

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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September 5, 1991

WMU qualifies for \$500,000 Kresge challenge grant

The University has successfully completed funding for its new \$20.1 million business building. A \$500,000 grant from the Kresge Foundation of Troy officially caps an \$8 million goal for private gifts for the building, which serves as the home for the Haworth College of Business.

The building, for which the University also received \$12.1 million from the state of Michigan, opened this past January. It will be dedicated in a public ceremony Friday, Oct. 11.

"We are grateful to the Kresge Foundation for its support of this very important project," said President Haenicke. "We are equally grateful to the many donors whose generous gifts made it possible for us to receive this major grant."

Issued as a challenge grant in October 1989, the Kresge Foundation's contribution was contingent on the University successfully raising the other \$7.5 million needed by no later than June 1 of this year. In late July, the Kresge Foundation advised Haenicke that the University had satisfied the conditions of the grant, and a check for the full amount has been received.

Part of the University's \$55 million Campaign for Excellence, the business building goal of \$8 million in private support is the largest for a single project in WMU history. Kresge's contribution is among the three largest gifts received for it. Other major gifts were made by: Haworth Inc. and the Haworth family of Holland; the Kellogg Co. of Battle Creek; First of America Bank of Michigan and the First of America Bank Corp. of Kalamazoo; the Eaton Corp. of Kalamazoo; and the Ford Motor Co. of Dearborn.

Two WMU alumni, Willard A. Brown Jr. of Chicago and James H. Duncan Jr. of Indianapolis, also made contributions in excess of \$150,000 each.

According to William U. Parfet, president of the Upjohn Co. of Kalamazoo and chairperson of the Campaign for Excellence, much of the credit for meeting the Kresge Foundation challenge goes to an 11th-hour effort in the Kalamazoo area.

"With six months remaining to meet Kresge's deadline, we organized an all-out effort in the local community," Parfet said. "Dozens of volunteers were trained and went to area businesses and individuals to ask their support. The response was extremely gratifying."

In the first five months of this year, the final \$800,000 needed was raised, including more than \$450,000 that came in through the local campaign. Charles H. Ludlow of Kalamazoo, a retired Upjohn Co. executive, a former WMU trustee and a director of the WMU Foundation, led the Kalamazoo area fund drive.

"We were very fortunate to have the dedicated and able leadership of Chuck Ludlow for the local effort," Parfet said. "Chuck and

the volunteers who worked with him deserve the lion's share of the credit for bringing the business building portion of our campaign to a successful conclusion."

Publicly announced in April 1989, the Campaign for Excellence now stands at 86 percent of its \$55 million goal, with \$47.6 million in gifts and confirmed pledges. WMU recently announced a record \$10.8 million in private gifts received during the 1990-91 fiscal year, which ended June 30, and a three-year total of \$22.2 million.

Major goals remaining in the Campaign for Excellence include \$2.8 million needed to complete a \$4.3 million goal for the expansion and renovation of Waldo Library, and \$2 million to complete funding of a \$4 million addition to Shaw Theatre.

Zest teams to compete in Corporate Olympics

About 100 WMU employees will be participating on one of two Zest for Life teams this fall in the YMCA Corporate Olympics. Members of the University community are invited to attend the events and cheer on their

fellow employees.

Times, dates and places for the competitions are:

- Tug-o-War — 6 p.m. Thursday, Sept. 5, Wings Stadium.

- Parade of Athletes and Opening Ceremonies — 5:50 p.m. Wednesday, Sept. 11, Bronson Park.

- Cheerleading Event — 7:45 p.m. Wednesday, Sept. 11, Loy Norrix High School.

- Biking Event — 6:15 p.m. Thursday, Sept. 12, Spring Valley Park.

- Women's and Crescendo Swims — 7:45 p.m. Thursday, Sept. 12, Kalamazoo Central High School Pool.

- Men's and Women's 4-by-100 Relay and Volleyball Finals — 5:45 p.m. Friday, Sept. 13, Kalamazoo Central High School Track.

- Running and Walking Competitions and Award Ceremonies — 7:50 a.m.-1:30 p.m. Saturday, Sept. 14, Kalamazoo Central High School Track.

For more information, persons may call the Zest for Life office at 7-3262.

Information updates needed for telephone directory

Is your directory information current?

The 1991-92 WMU Faculty/Staff/Student Telephone Directory is being prepared. The names, titles or classifications, campus addresses and campus telephone numbers of all employees will be included in the shaded section of the directory.

Certain options are available regarding the amount of home information that will be published in the directory. They are:

- **Complete home information** — spouse's name (if applicable), street address, city and telephone number. There is no need to do anything if this is what you want and your records are up to date.

- **No home information of any kind** — please forward this request with your social security number to Jean M. Cheever, telecommunications, by Wednesday, Sept. 11.

- **Omission of spouse's name or an unlisted telephone number** — please change your University master file record through the human resources information systems office (see the Human Resources column on page three).

Persons with questions should contact Cheever at 7-2329.

Programs earn accreditation

The Council for the Accreditation for Counseling and Related Educational Programs (CACREP) has awarded a two-year accreditation status to master's and doctoral degree programs in WMU's Department of Counselor Education and Counseling Psychology.

The council is the nationally recognized accrediting body for counseling programs.

WMU was the first institution of higher education in Michigan to receive CACREP accreditation in 1984. The University offers the state's most extensive and largest counseling programs, with 13 full-time faculty members and more than 700 master's and doctoral degree students.

New substance abuse clinic to concentrate on treating alcohol abusers, training counselors

A new clinic that will provide treatment for adults who abuse alcohol as well as create additional fieldwork opportunities for prospective counselors is now offering services to clients in the Kalamazoo community.

The University Substance Abuse Clinic has been established by WMU's College of Health and Human Services. The clinic will be operated by the college's School of Community Health Services, which runs the Specialty Program in Alcohol and Drug Abuse.

Through an agreement, the new clinic has merged with Kalamazoo Psychology P.C. Clinicians will continue to work with the staff of Kalamazoo Psychology, and the University Substance Abuse Clinic will operate from the third floor of the same building at 122 W. South St.

According to Dean Janet I. Pisaneschi, health and human services, this clinic represents the University's first venture into private practice. However, the University is not new to the field of providing substance abuse services. It operates three other community-based treatment clinics that are funded by federal, state or county grants: the Federal Probation and Parole Program, the Michigan Department of Corrections Program and the Cocaine Indigency Program.

"We think there are people here who are not being served," she said. "Not only will we be able to provide another alternative for them to seek treatment, but with our access to students and faculty, we'll be more apt to try nontraditional, innovative and research-supported treatment for those who require such services."

The clinic also will offer students in WMU's Specialty Program in Alcohol and Drug Abuse expanded opportunities for hands-on clinical experience. The graduate-level program focuses on training clinicians

to deal with substance abuse prevention and treatment and currently enrolls 115 students.

The clinic will specifically target adults whose primary drug of choice is alcohol. Already in place are an alcohol awareness program, as well as individual and group outpatient and recovery services. The clinic also provides assessments and evaluations for courts and human service agencies.

The decision to focus on those who primarily use alcohol was a conscious one by those involved in the clinic, according to James Kendrick, clinical director of the new unit. For that reason, an intensive evening outpatient program will focus on alcohol-related problems.

"While there are a lot of common features between addicts, each category of addiction has its own peculiarities and subculture differences," said Craig South, who is coordinating the evening program that began last month. "When you mix different types of drug abusers in a group therapy session, it's difficult to cover the scope of their problems. None of the populations gets the kind of attention and focus it needs."

Besides Kendrick, who has worked in the substance abuse field for 11 years, and South, who worked for 21 years at the former Midwest Recovery Center at Borgess Medical Center, the clinic's staff also will include Michael McLeod, who has three years of experience in the alcohol information and education field. Additional services and research activities will involve senior faculty and advanced graduate students from the University.

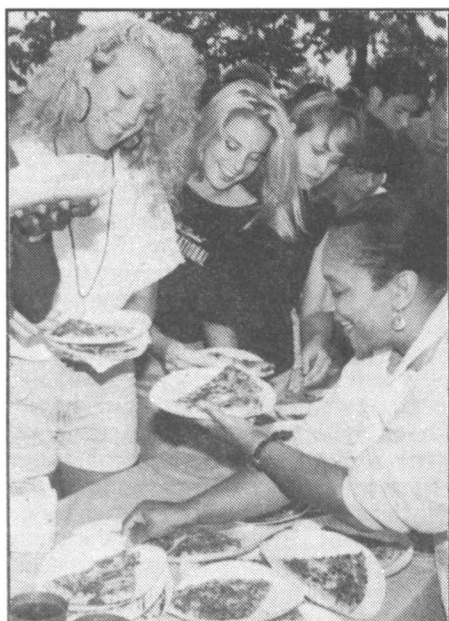
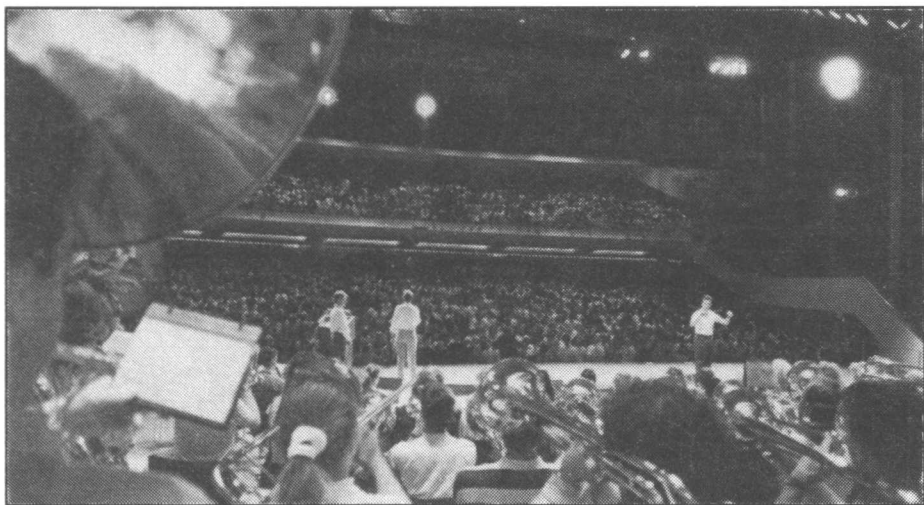
Hours for the clinic will be 9 a.m. to 5 p.m. weekdays, and evenings by appointment. The clinic's telephone numbers are 349-0093 and 349-4219.

WMUK-FM off the air due to lightning damage

WMUK-FM (102.1), the University's public radio station that was knocked off the air Aug. 30 by lightning, will not resume broadcasting before the end of the week or over the weekend at the earliest, and then only at reduced power.

Richard P. Atwell, WMUK-FM, said listeners may learn the current status by calling the station at 7-5715 for a recorded message.

A lightning strike damaged transmission equipment and power supplies at the station's off-campus transmitter. The extent of damage and cost of repairs will take several days to assess, Atwell said.



Welcome to WMU!

ABOVE: The welcome mat was rolled out for a crowd of first-year students at the Freshman Forum Sept. 2 in Miller Auditorium. The program featured an introduction to the alma mater and fight song by the Bronco Marching Band and student singers. LEFT: Following the forum, freshmen were served 500 pizzas on the fine arts plaza by many University administrators, including at right, Dorphine E. Payne, minority affairs.



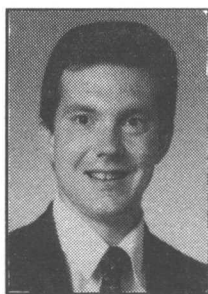
CERTIFIED PROFESSIONAL SECRETARIES—Ten WMU employees successfully completed the Certified Professional Secretary Review Course in November 1990 and May 1991 to earn the designation of "Certified Professional Secretary" bestowed by Professional Secretaries International. The career development opportunity was offered through the Department of Human Resources and the Clerical/Technical Organization. Pictured here with Dawn J. Papesh, seated left, president of the C/TO, and Doreen A. Brinson, standing right, human resources, are: (seated from second from left) Lori A. Krum, physics; Sharon M. Howes, engineering technology; Linda J. Doremus, Bernhard Center; (standing from left) Harriette A. Ware, Graduate College; Pamela J. Buist, WMU apartments; Dori M. Keegan, academic records; Sandra L. Custer, Sindecuse Health Center; Jerolyn Slayton, international student services; and Joan B. Rickard, public information. Unable to be present for the photo was Deborah L. Bartholomew, dining services, who also earned her certification.

Grugin takes baton of Bronco Marching Band

Stephen D. Grugin has been named director of the Bronco Marching Band in the School of Music.

Grugin, who joined the WMU staff Aug. 1, replaces Patrick Dunnigan, who resigned to accept a similar position at Florida State University. Grugin's appointment is subject to approval at the Sept. 20 Board of Trustees meeting.

For the last year, Grugin has been associate director of bands and assistant professor at Stephen F. Austin State University in Texas. He also spent three years as associate director of bands and assistant professor



Grugin

at Western Kentucky University and four years as director of bands at Talawanda High School in Oxford, Ohio.

Grugin earned both his bachelor of music in jazz studies and bachelor of music education degrees from Ohio State University. He holds a master of music degree from Northwestern University. He is pursuing his doctoral degree in music education at Florida State University, where he served as a graduate assistant for three years.

A performer as well as a conductor, Grugin has played the trombone with numerous musical groups, including bands, chamber ensembles and jazz ensembles. He also has arranged music for marching bands across the country.

The 220-member Bronco Marching Band will perform at each home football game this fall, as well as in the Kalamazoo Wine and Harvest Festival Parade and the downtown Holiday Parade.

Expanded and renovated Waldo Library features improved information retrieval services for patrons

With the opening of the newly expanded and renovated Waldo Library this fall comes the enhancement of automated information retrieval services available to patrons.

The system for accessing these services, formerly called FINDER, is now named WESTNET — the West Michigan Information Network. The development of the new network was funded by a \$1 million grant from the W.K. Kellogg Foundation of Battle Creek. FINDER is now one of four online services that will be available with the new system. The others are KELLY, DataQuest 1 and DataQuest 2.

FINDER, WMU's online catalog, replaces the card catalog and provides access to the holdings of the University libraries: Waldo Library, the Education Library, the Music and Dance Library, the Physical Sciences Library and the Regional History Collections.

Most of the materials in these holdings are on FINDER. It also includes serial titles and holdings. Older materials, musical scores and musical sound recordings are still being entered into FINDER. In January 1992, circulation information also will be available on FINDER.

For persons who want to learn more about FINDER, workshops will be offered this fall.

KELLY is a regional online catalog containing the holdings of some 50 member West Michigan libraries. Both FINDER and KELLY can be searched by author, title, subject and key word. Persons should contact the Waldo Library reference staff regarding access to member libraries.

DataQuest 1 is a powerful retrieval service that contains online indexes to journal

articles and report literature in select subject disciplines. Currently, three databases are available: ERIC, ABI/INFORM and PsycInfo.

An education-related database, ERIC indexes and abstracts articles from more than 700 journal titles and a document collection of particular interest to educators. ABI/INFORM, a business-related database, indexes and abstracts articles in English language journals and selected foreign journals about administration, banking, human resources, information science, law, management, marketing, etc. PsycInfo, new to WMU this year, is an international database that indexes and abstracts articles in psychology.

DataQuest 2, which is scheduled to be operational later this year, is a local area network of the library's CD-ROM databases, which can be accessed from the same terminals used for other databases. Available on DataQuest 2 will be: Medline, MLA Bibliography, Applied Science and Technology, Biological and Agricultural Index and Infotrac.

As before, persons using a microcomputer with a modem and communication software can access WESTNET. However, the steps to obtain access have been changed since last year. The latest remote access and search guides are available at the reference desks in all libraries. For telephone help, persons may call the FINDERLINE at 7-5216.

Persons with other questions about the University libraries' services should call the Information Desk in Waldo Library at 7-5059.

Event set for nontraditional, graduate students

Nontraditional and graduate students attending the University this year will have a chance to conduct campus business, meet peers and learn more about support services available to them at a special reception Wednesday, Sept. 11.

The reception for graduate students and nontraditional students — those who have had a significant break in their education — is planned for 4 to 6 p.m. in the North Ballroom of the Bernhard Center.

According to Patricia A. Dolly, Adult Learning Services, the reception is designed to assist students who do not have access to the University's resources during traditional office hours.

"This reception will provide students with the opportunity to access information about campus resources at one time and at one location," Dolly says. "This effort on the part

of the University demonstrates our commitment to the growing population of nontraditional students."

Representatives of more than 40 University offices and departments will be on hand at the reception to provide information and services to the two groups. Students will be able to validate their ID cards, purchase parking stickers and have their blood pressure checked.

Child care facilities will be available on site and a variety of refreshments will be served.

The event is being sponsored by the Office of Adult Learning Services, the Graduate College, the Graduate Student Advisory Committee and the Office of the Vice President for Student Affairs. For more information, persons may contact the Office of Adult Learning Services at 7-4167.

News Roundup

The University set records in both gifts and grants, Waldo Library opened for business and computing services were merged in the months that followed the close of the winter semester in April.

Although spring and summer may seem like a slower time for the campus community, news about the University continued to be generated at a steady pace. Here is a summary of some of the stories affecting the University over the past four months:

• **Record grants and gifts.** A record \$12.3 million in grants was reported for the fiscal year that ended June 30, up 23 percent from the previous year's amount and triple the 1984-85 total for the sixth consecutive year of growth. Increased funding for research led the trend, up 86 percent over the previous year to \$7 million.

Meanwhile, private gifts to the University topped in at \$10.8 million, nearly twice the previous benchmark of \$5.7 million set in 1988-89. The record levels are in response to the University's \$55 million "Campaign for Excellence," which to date has raised \$46.5

million in gifts and pledges.

• **Library opens.** A total of \$4.3 million from the campaign, some of it still being raised, is earmarked for the \$19.3 million expansion and renovation of Waldo Library. It opened its doors July 15. The library has been expanded by 40 percent to 257,000 square feet and the number of student study spaces has more than doubled to 1,900 spaces.

• **Computing services merged.** Joined to the library by a landmark clock tower is the new 62,000-square-foot computer center, built at a cost of \$7.6 million. It houses telecommunications as well as computing and communication services, the new unit that resulted from the merger July 1 of academic computing services and administrative data processing.

A report by the Faculty Senate Committee on University Computer Policy, which was approved by the Senate June 6, will be used as the starting point to develop a computing plan for the University, said Provost Nancy S. Barrett, who initiated the merger. In August she named Harley D. Behm, acting associate vice president for academic affairs, to be the permanent head of the new unit.

• **Budget outlook.** The state's budget picture continued to worsen over the summer. On July 1, President Haenicke issued a letter to the University community in which he cited three steps with which the University would deal with \$6.8 million in withheld state funds and other state budget cuts. They include reduced hiring, limited purchasing and the curtailment of travel.

"I remain very positive in my outlook," Haenicke said in the letter. "While the budget situation for the state appears to worsen and while the revenue projections for 1991-92 may even be worse than those for the preceding year, we are in a position to pull through without devastating damage if we all bring goodwill, understanding, helpfulness, imagination and collegiality to our chore."

• **Enrollment.** Both spring and summer

enrollments were the highest in recent years, at 10,661 students and 8,135 students respectively.

• **Deaths.** The University community lost a former member of the Board of Trustees with the death Aug. 2 of Robert D. Caine of Kalamazoo, who served on the board from 1968 to 1985. Caine, who was 87, was chairperson of the board in 1974 and 1975.

Other deaths and years of service included: Kathleen M. Smith, 79, English, 1966-76, who died May 25 in Portland, Maine; Patricia L. Thompson, 44, adult learning services since 1990 and at WMU since 1986, June 16 in Kalamazoo; Nathan L. Nichols, 73, physics, 1955-81, June 17 in Augusta; Marion B. Palmatier, 65, physical plant, 1959-89, July 10 in Kalamazoo; Herman W. Linder, engineering technology, 1970-85, Aug. 11 in Cullowhee, N.C.; and Arthur J. Manske, 84, counselor education and counseling psychology, 1943-73, Aug. 14 in Kalamazoo.

• **Research and business park.** The Board of Trustees April 26 approved a recommendation to proceed with planning for a research and business park on 300 of the 600 acres of land the University owns near Drake Road and Parkview Avenue. Only after planning is complete and when costs and sources of financing are known will the board decide whether to proceed with the project.

• **Tuition increase.** The Board of Trustees July 26 set tuition and fees for the fall semester by approving a tuition increase of 6.9 percent over fall 1990 tuition and fee rates. Earlier the board approved an increase in room and board and apartment rental rates of 7.5 percent systemwide.

• **AFSCME contract.** Members of Local 1668 of the American Federation of State, County and Municipal Employees Aug. 9 ratified a three-year collective bargaining agreement with WMU by a margin of four to one. Negotiations, which began July 16, were described by both sides as taking a mutual

gains approach. The agreement, to be considered by the Board of Trustees Sept. 20, calls for an average 3.5 percent increase in wages per year. The amount of individual increases varies depending on job classification.

• **New head of race relations institute.** Earl M. Washington, assistant dean of arts and sciences, has been named the first permanent director of the University's Institute for the Study of Race and Ethnic Relations. He will continue his duties as assistant dean and will continue to report to Dean Douglas P. Ferraro, arts and sciences.

• **New doctoral programs.** Students will soon be able to enroll in two new doctoral degree programs. The Board of Trustees July 26 approved proposals to offer a Ph.D. degree in statistics and a Ph.D. degree in geology with an emphasis in hydrogeology, bringing to 13 the number of doctoral programs available at WMU.

• **Haenickes' gift.** President and Mrs. Haenicke have made a deferred gift of \$100,000 to the WMU Foundation with all proceeds going to the University libraries. This is in addition to an unrestricted \$25,000 cash gift that the Haenickes have given to the "Campaign for Excellence."

• **Classes via satellite.** WMU has joined the Michigan Information Technology Network and will offer the satellite TV network's only master of business administration degree to a statewide clientele through the Division of Continuing Education. The program is expected to begin in January.

• **New supercomputer.** Grants totaling \$360,000 from the National Science Foundation and Intel Corp. of Beaverton, Ore., will support the purchase of a new supercomputer up to 200 times faster than anything currently available on campus and assist in the development of a computing research center. The center will provide access to high performance computing and promote interdisciplinary research.

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Western News is distributed without charge to faculty and staff members, retirees and friends of the University, and is available at several campus locations.

Deadline: Items to be considered for publication should be submitted to News Services by noon Tuesday of the week of publication. Offices that receive too many copies — or too few copies — are asked to call 387-4100. WMU is an equal opportunity/employer/affirmative action institution.

Etter-Lewis earns fellowship to continue work on African American women's history project

Gwendolyn Etter-Lewis, English, has been awarded a \$30,000 fellowship that will enable her to continue work on a collection of oral narratives of African American women.

She is one of 30 scholars nationwide chosen to be a 1991-92 National Academy of Education Spencer Fellow. Some 175 persons applied for the awards, which are the only fellowships in educational research for recent recipients of the doctorate.

Since 1985, Etter-Lewis has been interviewing African American women and compiling their oral histories. The fellowship will free her from teaching duties for the next year so she can write a book based on her research.

Etter-Lewis has talked with 63 women between the ages of 60 and 95. All overcame sex and race barriers to complete educations and pursue professional occupations during the 1920s, 1930s and 1940s. Among them are doctors, lawyers, a union organizer and one of the first black members of the Women's Army Corps. One was a diplomat in the Far East, while another became Ohio's first black female attorney general.

"In the book I will be focusing on their experiences in higher education as well as their experiences as women pioneers in predominantly male professions," she says.

The book will be divided into two parts. One section will contain edited versions of nine narratives. The other will present an analysis of her research based on 80 percent of the 63 women.

Etter-Lewis currently is negotiating with two publishers for printing rights to her book. And she's already thinking about a second volume.

"Wherever I go, I always find another woman to interview," she says. "The data is so rich — and their stories need to be told."



Etter-Lewis

The fellowship is administered by the National Academy of Education, an honorary educational society, and funded by the Spencer Foundation of San Francisco.

This is not the first time Etter-Lewis has earned support for her oral narratives project. In 1989, she received a \$35,000 Ford Foundation Postdoctoral Fellowship to conduct research at Wayne State University's Urban Folklore Archives.

More recently, she earned a \$3,000 National Endowment for the Humanities grant to attend a six-week seminar this past summer at the City University of New York on researching women's autobiographies.

Photo ideas sought

Is there a University staff member you would like to see featured in "On Campus"? Please contact Ruth A. Stevens, News Services, at 7-4100 with your ideas.

Human Resources

Directory updates needed NOW

All faculty and staff were mailed a memo in mid-August by the information systems office of the Department of Human Resources concerning the information in their employee file from which the Faculty/Staff/Student Telephone Directory listing is pulled. Updates and corrections to this information are kept in your permanent employee file.

If the information shown on the label addressing that memo is correct, no action on your part is necessary. Any changes or corrections to the information shown on the label are due in the information systems office by **Friday, Sept. 6**, to ensure your correct listing in the directory. Changes may be made directly on the memo, or on the back of your paycheck envelope. If you have questions, call information systems at 7-3622.

Pauline M. Trembley, information systems, says that there are several kinds of directory change requests frequently received that her office is unable to honor: **use of nicknames** — your legal name must be maintained because the file is used for mailing purposes and for federal wage and income tax statements; **spacing in two-part surnames** — our system will accept only a single last name (no spaces), a single first name and a single middle initial, but it will accept a single first initial and use of second complete name; **spouse name** — only eight spaces are available; **home addresses** — when longer than can be accommodated, we abbreviate as best we can, and we do not have space for the zip code extension; **building names** — the official University three-position building abbreviations are used; **titles** — non-bargaining unit titles are assigned by the University Classification and Compensation System and are not subject to change by others; **multiple department names and/or telephone numbers** — capacity is limited to one per person; **specific unit names** — general department names are maintained for generating mailing labels for postal delivery.

Media

Stanley E. Henderson, admissions and orientation, discusses the new mandatory college preparatory courses approved by the presidents of Michigan's 15 public universities on "Focus," a five-minute interview produced by News Services. "Focus" is scheduled to air Saturday, Sept. 7, at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590).

(R) **Utility Food Worker** (Academic Year; .65 FTE; 8 Positions), F-1, Dining Services, 91/92-050, 9/3-9/91.

(R) **Director, High School Equivalency Program** (Term Ends 9/30/93), P-06, Admissions and Orientation, 91/92-051, 9/3-9/91.

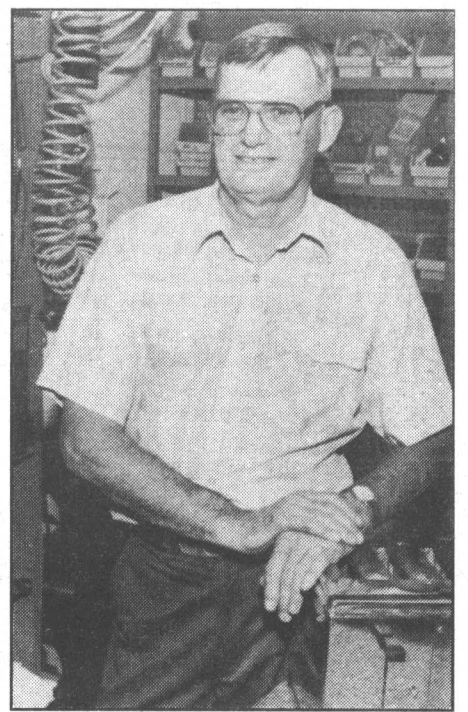
(R) **Library Assistant II**, S-05, Waldo Library, 91/92-052, 9/3-9/91.

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

On Campus

MR. FIX-IT — Fixing everything from toasters to washers keeps Franklin Chapin busy in his job as an appliance repairer in the physical plant. A WMU employee for 23 years, Chapin worked for 17 years in the garage before taking his current job. He spends much of his time out and about on campus, repairing appliances in dining services, the Fetzer Center and campus apartments. Sometimes, he'll bring the appliance, like this toaster, back to his shop on the lower level of the Valley I residence halls. "I like the repair work — I enjoy fixing things," he says. "I also like the people I work for on campus. They really appreciate what you do for them."



on campus, so we prefer not to list small units.

Trembley stresses that careful security is exercised over who has access to information maintained in personnel files. Both state and federal laws exist regarding employment information security, and University policy covers accessibility regulations.

Assisting Trembley, who directs the office, are: Krista Olsen Cekola, information systems coordinator; Malcolm R. Malott, applications programmer; Sunita D. Tonk, human resources systems specialist; and Kandeiss-Toi Marshall, Doris Moore and Anita R. Knight, secretaries.

Media Services

The Division of Academic Services, under the direction of Howard R. Poole, has been reorganized and renamed. The official title is now the Division of Media Services and its office is located at 1450 Dunbar Hall. The telephone number is 7-5003.

Along with this reorganization, Poole has announced some changes in staff responsibilities. Frank R. Jamison, formerly head of Media Services, is now head of the Office of Technology Initiatives, located at 1490 Dunbar Hall. This newly created office is responsible for promoting new technology, including the WMU-Michigan Information Technology Network satellite uplink and the University's cable system, EduCABLE. Jamison may be reached at 7-5004.

The EduCABLE office has relocated to 0430 Dunbar Hall with Kanti S. Sandhu as the program director. Formerly a producer/director in Media Services, he also retains his duties for photographic services. Sandhu may

Performance measures seminar set

All supervisors of non-bargaining unit employees are invited to attend a workshop on "Establishing Performance Measures" from 8:30 to 11:30 a.m. Wednesday, Sept. 11, in 204 Bernhard Center.

Instructor Ann E. Houser, human resources, will suggest ways to set challenging, yet attainable, performance standards that can measure an employee's success. This seminar is planned to help supervisors prepare for their responsibility of annually evaluating the performance of their employees.

For reservations, call Chrysa K. Richards, human resources, at 7-3620.

be reached at 7-5013 or at the EduCABLE office number, 7-4997.

Media Production Services, an area within the division consisting of video production, graphic, photographic and audio services, continues to be managed by Janet W. Oliver. This office remains at 1450 Dunbar Hall and can be reached at 7-5000.

The Technology Lab, formerly in Dunbar Hall, is now located in 3302 Sangren Hall and may be reached at 7-6045. The lab currently is being supervised by Margaret Wilson.

The Office of Faculty Development Services also has been relocated to 3302 Sangren Hall. Formerly in the Bernhard Center, it remains under the coordination of Mary Ann Bowman. She may be reached at 7-5305.

Other areas of the division include the Media Resource Center (7-5071); Media Lab (7-5054); Media Utilization (7-5011); Technical Services (7-5780); and the University's public radio station, WMUK-FM (7-5715).

Libraries

The recently renovated and expanded Waldo Library now includes two branch libraries formerly located elsewhere on campus.

The Cistercian Studies Library, formerly housed in Hillside West, is now located on the third floor of Waldo Library. This collection includes materials in medieval studies, with concentrations in French history, ecclesiastical history, religion, English literature and the fine arts.

Much of this material is now integrated with the general collections in Waldo. Special materials, including medieval manuscripts, books published before 1500 and books on monasticism, are housed in the Rare Book Room with other special collections and may be consulted with staff assistance weekdays from 8 a.m. to 5 p.m.

The Business Library, formerly housed in North Hall, also has been integrated into Waldo. Many of the business books and periodicals are now located on the second floor of the library. Business reference books, including many law resources, have been merged with the general reference collection on the first floor.

In addition to ABI/INFORM, a business database available on the library's main computer system, FINDER, two other electronic indexes especially useful for business research, Business Periodicals Index and Business Periodicals OnDisc, also are available in the reference department.

David H. McKee and Hardy Carroll, formerly librarians in the Business Library, have joined the central reference department

staff. Ask them or other members of the reference staff for assistance in using business materials.

Zest for Life

The Zest for Life staff would like to welcome everyone back to the start of a new academic year. And along with the new semester, we would like to remind everyone that we are here to help each of you maintain or get started on a regular exercise and health enhancement program.

We will again be offering a variety of exercise options including fitness testing, aerobics, water exercise, yoga, circuit training and a fitness room. The programs are offered at various times throughout the week to fit into your busy schedules. Check the Zest for Life fall brochure for details.

Two new fall programs also are available. A **Step Into Fitness-Low Impact Aerobics** program will be held from 12:05 to 12:50 p.m. Tuesdays and Thursdays in the Kiva Room of the Faunce Student Services Building. Also, **Take a Walk Break** will be offered, due to popular demand. Join other avid "Western Walkers," get fit and take a break from the demands of the work day as you tour our campus. Put on your walking shoes and meet outside in front of the Bernhard Center main lobby entrance from 12:10 - 12:45 p.m. Thursdays.

All programs require advance registration (call 7-3262) and start the week of Sept. 16.

Women's commission to meet

The Commission on the Status of Women will conduct its first meeting of the 1991-92 academic year at noon Friday, Sept. 13, in the Faculty Dining Room of the Bernhard Center. All members of the University community are invited to attend.

Lyth on planning group for international symposium

David M. Lyth, industrial engineering, has been named to the planning organization for the Third International Research Symposium on Service Quality, scheduled for June 1992 in Karlstad, Sweden. Lyth is the associate director of WMU's Service Quality Institute.

Objectives of the symposium are: to gather leading international scientists from different academic disciplines working in the field of service quality; to achieve an overview of the state of the art of research in the field through the presentation and discussion of papers; to use this overview as a basis for suggesting directions for further academic research and projects of an applied nature; and to create an arena for dialogue between researchers and executives from service industries.

Exchange

FOR SALE — '88 Escort. Sunroof, 44,000 miles, \$4,900 or best offer. Call 7-6017 or 345-3682.

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, Self-Enhancement Services Project** (Term Ends 6/30/92), P-04, College of Arts and Sciences, 91/92-049, 9/3-9/91.



Blimp meets Sprau Tower

In one of its initial flights, the new blimp was sent aloft over the fine arts plaza near Sprau Tower as it was shown to area media this summer.

Falk to study women and religion in India

Nancy E. Auer Falk, religion, has been awarded a \$24,060 grant to conduct research on women and religion in India.

She left for New Delhi in August and will spend nine months in India. The grant was awarded by the American Institute of Indian Studies and funded by the Smithsonian Institution.

Falk will focus particularly on researching the activities of women in new religious groups. "Since the 19th century, a number of new religious organizations have sprung up in India, servicing people who are educated and whose lives have been disrupted by change and the demands of a contemporary world," she said.

This area, Falk said, has been ignored in studies of Indian religion, which have concentrated on traditional religious practices.

The project will be part of continuing research Falk has conducted on the roles of women in India. It will be included in a book



Falk

she is writing on the history of women in Indian religion.

Falk is the co-editor of an earlier book, "Unspoken Worlds: Women's Religious Lives in Non-Western Cultures."

Gold Company honored

For the eighth consecutive year, Gold Company, WMU's internationally recognized vocal jazz ensemble, has been awarded an Outstanding Performance Award by *downbeat* magazine.

Twice selected as Outstanding Vocal Jazz Ensemble by the International Association of Jazz Educators, Gold Company has represented WMU at national conventions of Music Fest Canada, the Music Educators National Conference and the International Association of Jazz Educators. The group has toured across the United States and Canada, appearing at major jazz festivals as well as at Disneyland.

The group is directed by Stephen L. Zegree, music.

Faculty member wins grant to turn sounds into pictures

A picture may be worth a thousand words, but a WMU computer research specialist would rather have a picture of each of those words.

Ben Pinkowski, computer science, has been granted a \$94,749 Academic Research Enhancement Award from the National Institute on Deafness and Other Communication Disorders of the National Institutes of Health. He will use the grant to spend a three-year period applying microcomputer image processing techniques to the sounds produced by humans and animals.

The research may lead to such products as computer equipment that will "hear" the spoken word for deaf persons or portable translation equipment for travelers that can convert spoken foreign language into the travelers' native tongue.

Pinkowski's project, titled "Fourier Descriptors for Sound Spectrograms," will focus on producing spectrograms, which are graphic depictions of the frequency and energy that characterize a specific word or sound. Spectrograms literally provide a visual representation of the sound recorded. Fourier descriptors are computed numbers that characterize the shapes or boundaries of the important features of the spectrograms.

"The whole point of this work," Pinkowski says, "is to analyze sounds as images. By developing ways to recognize the patterns that occur in those images we'll be able to develop a crude replication of the way humans and animals process sounds. We'll be able to talk to a machine."

The interdisciplinary project will apply computer algorithms to information from biologists and speech pathologists and audiologists in an effort to analyze and categorize such sounds as human speech, dolphin whistles and clicks, bird calls and the sounds made by frogs. The animal sounds will pro-

vide variety with which Pinkowski can ascertain the range of sound the Fourier descriptor techniques can accommodate.

Pinkowski will be looking carefully at animals that process sound as acoustic images.

"Evidence suggests that echo-localization animals, such as bats and dolphins, process sound as acoustic images," Pinkowski says. He will study the image patterns produced by those animals' sounds.

He says that in analyzing both speech and animal sounds, spectrograms of the sound will be produced using both isolated sound and the sound as it occurs in its normal environment with all the problems that may arise from background noise. Dolphin clicking, for instance, would normally be accompanied by the water sounds in which it occurs.

"Our hope is that the Fourier descriptors can accommodate all that variety," Pinkowski says. He adds that variety also may occur within the sound itself. Such analysis should even be able to pick up and recognize variations that occur because of regional accents.

"We're basically after the texture and contour of speech," he says.

The research is made possible by advances in microcomputer technology over the past five years, Pinkowski says. Even basic image processing programs include Fourier descriptors.

"We've got the tools now," he says. "We could not have done this before without very sophisticated and specialized equipment."

Although Fourier descriptors are now widely used for image processing, Pinkowski notes, it is unique to apply the technique to analyze sound.

"People are just beginning to realize the value of the descriptors in recognizing shapes in computer images," he says. "By using

Bronco Blimp heads for the wild blue yonder to conduct research on lakeshore and wetlands

The Goodyear Blimp may find some competition the next time it cruises over West Michigan, thanks to WMU's recent purchase of a small blimp to be used for research and aerial photography.

Instead of floating above stadiums packed with football fans, however, the new helium-filled WMU blimp will spend most of its time hovering over inland wetlands and coastal shores as Department of Geology researchers monitor lakeshore erosion and the health of Michigan's water resources. The blimp is equipped with a 35mm camera, zoom lens and a black and white television camera that can "see" and record activity on an area as large as 20 acres.

According to W. Thomas Straw, chairperson of geology, the blimp can be used up to a height of 200 feet and in winds up to 30 knots, making it ideal for many of the coastal research projects his department undertakes.

"The blimp is part of our effort to build a substantial equipment base that will permit us a wide range of investigations of coastal areas and wetlands hydrogeology," he says. The University also has a boat with both sonar and ground penetrating radar, which can be used to study the bottoms of lakes and other bodies of water.

The blimp is 18 feet long and six feet in diameter. Made of white vinyl, it has four yellow tail fins and a brown WMU painted on either side. Department plans call for it to remain inflated and be transported to research sites in a specially constructed trailer, saving the cost and effort of reinflation.

"We've basically constructed a mobile hangar for the blimp," Straw says.

When in use, the blimp will transmit live video images to the ground through a control cable. Still photographs in black and white and color also can be taken by interrupting video transmission just long enough for the 35mm camera mechanism to take a picture.

The blimp has no on-board power source except a battery pack for the camera equipment. While in use, it is tethered to a human researcher wearing a yoke harness that is connected by control cable to the blimp. The harness contains a small video monitor, allowing the researcher to see exactly what the blimp's camera is recording as it moves along the area being studied. The blimp moves as the researcher walks it along.

Basic safety precautions will be taken each time the blimp is launched, Straw says. These include notifying the nearest airport of the area of operation, continual monitoring of wind and weather conditions and a careful check for area hazards such as power lines.

"The areas in which we'll do most of our work are ideal for this kind of aircraft and relatively free from ground hazards," Straw says.

Among coastal work on which Straw expects to use the blimp is a project aimed at evaluating erosion control devices installed along the Lake Michigan and Lake Huron shore lines. Straw and his students are evaluating the patented devices, called Undercurrent Stabilizer Systems, in a two-year, state-financed research project.

The blimp also will be used by Ronald B. Chase, geology, who is studying the structure of coastal bluffs. Using the blimp, he will be able to study erosion patterns in the bluffs with close-up photographs taken at altitudes up to the blimp's 200-foot range.

Additional projects that will use the blimp's capability include erosion control work along the Berrien County coastline and a study of structures called "coastal cells" which occur naturally along the shore.

Support for the blimp's purchase came from the Department of Geology, the Institute for Water Sciences and the College of Arts and Sciences.

New faculty member earns dissertation award

Beth Hartman Ellis, who joins the Department of Communication faculty this fall, has received the 1991 W. Charles Redding Dissertation Award.

The award is sponsored by the Organizational Communication Division of the International Communication Association and is given to the outstanding dissertation of the year.

The International Communication Association is a group of theorists and researchers representing a broad array of communication interests. The Organizational Communication Division seeks to advance the improvement of all phases of communication in organizations through qualitative and quantitative research.

Ellis' dissertation was titled "Nurses' Communicative Relationships and the Prediction of Organizational Commitment, Burnout and Retention in Acute Care Settings." She received her Ph.D. in communication from Michigan State University in 1990.

Printing has pick-up service

WMU's Brink Printing Services has established a free pick-up and delivery service.

Faculty and staff, as well as residence hall and WMU Apartment residents, may call in their delivery requests to 7-8099 between 7 a.m. and 4:30 p.m. A printing services employee will pick up the job from the customer, provide on-site assistance with paper and ink selection and take any pertinent order information.

Typically, the completed job is delivered within 24 to 48 hours and may be billed to the customer's WMU personal or department account. Persons who live off-campus may take their jobs to the WMU Bookstore service counter for pick-up and delivery.

Calendar

SEPTEMBER

Thursday/5

(thru Sept. 20) Exhibit of watercolor, mixed media and computer-assisted paintings by Judith A. Finnegan, Kalamazoo artist, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

Friday/6

(thru Oct. 3) Exhibit, "Landscape Perspectives," assemblage and handmade paper by Carol Hannum and Eve Reid, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.; slide lecture on exhibit, Tuesday, Sept. 10, 2302 Sangren Hall, 7 p.m.; reception following in Gallery II.

*(thru 8) University Theatre production, "Tracers," Shaw Theatre: Sept. 6-7, 8 p.m.; and Sept. 8, 2 p.m.

Saturday/7

Football, WMU vs. the University of Akron (Business and Industry Day), Waldo Stadium, 4 p.m.

Sunday/8

Soccer, WMU vs. Northwestern University, Waldo Stadium, 2 p.m. Music faculty recital of solos and chamber music: Bradley A. Wong, clarinet; Christine Carlton, soprano; and Phyllis Rappeport, piano; Dalton Center Recital Hall, 8 p.m.

Tuesday/10

Training and development seminar for non-supervisory employees, "Valuing Diversity," Doreen A. Brinson and Larry C. Scott, both human resources, 204 Bernhard Center, 9 a.m.-noon.

Wednesday/11

Training and development seminar for supervisory employees, "Establishing Performance Measures," Ann E. Houser, human resources, 204 Bernhard Center, 8:30-11:30 a.m. School of Music Convocation Series recital, chamber music performers from SEMINAR 91 summer high school music camp, Dalton Center Recital Hall, 2 p.m.

Reception for graduate students and nontraditional students, North Ballroom, Bernhard Center, 4-6 p.m.

Thursday/12

Meeting, Faculty Senate, 1008 Trimpe Building, 7 p.m.

*Admission charged