

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Volume 18, Number 12

November 21, 1991

South Central Regional Center to move downtown

WMU finds bargain in old Battle Creek department store

The Board of Trustees Nov. 15 authorized the University administration to finalize plans that will add a new dimension to downtown Battle Creek. The University will establish a major regional campus in the former Robinson's department store as part of a mixed-use plan for that building.

The proposal is part of a \$5 million renovation project of the Robinson's building at 51 West Michigan Mall or across West Jackson Street from McCamly Place and behind Stouffer's Hotel. When renovation of more than 24,000 square feet of the three-story building is completed, that portion will be sold to WMU for an amount not to exceed \$100. Construction is expected to begin in January 1992 and should be completed by January 1993.

"This very generous gift will enable us to offer more educational options to the people of Battle Creek, Calhoun County and all of West Michigan," said President Haenicke. "We are excited about being an integral part of the continued revitalization of downtown Battle Creek. This new regional campus will strengthen the long partnership we have enjoyed with Kellogg Community College and I want to publicly thank President Paul Ohm for his institution's hosting of our center there since 1974."

Jack Howell, executive director of the Cereal City Development Corp., added, "This is another major piece in the development of downtown Battle Creek and fits well into our leasing plan for destination-type businesses and services. Western Michigan University will bring people downtown and create new activity and vitality for downtown Battle Creek."

Howell indicated that funding of \$4.6 million toward the \$5 million renovation project already has been committed by the Battle Creek Downtown Development Authority, the W.K. Kellogg Foundation, the Miller Foundation, the Battle Creek Community Foundation, the Kellogg Co. and other private sources.

Robert Lee Wold & Associates Inc. of Battle Creek is the project architect. Rising from the current site of the United Arts Council's 100-seat Discovery Theatre, a dramatic three-story curved glass entrance to the WMU regional center will alter the visual axis of the building so that it looks out on both Jackson and McCamly streets. Just inside this main entrance will be a two-story atrium with a second floor balcony overlooking the lobby.



NEW BATTLE CREEK CENTER — Looking over the plans for WMU's new South Central Regional Center in downtown Battle Creek following a news conference there Nov. 15 are, from left: President Haenicke; Patricia Black, president of the board of directors of the Cereal City Development Corp.; John Gallagher, Battle Creek city commissioner; and Jack Howell, executive director of the Cereal City Development Corp. Construction on the former Robinson's department store is expected to begin in January 1992 and be completed by January 1993.

Plans for the WMU center call for 12 classrooms, a computer laboratory, offices, advising area, and indoor and outdoor commons areas, said Richard T. Burke, WMU vice president for regional education and economic development. "This is a very attractive location for us, and we are pleased to lend our resources to the community's and the region's continued educational and economic growth," he added. Burke announced that WMU will offer the MBA degree through the Michigan Information Technology Network with the installation of a downlink at the new Battle Creek center.

"This is a giant step forward for WMU in this part of Michigan," said Anthony L. DeRose, director of WMU's South Central Regional Center in Battle Creek. "We have offered courses in Battle Creek since 1917 and we established the University's full-time center here in 1974. We now serve more than 1,500 students each year from Barry, Branch, Calhoun, Hillsdale, Jackson and St. Joseph counties," he pointed out.

Paul Ohm, president of Kellogg Commu-

nity College, said, "We welcome Western's new initiative. It will complement the excellent pre-university program we have here

(Continued on page four)

No News Nov. 28 due to Thanksgiving

There will be no *Western News* published Thursday, Nov. 28, due to the Thanksgiving holiday. The next *Western News* will be published Thursday, Dec. 5, for which the deadline is noon Tuesday, Dec. 3.

C/TO collecting donations for Domestic Assault Center

The Clerical/Technical Organization has "adopted" the YWCA Domestic Assault Center for the holiday season, and is asking the University community to join in donating items for collection.

Boxes have been placed at some 30 sites across campus. Donations will be collected through Monday, Dec. 9.

Items needed include: trash bags, white toilet paper, dish soap, dishwasher detergent, bleach, plastic wrap, aluminum foil, personal care items (deoderant, hairbrushes, petroleum jelly, etc.), material scraps, yarn, glitter, paper doilies, toddler safety gates, umbrella strollers, clothing (must be in season because of limited storage), salt, pepper, sugar, soups, juices and condiments.

Persons who would rather make a monetary donation may contact Toyka King, Waldo Library, at 7-5260.

For more information on the items needed or the location of collection boxes, persons may contact Linda J. Doremus, Bernhard Center, at 7-4860.

Board grants Haenicke \$6,600 salary increase, calls him 'one of the finest university presidents'

As part of its annual evaluation of him, the Board of Trustees Nov. 15 praised President Haenicke for his labor relations, fund raising, commitment to affirmative action, legislative and community relations, and new building projects.

"The board unanimously and without reservation supports the activities of President Haenicke and, as in the past, considers him one of the finest university presidents in Michigan," said Trustee George A. Franklin, vice chairperson of the board and chairperson of its presidential evaluation committee. Other members of the committee are Trustees Alfred L. Edwards and Roy S. Roberts.

Haenicke was granted a \$6,600 salary adjustment — based on a 4 percent across the board increase and 1 percent merit — bringing his 1991-92 salary to \$138,600. The board also recognized the contributions of Haenicke's wife, Carol, stating, "She has, and continues to be, a great asset to this University and is someone who we wish to thank and recognize for her efforts."

For the fourth consecutive year, Haenicke indicated that he will donate his salary increase to the WMU Foundation. In those four years, he has given \$30,096 in salary increases to the foundation.

Franklin indicated that his committee had formally and informally solicited the views of the board members on the performance and compensation of the president. He noted that the past year has been a difficult one financially for higher education, and that state budget constraints and deferrals have coincided with contract negotiations for four unions at WMU.

"Despite a difficult economic situation, President Haenicke and his staff have successfully concluded these negotiations in a non-adversarial fashion and to the satisfaction of all the parties," Franklin said. "In addition, ... the Campaign for Excellence has continued, having reached 90 percent of its goal (\$55 million) with over two and one half years to complete."

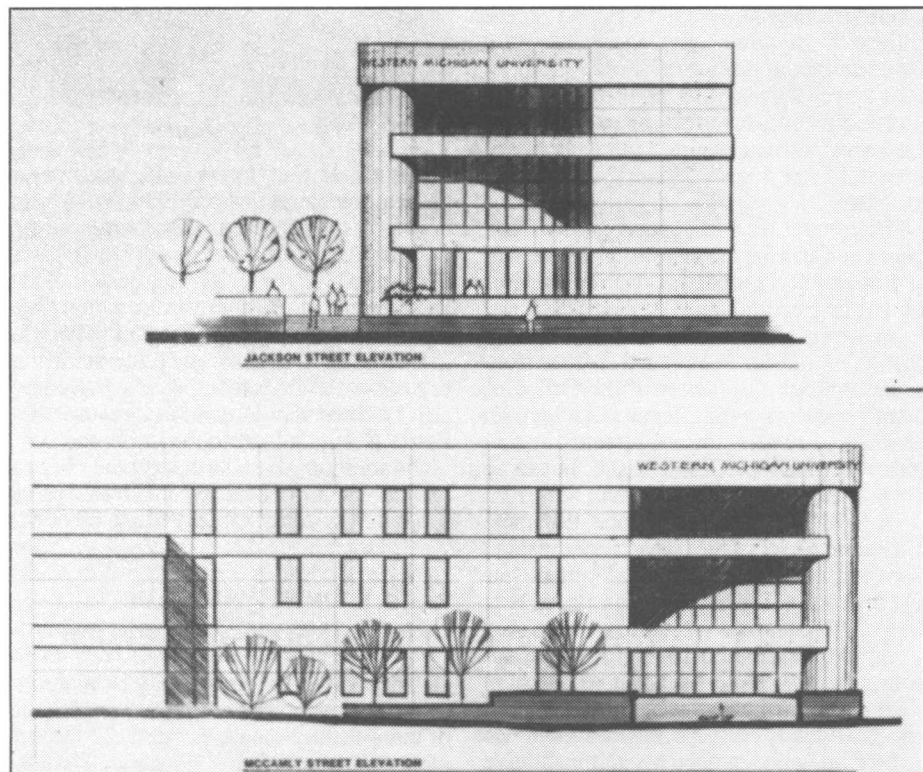
Citing the dedication of the new building for the Haworth College of Business and a new

Grand Rapids Regional Center, plus the re-opening of an expanded and refurbished Waldo Library, Franklin noted, "The initiatives of President Haenicke since his arrival continue to come to fruition as the University handles a record enrollment" He also cited the initiation of numerous new projects, including renovation of the East Campus, refurbishing of athletic and recreational fields, and plans for a new power plant and science building.

"Obviously, people are more important than buildings, and in this regard, the president continues to attract quality individuals to all facets of the University," Franklin continued. "For example, these past 12 months have seen the appointment of the first woman provost in the institution's history, Nancy Barrett. In addition, with the appointment of Theresa Powell as acting vice president for student affairs, we now have of the eight vice presidents, two women and three blacks, appropriately reflective of the diversity of our state and University. Finally, we have welcomed the appointment of the new dean of arts and sciences, Douglas Ferraro."

Franklin's report concluded, "President Haenicke has done an outstanding job of continuing to expand the University's presence within the community through his numerous board activities. He also has done a fine job representing the institution in Lansing, where the University's respect and recognition continues to grow. It is also important to note that Western Michigan University has received national recognition in publications such as U.S. News and World Report. All of these serve as evidence of the fine job the president and his staff are doing in developing Western into an eminent academic institution."

The board also amended Haenicke's employment agreement so that, upon the death of the president, the surviving dependent(s) be eligible to continue his group hospital/medical insurance plan. Franklin indicated that the amendment was consistent with benefits provided under other University agreements, and it was a correction of an inadvertent omission when his contract was drafted.



ARCHITECT'S RENDERING — Here is an architect's rendering of the renovated Robinson's department store. The building will feature a dramatic three-story curved glass entrance looking out over both Jackson and McCamly streets.

Board approves fee for Campus III Weekend College, sets continuing ed tuition rates

The Board of Trustees approved a fee for WMU's new Campus III Weekend College and set continuing education tuition in action Nov. 15.

The measures had been tabled at the board's Oct. 18 meeting to allow time for public comment.

The board approved a Campus III fee of \$75 for one to two credit hours and \$125 for three or more credit hours in addition to regular WMU tuition and fees. Campus III classes start Saturday, Jan. 18. The fee is intended to cover the additional cost of offering weekend instruction, including library services, child care and a weekend facilitator.

The board authorized that continuing education tuition be determined by adding an additional \$5 per credit hour to both the on-campus resident upper division rate for undergraduate students and the resident graduate rate for graduate students. The new rate brings to \$20 the cost per credit hour that off-campus students must pay in addition to regular tuition rates. It is effective for the winter semester that starts Jan. 6, 1992.

Campus III Weekend College will offer courses at both graduate and undergraduate levels in six sessions each year, beginning in January with Session I. Courses are taught by regular WMU faculty members, primarily on Saturdays, for three, six or 12 weeks. Session II begins March 14. Registration for both sessions is open now.



FESTIVE FLOWERS — Just in time for the holiday season, the Clerical/Technical Organization is selling poinsettias at \$7 per plant. Displaying the festive flowers here are, from left, C/TO members Carolyn E. Cox, environmental health and safety; Amy Kizzie, residence hall facilities; and Edith Walter, Perkins Loans. The group will be offering red, white, pink, marble (white with pink) and "jingle bells" (pink with white specks) flowers from Nov. 25 through Dec. 6. To place an order, persons may call Kizzie at 7-4744. The flowers will be ready for pick-up from noon to 2 p.m. and 4:30 to 6 p.m. Wednesday, Dec. 11, in Red Room A of the Bernhard Center.

Questionnaire designed to evaluate teaching set for trial run this winter

All faculty members will be asked to experiment with a new questionnaire for the student evaluation of their teaching in one of their classes during the winter semester.

"Individual data will be released only to the instructor," said Provost Nancy S. Barrett in a letter to faculty members Nov. 12. "Norms, problems encountered and faculty response to the trial program will be considered in decisions regarding implementation of the system."

The executive committee of the WMU chapter of the American Association of University Professors has endorsed the use of the new system on a trial basis for one semester, Barrett said.

"We have agreed that decisions on promotion, tenure and merit would not be based on results of the trial run," she said. "Rather, such decisions during the 1991-92 year will be made using forms and procedures now in use in the various departments."

A major concern with the present system, Barrett said, "stems from the diversity of rating instruments and procedures" as well as "the lack of comparability and doubts about the validity" of the system "for evaluation and improvement of teaching."

In a presentation Nov. 7 to the Faculty Senate, Harley D. Behm, computing and communication services, explained the purpose of the trial run.

"We want to assess the appropriateness of this instrument and the degree to which it serves the need for evaluative information that can help individual faculty members improve instruction," Behm said. "In other words, we want to see if faculty members will like it and find it an improvement over the present instrument."

Behm chairs a committee that explored methods of implementing a new evaluation system to help faculty members improve instruction on a continuing basis. Members besides Behm include Lynwood H. Bartley, communication; Mary Anne Bunda, University assessment; Linda M. Delene, marketing; George S. Miller, education and professional development; and Howard R. Poole,

media services.

An earlier committee began work in 1989 to develop an alternative to the existing system and reported its results to the senate in February 1990. Its recommendations were not implemented directly because of concerns over cost.

The experimental questionnaire seeks to provide a standardized rating system for all faculty members while it allows for customizing to meet the needs of individual faculty members and academic units, Behm said.

The questionnaire will consist of 25 questions, all but one drawn from a list of 150 questions that have been validated at the University of Michigan, he said. It will include three "global" questions to be used by everyone.

"The purpose of these global questions is to allow comparison across the University," Behm said.

The first two global questions, to which the student agrees or disagrees on a scale of 1 to 5, are: "Overall, this is an excellent course"; and "Overall, the instructor is an excellent teacher."

The third question, unique to WMU, asks students to rate the instructor on a scale of best to worst in comparison with all other faculty members from whom the student has taken courses.

Departments and/or colleges can use a core of 10 questions they select from the master list, Behm explained. Faculty members then can choose the remaining 12 questions, depending on what they wish to learn from their students' responses. Some academic units may choose to use no core questions, in which case the faculty member can select the remaining 22 questions.

Faculty members also can rank a set of six course goals and select 12 corresponding questions to assess whether students believe the goals were achieved. The goals are content mastery, stimulating broader interest, increasing problem-solving skills, improving social skills and attitudes, improving professional skills and attitudes, and enhancing the student's self-concept.

"This instrument is intended to be as flexible as possible," Behm said. "It's up to the deans, chairpersons and individual fac-

Economist to speak on equity in school financing

"Can Equity in School Finance Be Separated From Efficiency?" is the title of a lecture to be presented Wednesday, Dec. 4.

Eric A. Hanushek, professor of economics and political science at the University of Rochester, will deliver the address at 8 p.m. in 3750 Knauss Hall. He also will lead a seminar on "Self-Financing Investments: Improving the Quality of Education in Brazil" that day at 3 p.m. in 3760 Knauss Hall.

The free talks are part of the Department of Economics' 28th annual lecture-seminar series titled "The Economics of Education."

Hanushek has done extensive research on the economics of public schooling, the determination of individual incomes and wages, housing policy, social experimentation and the economics of discrimination.

He was a senior staff economist for the President's Council of Economic Advisors in 1971-72, and served as deputy director of the Congressional Budget Office from 1983 to 1985.

Hanushek is the author of two books and numerous articles for professional journals.

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



Hanushek

Jones plans to return to faculty, Miller and Bhatt named to new positions

The return of the long-time dean of the Haworth College of Business to the faculty as well as two appointments were approved Nov. 15 by the Board of Trustees.

Darrell G. Jones, dean of the Haworth College of Business since 1974, has resigned from his administrative position, effective July 31, 1992. In addition to accepting his resignation as dean, the board approved a professional development leave for Jones from Aug. 1, 1992, to Dec. 31, 1992. The trustees also approved his return to the faculty as a professor of business information systems, effective Dec. 20, 1992.

Jones joined the WMU faculty as an assistant professor of business education in 1962. He rose through the ranks to become professor and head of what was then the Department of Business Education and Administrative Services in 1966. He was appointed associate dean of the college in 1971. When he was named dean in 1974, he was only the second person to hold that post since the business school was formed in 1956. The founding dean was Arnold E. Schneider.

"I know few individuals who are fortunate enough to have completed an agenda," Jones said in a recent letter to Provost Nancy S. Barrett. "I have completed the agenda that I shared with my college colleagues for many years."

Jones cited several achievements: earning accreditation at both the undergraduate and graduate levels by the American Assembly of Collegiate Schools of Business; being the heart of the successful first WMU capital campaign, which raised funds for the Fetzer Business Development Center; attaining support for the first fully endowed chair at the University, the Upjohn Chair of

Business Administration; and moving from the East Campus into the college's new building on the West Campus this past January.

"In my view, the college is in good shape and appropriately staged for new leadership to come forward with an agenda for the future," Jones concluded in the letter.

The search for Jones' successor will begin soon. Chairing the search committee will be Leonard R. Lamberson, dean of the College of Engineering and Applied Sciences.

In other action, the board approved a change in title for Peninnah S. Miller from acting director to director of the Office of Institutional Research, effective Oct. 1, 1991. She was named associate director in that office in April 1990 and has been acting director since September 1990.

A WMU staff member since 1983, she also was director of the Center for Statistical Services in the Department of Mathematics and Statistics for seven years. She replaces E. Jack Asher, who has retired.

In addition, the board approved the appointment of Pradip N. Bhatt as assistant chief of staff in the Sindecuse Health Center, effective Oct. 1, 1991. He replaces Lawrence E. Morton, who resigned his administrative position, effective Aug. 1, 1991. Morton retains his position as a staff physician in the health center.

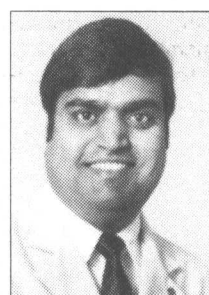
Bhatt, who also holds a concurrent ap-



Jones



Miller



Bhatt

pointment as a staff physician, has been on the health center staff since 1986. Previously, he was in family practice for six years.

The trustees also accepted the resignation of Pamela S. Rooney as chairperson of the Department of Business Information Systems, effective Aug. 16, 1992. She will return to the faculty as an associate professor in that department, effective Aug. 17, 1992. Rooney also holds an appointment as director of the Fetzer Business Development Center.

In addition, the board accepted the resignation of Jawaid A. Ghani, business information systems, effective June 30, 1992.

HPER faculty members to be honored at reception

The University community is invited to attend a reception honoring the retirements of three faculty members from the Department of Health, Physical Education and Recreation from 3 to 5 p.m. Thursday, Dec. 5, in the lounge on the 10th floor of Sprau Tower. The guests of honor will be J. Patrick Clydsdale, Patricia A. Lemanski and Harold L. Ray.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Western News (USPS 362-210) is published by News Services, B-207 Ellsworth Hall, Western Michigan University, 1201 Oliver St., Kalamazoo, MI 49008-5165, weekly during fall and winter semesters and bi-weekly during spring and summer sessions, except during vacation periods. Second class postage paid at Kalamazoo, MI 49008-5165.

Postmaster: Send address changes to Western News, News Services, Western Michigan University, 1201 Oliver St., Kalamazoo, MI 49008-5165.

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.

Dahlberg awarded NSF grant to evaluate food policies in six cities and one county

Food, one of the basic requirements for human life, may be one of the most neglected issues at the municipal government level, says a WMU faculty member.

Kenneth A. Dahlberg, political science, who is an expert in worldwide agriculture and food production, has been awarded \$69,605 from the National Science Foundation's Ethics and Values Studies Program to evaluate food policies in six American cities and one county containing a large urban area.

For the next two years, Dahlberg will follow up on a 1985 project done by the U.S. Conference of Mayors. He will examine active and inactive food policy councils in Knoxville, Tenn.; Philadelphia, Pa.; Charleston, S.C.; St. Paul, Minn.; Kansas City, Mo.; and Onondaga County, N.Y. Dahlberg also will research the work of food groups in Kalamazoo.

Dahlberg says he will look at such issues as urban food production, food access, emergency food distribution networks, relationships with area agriculture, food recycling, utilization of federal food programs and the environmental impact of urban food use. Despite the complexity of urban food systems, he says, little formal attention is devoted to the issue of food. The cities being examined are among the few in which food issues have received organized attention.

"No city has a Department of Food," Dahlberg says. "We have departments and agencies that govern every other activity, except food. That fact is what got me intrigued and started my work on this project."

Dahlberg will be traveling to each of the areas and will interview about 20 individuals in each area to reach a cross section of those involved with the food system.

Part of the work will be looking at the values with which people approach food issues, he says, and notes that religious, environmental and economic values are among those that come into play.

Dahlberg says his research is designed to fill a major gap in the current understanding of food and agricultural systems. He will review proposals for making urban food



Dahlberg

systems sustainable and make the information he compiles available for use by public policy analysts and the academic community. He also will prepare high school- and university-level educational models which will be tested locally.

Food systems, Dahlberg says, are usually looked at from the rural agriculture angle in which cities are perceived as end-line consumers of what is produced elsewhere. The role of a city as a food producer has largely been ignored, he says, even though significant amounts of food are produced in cities in household and community gardens. The total value of food grown in rural and urban gardens in the United States, he says, is about \$18 billion per year.

In addition to production, the issue of access to food will be another focus of his research. While still dominated by federal programs, locally controlled urban food banks have been an increasingly important factor in the distribution of food to the urban poor in recent years, Dahlberg says. Another emerging urban food issue is the movement to localize the food supply by maintaining the existence of good farmland in the area immediately surrounding a city.

"Very few people see all of these issues as part of a system," Dahlberg says. "I'm looking at the public policy side of it and the importance of volunteer groups such as those supporting food banks and farmers' markets. Food policy councils try to coordinate all of these issues and make everyone involved aware of what is going on and what is available."

Firm selected to manage recreation facilities renovation

WMU has been authorized to enter into a \$1.8 million contract with the A.J. Etkin Co. of Farmington Hills to manage major portions of the estimated \$50 million renovation and expansion of WMU's facilities for student recreation and intercollegiate athletics.

The authorization, granted Nov. 15 by the Board of Trustees, was made subject to a review by the board's Budget and Finance Committee of background information on the firm. The board's action had the effect of deferring execution of the contract for 10 days.

"This recommendation is based upon references, qualifications, work plans, understanding of the project and ability to meet deadlines," Robert M. Beam, vice president for business and finance, said in his recommendation to the board. "The firm will function much like a general contractor for the project."

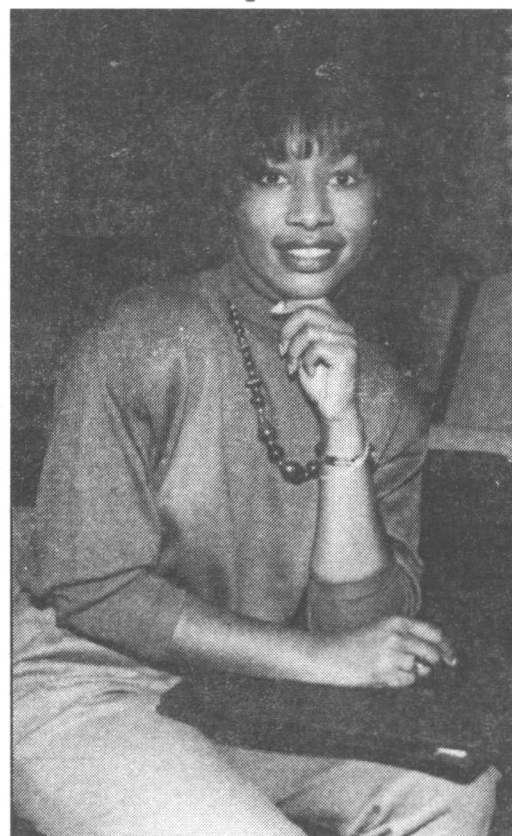
A construction management firm was selected, Beam said, because of the complexity of the project, which includes both phased renovation and construction of major facilities. By using a construction management firm rather than a general contractor, any savings identified during the project would come to the University rather than a general contractor.

The firm is expected to provide a variety of professional services. They include phase design scheduling and construction, development of bid packages and final project budgets, administration of bid awards and construction supervision among more than a dozen major functions.

Construction is expected to begin on the three-year project in February 1992 with the removal of asbestos, according to Evie Asken, campus planning, engineering and construction.

Completion of the entire project — which includes equipment, infrastructure such as

On Campus



ADVANCING THE STAGE — Promoting WMU's theatre productions is the job of Sharon Seabrook Russell. The business manager/publicist in the Department of Theatre for a little more than a year, she's involved in everything from publicity to special events to fund raising. With help from four arts management students, her office disseminates news releases and coordinates programs such as "Drama Day" for high school students. In addition, she's heavily involved with the University Theatre Guild, producing a newsletter for its 200 members and organizing special events such as "The President's Preview." Her other duties include monitoring the budget for box office expenses and printing costs. Russell says she especially enjoys working with her four students. "They're under tremendous pressure," she says. "The expectations are what you would put on a professional staff member. They do really well, and it's gratifying for me to know I might be teaching them something." A native of Chicago, Russell earned her bachelor's degree in theatre arts from Loyola University and her master's degree in communication from the University of Illinois at Chicago.

streets and gutters, construction and renovation — has been scheduled for December 1994. The exact cost of the project will not be known until construction contracts are awarded.

"The result will resemble a 'sports village' of varied recreation opportunities for the entire campus community," Asken said. "It will provide students with a total recreation system."

The first phase of the four-phase project already has been completed. It includes the resurfacing and lighting of Kanley Track, six new lighted tennis courts in Goldsworth Valley and major improvements, including lighting, to intramural fields in Goldsworth Valley.

Phase II, which is to begin in March 1992, will include the construction of a major addition to the Gary Center, built more than 30 years ago to accommodate 5,000 male students. Female students used Oakland Gymnasium. On-campus enrollment now is more than 24,000 students.

The Gary Center addition will include a new recreational swimming pool, academic laboratories and classrooms as well as offices for the Department of Health, Physical Education and Recreation, Campus Recreational Activities, Zest for Life and University Wellness Programs.

Phase III, to begin in summer 1993, will include the renovation of the Gary Center's existing asphalt area and intramural gymna-

sium as well as the relocation of physical education and intercollegiate gymnastics. New construction will include 10 racquetball courts, two multi-purpose gym spaces and an elevated jogging track.

Phase IV, which also will begin in summer 1993, will include the repair and renovation of Read Fieldhouse and Oakland Gymnasium for intercollegiate athletics.

The project was approved by the Board of Trustees in March 1991. It was developed during the 1990-91 academic year by a design committee of students, faculty members and staff members that worked with an architectural and engineering design consultant, Smith, Hinchman & Grylls Inc. of Detroit. That firm remains the architect for the project.

The architect, under the coordination of the design committee, conducted three- and four-day workshops in September and November 1990 and February 1991 that involved a large number of campus groups. The project is to be funded primarily by student fees, which the Board of Trustees approved in April 1991. Faculty and staff members who use the facilities are expected to be asked to pay a fee.

Media

Two members of the University community will be guests in the coming weeks on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air on these Saturdays at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590), and on these Mondays at 9:35 a.m. on WKMI-AM (1360) with the following speakers and topics: Molly K. Cole, Environmental Studies Center, on the debate on wetlands, Nov. 23 and 25; and Raymond E. Zelder, economics, on retailers' expectations for the holiday shopping season, Nov. 30 and Dec. 2.

Obituary

Word has been belatedly received of the death of Stanley F. Steele, retired from the Department of Physics. He died July 6 in Ocala, Fla., at age 74. Steele had been an instrument maker and machine shop supervisor in the department from 1976 to 1981.

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) **Assistant Professor** (Tenure Track; Potential Vacancy), I-30, Music, 91/92-121, 11/19-11/25/91.

(R) **Associate Professor/Professor** (Tenure Track; Potential Vacancy), I-20/I-10, Music, 91/92-122, 11/19-11/25/91.

(R) **Secretary II**, S-05, Counselor Education and Counseling Psychology, 91/92-

123, 11/19-11/25/91.

(R) **Secretary I**, S-04, Counselor Education and Counseling Psychology, 91/92-124, 11/19-11/25/91.

(R) **Library Assistant III**, S-06, Waldo Library, 91/92-126, 11/19-11/25/91.

(R) **Library Assistant II**, S-05, Waldo Library, 91/92-127, 11/19-11/25/91.

(R) **Secretary III**, S-06, College of Education-Directed Teaching, 91/92-128, 11/19-11/25/91.

(R) **Custodian** (2nd or 3rd Shift), M-2, Physical Plant-Building Custodial and Support Services, 91/92-131, 11/19-11/25/91.

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

Human Resources

'Courtesy in Business' and 'Valuing Diversity' seminars scheduled in December

Skills to cope calmly and efficiently with the daily multitude of tasks of a clerical employee at WMU will be highlighted at the "Courtesy in Business" class to be presented by Darlene R. Mosher, human resources, from 8:30 a.m. to noon Tuesday, Dec. 3, in 204 Bernhard Center. A video, open discussions and technique practices will be used to help participants gain new perspectives on their many and varied duties. Those attending will learn how they can accomplish these sometimes seemingly impossible tasks, yet still remain courteous, helpful University representatives.

"Valuing Diversity," a seminar that examines the changing make-up of today's workforce and teaches awareness and appre-

ciation of the riches of difference, will be presented for nonsupervisory employees from 9 a.m. to noon Thursday, Dec. 5, in 204 Bernhard Center. Instructors will be Doreen A. Brinson and Larry C. Scott, both human resources.

To reserve a place in these seminars, complete the registration form in your training catalog and send it to the Department of Human Resources, or call Chrysa K. Richards at 7-3620.

Exchange

FOR SALE — Four Seasons wood burning stove; heats 2,000 square feet. 28-by-30-by-38 inches. Double-glass doors. \$300. Call Jocelyn Bailey at 345-1715.

Calendar

NOVEMBER

Thursday/21

(thru Jan. 10) Art exhibit, "Portraits, Still Lifes and Abstracts," mixed media by Nancy Welty Shave, Kalamazoo artist, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

(thru Dec. 5) Exhibit, sculpture by Al LaVergne, art, and Curtis Ray Patterson, Martin Luther King Jr./Cesar Chavez/Rosa Parks Visiting Professor, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

(thru 22) Art student theme show, Student Art Gallery, East Hall, 10 a.m.-6 p.m.; closing reception, Friday, Nov. 22, 7-10 p.m.

Doctoral oral examination, "The Relationship Between Power Bases and Conflict Management Styles of Indonesia's Formal Leaders," Wirawan, educational leadership, 3310 Sangren Hall, 10 a.m.

(and 22) BFA degree show, "Threshold Dreaming," multi-media installation, Heather MacIntyre, Multi-Media Room, Dalton Center, noon-6 p.m.; closing reception, Friday, Nov. 22, 7-10 p.m.

Jazz master class, Dave Brubeck, piano, Dalton Center Recital Hall, 2 p.m.

Meeting, Graduate Studies Council of the Faculty Senate, Conference Room C, third floor, Seibert Administration Building, 3 p.m.

Public presentation by candidate for dean of the College of Education, "The Education Reform Movement, the College of Education and the University Setting: An Analysis," Charles M. Hodge, dean of the College of Education and Human Development, Lamar University (Texas), 2304 Sangren Hall, 4:30 p.m.; reception following in 2308 Sangren Hall, 5:15-6:15 p.m.

Talks by Karen Bass, Los Angeles-based anti-apartheid activist and executive director of the Community Coalition for Substance Abuse Prevention and Treatment: "Dialogue: Black Students — Challenges and Opportunities for the '90s," 208 Bernhard Center, 4:45 p.m.; and "Fighting Crack, Fighting Apartheid: The Struggle for Justice in Los Angeles and South Africa," 3760 Knauss Hall, 7:30 p.m.

*(thru 24 and Dec. 4-7) University Theatre production, "Wild Oats," Shaw Theatre: Nov. 21-23 and Dec. 4-7, 8 p.m.; and Nov. 24, 2 p.m.

*Campus Activities Board presents Bernies After Hours, comic Peter Gaulke, Bernhard Center ballrooms, 8-9:30 p.m.

Friday/22

Doctoral oral examination, "Sequences of Fixed-Ratio Schedules of Reinforcement: The Effect of Ratio Size in the Second and Third Fixed-Ratio on Pigeons' Choice," Susan Goeters, psychology, 283 Wood Hall, 8:30 a.m.

Doctoral oral examination, "Strategic Planning in Michigan Community Colleges and Its Effect on Organizational Climate," Dennis P. McCarthy, educational leadership, Tate Center, 3210 Sangren Hall, 9 a.m.

"Coffee With the Candidate" session, candidate for dean of the College of Education, Charles M. Hodge, dean of the College of Education and Human Development, Lamar University (Texas), 2308 Sangren Hall, 11:30 a.m.-noon.

Dance showing, Orchesis Dance Society, Dance Studio B, Dalton Center, noon.

Lecture, "Emerging Realities of the Horn of Africa," Teshome Wagaw, professor of education, University of Michigan, Red Room A, Bernhard Center, noon.

Open house honoring the 20th anniversary of the Sara Swickard Preschool, 2:30-5 p.m.

Doctoral oral examination, "On Rank Procedures for the Logistic Models," Hung-Ir Li, mathematics and statistics, Commons Room, sixth floor, Everett Tower, 3 p.m.

Psychology colloquium, "Organizational Challenges in Clinical Service Delivery for People With Developmental Disabilities in Toronto, Ontario," Larry Williams, Community Behavior Analysis Project, 3760 Knauss Hall, 4 p.m.

Student recital, Stephen Talaga, piano, Dalton Center Lecture Hall, 5 p.m.

*Volleyball, WMU vs. Eastern Michigan University, Read Fieldhouse, 7:30 p.m.

*Concert, Kalamazoo Symphony Orchestra with Dave Brubeck, Miller Auditorium, 8 p.m.

Saturday/23

*Men's basketball, WMU vs. Fairleigh Dickinson University, Read Fieldhouse, 2:30 p.m.

*Volleyball, WMU vs. Central Michigan University, Read Fieldhouse, 7:30 p.m.

*Hockey, WMU vs. Michigan State University, Lawson Arena, 7:30 p.m.

*Concert, Coldstream Guards and Queen's Own Highlanders, Miller Auditorium, 8 p.m.

Sunday/24

*Concert, Bronco Marching Band, Miller Auditorium, 3 p.m.

Student recital, Lora Trapp, oboe, Dalton Center Recital Hall, 8 p.m.

Monday/25

(thru 27) Art exhibit, "Bolt Head Meets Lilly Red," by graduate students Donna Groot and Bill Fischer, Student Art Gallery, East Hall, 10 a.m.-4 p.m.; opening reception, Monday, Nov. 25, 6-8 p.m.

Doctoral oral examination, "Teacher Retention and Teacher Satisfaction in Lutheran Secondary Schools," Cary L. Stelmachowicz, educational leadership, Tate Center, 3210 Sangren Hall, 10 a.m.

Educational leadership seminar, "New Leadership Perspectives in Education for the Black Population of South Africa," Elias Masibi, doctoral student in educational leadership, 3310 Sangren Hall, 4:30 p.m.

Concert, Western String Chamber Orchestra conducted by Bruce J. Uchimura, Dalton Center Recital Hall, 8 p.m.

Tuesday/26

Doctoral oral examination, "Biblical Self-Esteem and Psychopathology: A Psychological/

Theological Integration," Allan W. Crummett, counselor education and counseling psychology, Tate Center, 3210 Sangren Hall, noon.

Student recital, Russell Brown Brass Quintet, Dalton Center Recital Hall, 8 p.m.

Thursday/28

(and 29) Thanksgiving holiday, most offices closed.

Saturday/30

*Men's basketball, WMU vs. College of the Holy Cross, Read Fieldhouse, 2:30 p.m.

DECEMBER

Monday/2

Guest artist concert, U.S. Air Force Woodwind Quintet, Dalton Center Recital Hall, 5 p.m.

Tuesday/3

Training and development seminar, "Courtesy in Business," Darlene R. Mosher, human resources, 204 Bernhard Center, 8:30 a.m.-noon.

Wednesday/4

*Seminar, "Effective Strategies for Communicating in International Markets," Roberta M. Supnick, business information systems, Fetzer Center, 8:30 a.m.-4:30 p.m.

Meeting, Employee Concerns Committee of the Clerical/Technical Organization, Red Room A, Bernhard Center, noon-1 p.m.

Lecture, "African Women Writers from West Africa," Elizabeth Ann Wilson, WMU visiting international scholar and head of the Department of French, University of the West Indies, Kingston, Jamaica, Red Room B, Bernhard Center, noon.

Geography Awareness Week activities: "International Day," South Ballroom, Bernhard Center, noon-2:30 p.m.; and slide lecture, "A New Geography for a New World: Global Networks vs. Local Routes," Robert A. Harper, professor emeritus of geography, University of Maryland, 338 Wood Hall, 4 p.m.

"The Economics of Education" lecture-seminar series, Eric A. Hanushek, professor of economics and political science, University of Rochester: seminar, "Self-Financing Investments: Improving the Quality of Education in Brazil," 3760 Knauss Hall, 3 p.m.; lecture, "Can Equity in School Finance Be Separated from Efficiency?," 3750 Knauss Hall, 8 p.m.

Electrical engineering seminar, "Local Area Networks," Ece Yaprak, electrical engineering, 3034 Kohrman Hall, 4-5 p.m.

Women's basketball, WMU vs. Loyola University (Chicago), Read Fieldhouse, 7 p.m.

*Student Entertainment Committee and Campus Activities Board movies, Miller Auditorium: "Ghost," 7 p.m.; "The Naked Gun 2-1/2," 9:30 and 11:15 p.m.

Thursday/5

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

Retirement reception honoring J. Patrick Clysdale, Patricia A. Lemanski and Harold L. Ray, all health, physical education and recreation, 10th floor lounge, Sprau Tower, 3-5 p.m.

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

*(thru 7) Orchesis dance concert, Dance Studio B, Dalton Center: Thursday and Friday, 8 p.m.; and Saturday, 2 and 8 p.m.

*Men's basketball, WMU vs. Oregon State University, Read Fieldhouse, 8 p.m.

Concert, New Music Ensemble, Dalton Center Recital Hall, 8 p.m.

*Admission charged

Week planned to promote geography awareness

Two presentations by visiting scholars and an "International Day" for area school children will mark this year's celebration of the fifth annual Geography Awareness Week at WMU Dec. 1-7.

With the theme of "New Worlds to Explore," this year's event will focus on discovery, exploration and change. Nationally, educators, students and news media will be challenged to explore how and why a knowledge of geography is essential to understanding newsmaking events.

The Department of Geography will coordinate the events at WMU, including the "International Day." More than 200 seventh grade students have been invited from the Gull Lake Community Schools to participate. Some 30 international students at WMU will represent their home countries at table displays while students travel around in a coordinated learning assignment. The event will run from noon to 2:30 p.m. Wednesday, Dec. 4, in the South Ballroom of the Bernhard Center.

At 4 p.m. Wednesday, Robert A. Harper, professor emeritus of geography at the University of Maryland, will present "A New Geography for a New World: Global Networks vs. Local Routes" in 338 Wood Hall. He will assess the current status of geography education in America and discuss the meaning of global perspectives.

On Friday, Dec. 6, John R. Mather, presi-

dent of the Association of American Geographers and internationally known climatologist from the University of Delaware, will present a luncheon address on "Water — A Developing Crisis" at noon in the Fetzer Center. Mather's discussion will detail precipitation patterns and problems in the water cycle. It will include a slide presentation.

Also on Friday will be an informal discussion with Mather at 3 p.m. in 338 Wood Hall.

The first National Geography Awareness Week came as a result of work done in 1987 by U.S. Sen. Bill Bradley, who was among the first to realize that a deficient knowledge of geography was hurting the United States in international business. Together with Sen. Robert Stafford, Bradley pushed through Congress the signing of a joint resolution declaring a Geography Awareness Week.

Eldor C. Quandt, chairperson of geography, explained that the decline in geography education has roots that go as far back as the 1920s and '30s when the subject was taught solely by memorization. He explained that this spawned generations of American teachers who had little interest in teaching the subject to students of their own.

"It (the decline) has been primarily a result of the way the discipline has been taught," Quandt said. "But a great awareness of better teaching methods and of the importance of geography has now been created."

Battle Creek (Continued from page one)

and make it very convenient for our students to get advanced education."

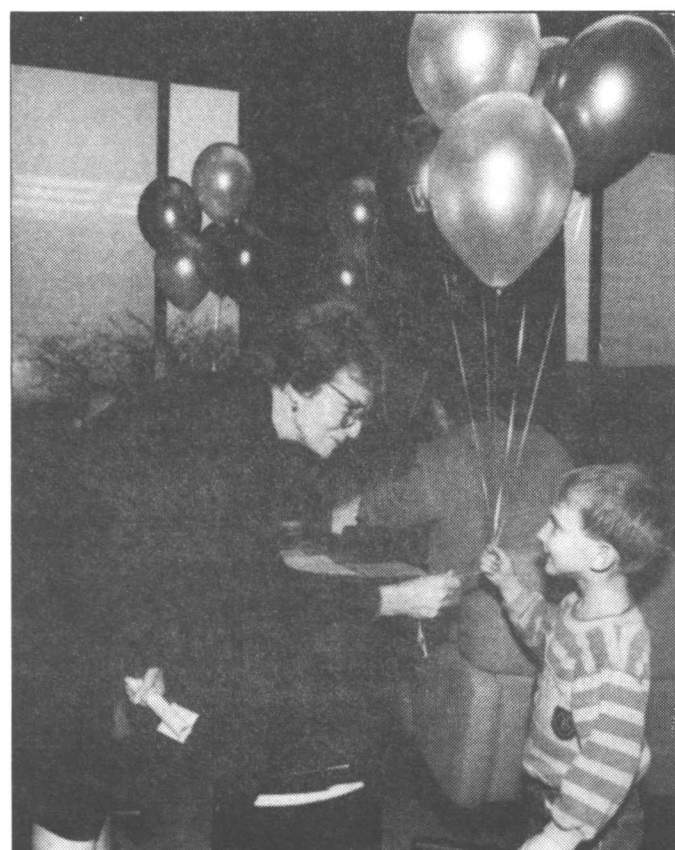
Battle Creek officials believe the WMU presence in downtown will create considerable spin-off business initially and in the future. George A. Franklin, Kellogg Co. vice president of public affairs and vice chairperson of the WMU Board of Trustees, observed, "We envision that downtown businesses will serve Western students very well with the possibility of Media Marketplace becoming a WMU book outlet and University Shop Plus extending its line of Western logo items. As an employee of the Kellogg Co. and a trustee of WMU, I'm especially pleased with Western's decision to come to Battle Creek. WMU's mandate is to serve all of Western Michigan and the downtown Battle Creek campus is a significant step toward accomplishing that objective."

The Discovery Theatre will move from the Jackson Street side of the building to the two-story McCamly side with a new facade and marquee that will wrap around to Michigan Avenue. The United Arts Council may

use additional space in the upper floors. The remaining section of the building facing Michigan Avenue and the Riverwalk Centre will be available for commercial use.

Howell sees a number of complementary relationships being created, including the University offering training for executives and employees of downtown businesses, and the facility providing increased meeting and conference space. "The relocated Discovery Theatre could be used by Western for an additional lecture hall, and downtown restaurants, eateries, stores and service businesses should benefit from the increased traffic," he said.

WMU's new regional campus is close to the soon-to-be-completed W.K. Kellogg Foundation headquarters. Other key developments downtown have included the McCamly Square project, incorporating Stouffer's Battle Creek Hotel, McCamly Place and Kellogg Arena; the Kellogg Co.'s new corporate headquarters; the new Battle Creek Gas Co. headquarters; and Riverwalk Centre retail and office complex.



PRESCHOOL CELEBRATES 20 YEARS — Winifred D. Fraser, left, chairperson of the Board of Trustees, presented Jimmy Kramer with a bouquet of balloons at the Nov. 15 board meeting when students from the Sara Swickard Preschool attended to celebrate the 20th anniversary of the school. In return, the students presented each board member with a "Very Important Person" Award certificate. An anniversary open house at the school is scheduled for 2:30 to 5 p.m. Friday, Nov. 22. Rep. Mary Brown is expected to attend and present a legislative tribute. The University community is invited to participate.