, a 30-volume general knowledge encyclopedia in the French language published by the Encyclopedia Britannica company.

The department also has just acquired the 1994 edition of the Encyclopedia Britannica. The encyclopedia shelves also include important earlier editions of the Britannica as well as other significant multi-volume English language encyclopedias, such as the Encyclopedia Americana, the Academic American Encyclopedia, Collier's Encyclopedia and the World Book.

International students as well as American students studying foreign languages should also know that in addition to the circulating books in foreign languages, the library also owns hundreds of foreign language dictionaries, encyclopedias and other reference books.

Human resources

Performance review training set

The University's performance review process for non-bargaining employees will be the topic of a training session offered for supervisors by the Department of Human Resources from 8:30 to 11:30 a.m. Thursday, April 7, and Friday, May 6, in 205 Bernhard Center.

This activity-based workshop will cover the entire performance review process from establishing performance measures through writing and conducting the review.

Presenters will be David C. Odett and Laureen A. Summerville, both human re-

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) **Director** (Full Professor with Tenure), Executive Official, School of Nursing,

sources. To register for either date or to obtain additional information, persons should contact Doris J. Moore, human resources, at 7-3625.

Reviews due for academic year employees

The Department of Human Resources would like to remind supervisors of non-bargaining academic year employees that annual performance reviews should be completed before the end of the academic year on April 23. Supervisors who have questions should call the compensation office at 7-3664.

93/94-291, 3/22-3/28/94.

(R) **Groundskeeper/Laborer I** (2 Positions), M-2, Landscape Services, 93/94-290, 3/22-3/28/94.

(R) **Police Radio Dispatcher**, S-07, Public Safety, 93/94-296, 3/22-3/28/94.

(R) **Assistant Professor** (Academic Year; 20 Hours/Week), I-30, Economics, 93/94-289, 3/22-3/28/94.

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

Calendar

Thursday, March 24

(thru May 13) Exhibition, "Michigan Lighthouses," aerial photographic perspective by John L. Wagner, East Lansing photographer/pilot, Department of Human Resources, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.
 (thru 31) Women's History Month exhibition commemorating the life and public career of Caroline Bartlett Crane, Rare Books Room, third floor, Waldo Library, weekdays, 9 a.m.-5 p.m.
 Videoconference, "Funding Alternatives for Assistive Technology Devices and Services," 3302 Sangren Hall, 9 a.m.-noon; call 7-4382 to register.
 (thru 30) Exhibition, paintings, prints and drawings by Daniel Leary, artist from Hudson Falls, N.Y., and juror for WMU annual student art exhibition, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.; and Space Gallery, Knauss Hall, Mondays thru Thursdays, 10 a.m.-4 p.m.
 (thru 30) WMU annual student art exhibition, Dalton Center Multi-Media Room, Mondays thru Saturdays, 10 a.m.-4 p.m.
 (and 25) Exhibitions, BFA shows in graphic design by Bill Zalenski, Kristen Lilley and Daran Chapman, Rotunda and South Galleries, East Hall, 10 a.m.-5 p.m.; reception, Friday, March 25, 6-9 p.m.
 Geography lecture, "European Challenges and Slovenian Responses in Regional Policy," Anton Gosar, University of Ljubljana, Slovenia/Yugoslavia, 338 Wood Hall, noon.
 College of Education Research Convocation, North Ballroom, Bernhard Center, 3:30-6:30 p.m.
 (and 25) Earth Week: Thursday activities — discussion on national and local energy issues, Honors Student Association, 211 Bernhard Center, 4 p.m.; program on the Kalamazoo River, Mary Powers, Kalamazoo County commissioner and president of the Kalamazoo River Protection Association, 205 Bernhard Center, 5:45 p.m.; and program to discuss a bus system on campus, Students for a Sustainable Earth, 211 Bernhard Center, 7 p.m.
 University film series, "Cinema Paradiso" (Italy, 1989), directed by Giuseppe Tornatore, 3750 Knauss Hall, 6 and 8 p.m.
 *(thru 26) University Theatre production, "Raft of the Medusa," York Arena Theatre, 8 p.m.
 Guest artist recital, Interlochen Arts Academy String Quartet, Dalton Center Recital Hall, 8 p.m.
 Lecture, "Race, Multiculturalism and the Issue of Political Correctness: History Prepares for a New Century," James O. Horton, American studies, George Washington University, 3760 Knauss Hall, 8 p.m.

Friday, March 25

Doctoral oral examination, "Gold Encrusted Chaos: An Analysis of Auschwitz Memoirs," Mary Lagerwey, sociology, 2508 Sangren Hall, 10 a.m.
 Dance showing, Dalton Center Dance Studio B, noon.
 *University computing services workshop, "Electronic Mail Using Pegasus for Macintosh (LANs)," 2033 University Computing Center, 3-5 p.m.; call 7-5430 for registration information.
 Center for the Study of Ethics in Society lecture, "Donating, Procuring and Transplanting Human Fetal Tissue: Ethical and Policy Concerns," Dorothy E. Vawter, associate professor of philosophy, Michigan State University, 3020 Friedmann Hall, 3 p.m.
 Retirement reception honoring Gordon D. Grimm, public safety, President's Dining Room, Bernhard Center, 3-5 p.m.
 Psychology colloquium, Kevin J. Armstrong, psychology, 3760 Knauss Hall, 4 p.m.
 Open forum on diversity in the classroom led by James O. Horton, American studies, George Washington University, 10th floor, Sprau Tower, 4 p.m.
 Student recital, Barbara Lieurance, piano, Dalton Center Lecture Hall, 5 p.m.
 26th annual Spring Conference on Wind and Percussion Music, Miller Auditorium and Dalton Center, all day; closing concert, All-Star Band and University Symphonic Band, Miller Auditorium, 7:30 p.m.
 WMU Shakespeare Festival musical production, "The Triumphs of Oriana," Kalamazoo Chamber Chorus, Dalton Center Recital Hall, 8 p.m.
 Student recital, Pam Butler, violin, Dalton Center Lecture Hall, 8:45 p.m.

Saturday, March 26

"Gold Pride Preview," recruitment event for high school juniors and for seniors admitted to WMU, Bernhard Center, 8 a.m.-3 p.m.
 *Performance, saxophonist Sonny Rollins, Miller Auditorium, 8 p.m.
 Student recital, David Garry and Amy Wright, both trombone, Dalton Center Lecture Hall, 8 p.m.

Sunday, March 27

Student recital, Paul Mundo, trombone, Dalton Center Recital Hall, 1 p.m.
 WMU Shakespeare Festival readers theatre, "Bananas and Whipped Cream (With Nuts)," 1109 Dalton Center, 2 p.m. and 4:15 p.m.
 Concert, Western String Chamber Orchestra, Dalton Center Recital Hall, 3 p.m.

Monday, March 28

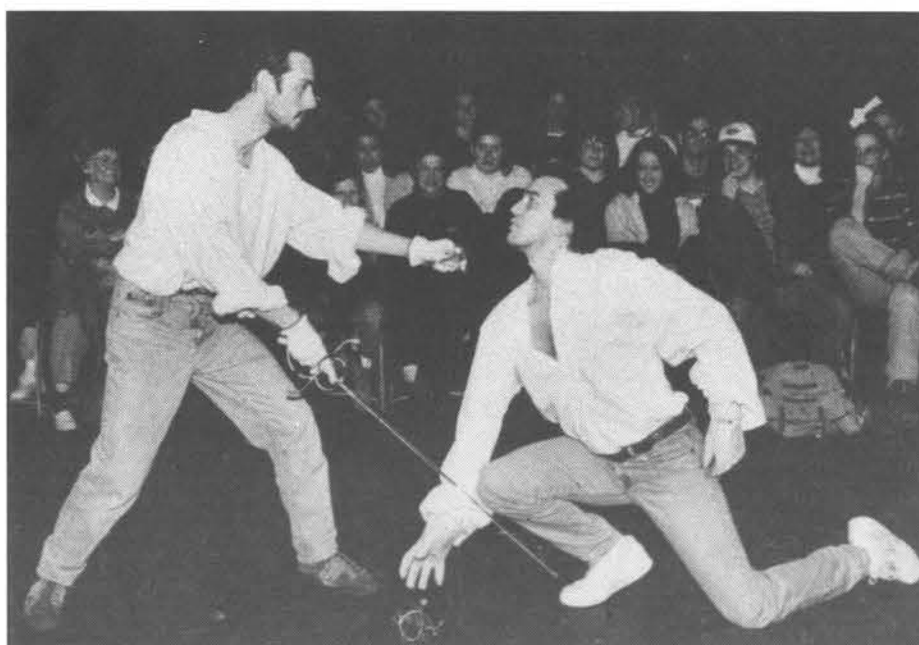
(thru April 1) Exhibitions, BFA shows in graphic design by Jane Morrow, Craig Carson, Derek Galunas and Pheng Ting Ch'ng, Rotunda and South Galleries, East Hall, weekdays, 10 a.m.-5 p.m.; reception, Friday, April 1, 6-9 p.m.
 Master class, Derek Weller, double bass, 1129 Dalton Center, 2 p.m.
 Concert, University Percussion Ensemble, Dalton Center Recital Hall, 5 p.m.

Tuesday, March 29

*(and 31) University computing services workshop, "Introduction to Microsoft Word for Windows," 2033 University Computing Center, 9-11 a.m.; call 7-5430 for registration information.
 Faculty development services seminar, "Spirituality in Our Work," Molly Vass, holistic health care, Red Room A, Bernhard Center, noon-1:30 p.m.; call 7-5305 to register.
 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.
 Doctoral oral examination, "Nutrition, Fitness, Stress and Genital Herpes Recurrences," Carman E. Stark, psychology, 283 Wood Hall, 3 p.m.
 Presidential Scholars Convocation, Fetzer Center, 5:30 p.m.
 Student recital, Ken Richardson and David Krosschell, both trombone, Dalton Center Recital Hall, 5 p.m.
 Graduate recital, Michael Burgess, tenor, Dalton Center Recital Hall, 8 p.m.

Wednesday, March 30

WMU Pride Day.
 School of Music Convocation series concert, Student Musicale, Dalton Center Recital Hall, 2 p.m.
 Center for the Study of Ethics in Society lecture, "Ethical Issues in Genetic Testing for Predisposition to Colon Cancer," Sylvia Culp and Shirley Bach, both philosophy, Brown and Gold Room, Bernhard Center, 3 p.m.
 Department of Economics lecture-seminar series on "The Underground Economy," Richard B. Freeman, the Herbert Ascherman Professor of Economics, Harvard University, and program director for labor studies, National Bureau of Economic Research: seminar, "Workplace Representation in a Non-Union World," 3560 Dunbar Hall, 3:30 p.m.; lecture, "The Supply of Youths to Crime," 3760 Knauss Hall, 8 p.m.
 Biological sciences and Bio Sci Society seminar, "Genetic Engineering of Poty Virus



TOUCHÉ! — John P. Scheidler, left, theatre, and Timothy B. Bell, a senior from Schoolcraft, acted out a fencing duel March 15 in York Arena Theatre during a demonstration of stage weaponry and battle techniques in plays by William Shakespeare. The demonstration was part of WMU's month-long Shakespeare Festival. Events are scheduled through April 19. Watch the calendar for times, dates and locations.

Resistance in Cucurbits," Rebecca Grumet, Department of Horticulture, Michigan State University, 5270 McCracken Hall, 4-5 p.m.; refreshments, 3:45 p.m.
 Pi Mu Epsilon lecture, "Some Recent Results on Fibonacci and Lucas Numbers," Peter Hilton, State University of New York at Binghamton, and Jean Pederson, Santa Clara University, Commons Room, sixth floor, Everett Tower, 4 p.m.
 Student recital, Michael Dauphinais, piano, Deborah Butler, violin, and Carter Dewberry, cello, Dalton Center Recital Hall, 5 p.m.
 *University computing services workshop, "Introduction to the Internet," 2033 University Computing Center, 5:30-8 p.m.; call 7-5430 for registration information.
 "Senior Prom," Bernhard Center ballroom, 7-10 p.m.; "early bird" activities, second floor, Bernhard Center, 5-7 p.m.
 Student recital, Becky Gilbert and Mindy Staib, both trumpet, Shannon Brunink, trombone, Rob Travis, horn, and Al Culverhouse, tuba, Dalton Center Recital Hall, 7 p.m.
 Visiting Scholars and Artists Program lecture, "Making Change Happen in Schools and Classrooms," Ronald Gallimore, University of California at Los Angeles, 2304 Sangren Hall, 7 p.m.

Thursday, March 31

Visiting Scholars and Artists Program lectures by Ronald Gallimore, University of California at Los Angeles, 2308 Sangren Hall: "Is Culture For or Against Development and Change, Learning and Schooling?," 9 a.m.-noon; and "Especially for Special Educators and Family Educators: A Report and Discussion of Families Adapting to Children with Early Developmental Delays and Disabilities," 2-4 p.m.; call 7-3465 to register.
 *University computing services workshop, "Advanced LAN Management Concepts," 2033 University Computing Center, 1-3 p.m.; call 7-5430 for registration information.
 Teleconference, "Exploring the Internet 2: Back to Basics," 1070 Waldo Library, noon-2 p.m.; call 7-5305 to register.
 Men's tennis, WMU vs. Northwood University, Sorensen Courts (West Hills Tennis Club in case of rain), 1:30 p.m.
 WMU Shakespeare Festival and University film series, "Much Ado About Nothing" (USA, 1993), directed by Kenneth Branagh, 3750 Knauss Hall, 6 and 8 p.m.
***Admission charged**

Light elected to leadership posts for two groups

The new president of the Chinese Language Teachers Association of the United States and the vice president of the International Association for Teaching Chinese is Timothy Light, comparative religion and international affairs.

He was elected president of the American organization at its annual meeting in Houston. The organization has more than 5,600 individual members at more than 200 institutions throughout the nation. Light was editor of its journal from 1978 to 1982.

The international group was founded in 1987; it meets every three years. It is headquartered in Beijing, People's Republic of China. Light has served on its first standing

committee and on its executive committee. Its purpose is to promote the teaching of Chinese language, literature and linguistics.

Light has served as acting director of the Chinese Language Center at New Asia College, the Chinese University of Hong Kong, has directed the East Asia Center at the University of Arizona and has chaired the East Asian languages and literature program at Ohio State University. He also has held teaching and administrative positions at the Beijing Language Institute, People's Republic of China. He is former provost and acting president at Kalamazoo College and former president of Middlebury College.

POA (Continued from page one)

POA asked for an extension, which the administration granted.

In addition, the new contract includes language on family and medical leaves amounting to up to 12 weeks of leave per year. Depending on circumstances, leaves either could be paid or unpaid. The language reflects the requirements of the federal Family and Medical Leave Act of 1993.

In other action, the board approved the purchase for \$60,000 of four pieces of property near the University's football practice field on Davis Street in Kalamazoo. They are located at 837 and 839 Walnut and 607 and 611 Davis streets.

"Since these properties face the football practice field, they could be used for the storage of football equipment and for other University storage," said Robert M. Beam,

vice president for business and finance and treasurer of the board.

The board also granted the administration blanket authority to establish banking relationships for the University's endowments and similar funds, but required the treasurer to report annually to the board on the disposition of the funds. Until now the administration has sought board approval of such relationships and maintained a relationship with only one bank trust department at a time.

"As the University continues to enter into agreements with donors authorizing the establishment of endowments and similar funds, we find some donors wish to maintain established trust department relationships," Beam said. "We are inclined to respond affirmatively to donor wishes in these matters."