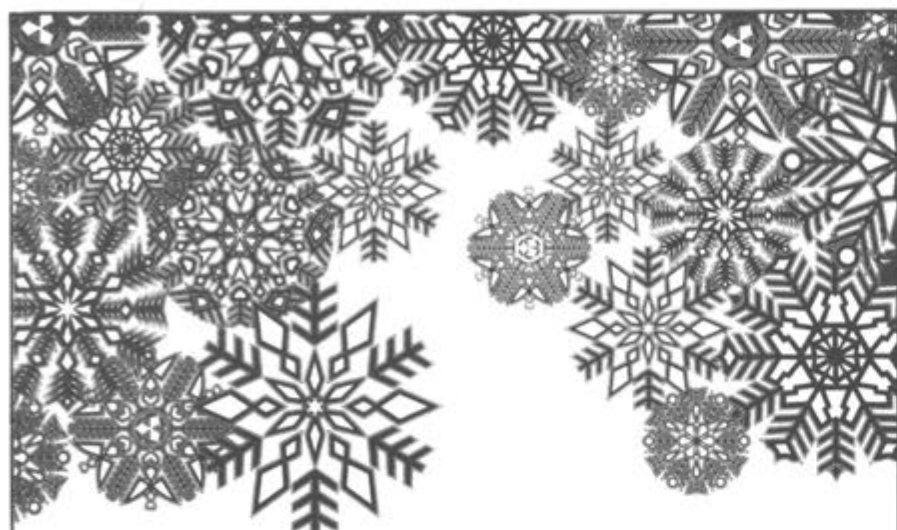


WESTERN MICHIGAN UNIVERSITY WESTERN NEWS


Volume 18, Number 14

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SEASON'S GREETINGS

*We wish all members of the
WMU community and their families the happiest
of holiday seasons, and we hope that the New Year
is full of good health, promise and fulfillment for all.*

 *We join with each of you in
hoping for a good New Year for our University as well.*

Diether and Carol Haenicke



Haenicke to recommend Powell as vice president and Hodge as dean at Dec. 20 board meeting

President Haenicke announced Dec. 11 that he will recommend two key administrative appointments to the Board of Trustees at its Dec. 20 meeting.

The appointments of Theresa A. Powell as vice president for student affairs and of Charles M. Hodge as professor and dean of the College of Education are subject to board approval.

Powell has been serving as acting vice president for student affairs at WMU since January 1991, when Thomas E. Coyne requested an administrative leave for the 1991 calendar year and early retirement, effective Jan. 1, 1992. Powell's appointment is effective Dec. 31, 1991.

"Dr. Powell has done an outstanding job this past year as acting vice president," Haenicke said. "She competed very well against a strong national field of finalists for the position. She has my full confidence, and I look forward to continuing to work closely with her as we address the concerns and special programming needs of our students."

Hodge is currently professor and dean of the College of Education and Human Development at Lamar University in Beaumont, Texas.

"I am simply delighted to recommend an educator of Dr. Hodge's stature," Haenicke said. "He has made many contributions to professional education, particularly in the

Faculty and staff invited to holiday reception Dec. 20

President Haenicke and the Board of Trustees have invited faculty and staff members to attend a holiday reception from 2:30 to 4:30 p.m. Friday, Dec. 20, in the South Ballroom of the Bernhard Center.

Supervisors are encouraged to arrange work schedules so that staff members who wish to attend the reception sometime during the afternoon may do so.



Hodge



Powell

areas of teacher education and innovative programs for minority students, and he has been an active participant in educational policy issues at the national level."

Hodge's appointment is effective Feb. 1, 1992. He will replace Floyd L. McKinney, who has been serving as interim dean since July 1990, when Arnold M. Gallegos returned to the faculty and a position in the Evaluation Center. McKinney will return to his former position as associate dean.

Powell joined the WMU administrative staff in July 1988 as dean of students. Previously, she was director of two-year campus programs in 1988 and academic programming administrator for two-year campuses from 1984 to 1987, both for the Ohio Board of Regents. She was a graduate administrative associate at Ohio State University from 1981 to 1983.

Powell also served as dean of students at Wilberforce University in Ohio in 1980-81, and as assistant dean for student life and development there in 1979-80. Other positions she has held include: residence complex coordinator at the University of Delaware in Newark from 1976 to 1979; and residence hall director at Texas Christian University in Fort Worth from 1974 to 1976.

She earned her bachelor's degree in sociology and education in 1973 from the University of Pennsylvania, her master's degree in student personnel services in 1976 from Texas Christian University and her doctoral degree in educational administration in 1983 from Ohio State University.

Powell has made several presentations at professional meetings, has accepted several consulting assignments and has written several articles and reports for the Ohio Board of Regents.

She is active in the National Association of Student Personnel Administrators and is a member of its regional advisory committee. She also is a North Central Association consultant-evaluator and is active in the Kalamazoo YWCA.

Hodge has held his present position at Lamar since 1989. His work there has included the initiation of a redesign of the teacher education program, with emphasis on restructuring the student teaching experience. He is a strong advocate of the collaborative partnership approach to schooling and to the pre-service preparation of school personnel.

Previously, Hodge was dean of the College of Education at the University of Central Arkansas at Conway from 1983 to 1989, where his college received a grant from the Winthrop Rockefeller Foundation to fund a collaborative effort implementing a pre-service clinical teaching project and the college was selected to become one of 14 colleges of

(Continued on page eight)

Senate endorses nursing program to meet community need

The proposed School of Nursing in the College of Health and Human Services that was endorsed unanimously by the Faculty Senate Dec. 5 would meet a clear need in the community for a bachelor of science degree in nursing, said Mary A. Cain, the chairperson of an ad hoc committee that recommended approval of the proposal.

"A study by the Michigan Department of Public Health in 1990 shows that demand for nurses will exceed supply well into the 21st century," said Cain, emerita in education and professional development.

"The need for nurses with two-year degrees and those with three-year diplomas will decline while demand for nurses with the baccalaureate degree will continue to increase," she said.

"We believe this would be an innovative program," Cain continued. "This program could be a national model; it could have national impact. It certainly gives us the opportunity to strengthen our connections with the community."

"What excites me about the program is the opportunity to start something from scratch," President Haenicke told the senate. "We have no baggage. We can start a curriculum that is not handicapped by traditions... we can be fresh, we can be new."

While a bachelor's degree would remain the first priority, surveys indicated a need for a master's degree in nursing as well, Cain said. "Although such a program probably will be considered by WMU in the long term, it is not proposed at this time," she said.

Members of the nursing community have urged WMU to offer nursing programs since the 1970s, Cain said. Early in 1990, along with and in response to a request from Bronson Methodist Hospital, WMU started talks with groups in Kalamazoo and surrounding communities.

"Nazareth College's announcement of closing in June 1992 gave rise to more immediate concern, as Nazareth currently offers

the only four-year nursing program in the Kalamazoo area," she said.

The University undertook a series of steps "to ensure broad-based community and University consideration," Cain said. They included forming an advisory committee representing educational institutions, hospitals and the nursing profession.

In addition, a panel of three nurse consultants was retained temporarily and a nurse consultant was hired on a continuing part-time basis to assist in planning and in applying for outside funding. Eight open meetings were conducted in a nine-county area.

Dean Janet I. Pisaneschi, health and human services, and nurse consultant Margaret Murphy met with several groups in the University and in the community, and meetings were conducted with several WMU departments that would be directly involved in the program.

The proposal calls for a four-year bachelor of science degree with an upper-division major in nursing, beginning as early as September 1992 with the admission of 40 first-year students. Enrollment is expected to reach 300 to 500 students within four or five years.

Planning money already has come from local foundations, Cain said. A multi-million dollar grant from a major foundation is being discussed, which would fund the program for the first three years. Several other grants are currently being sought from major foundations and other sources for a total of about \$8 million — almost the amount needed in outside support for the first six years of the program.

Operating costs for the first six years are estimated at \$10.2 million, including \$3 million in facilities renovation. Tuition and fees would amount to about \$1.6 million, leaving a need for \$8.6 million in outside funding. State funding, which would begin in the sixth year, would be needed at about \$1.5 million a year.

"We believe that this will be a program with integrity, breadth, substance and high standards," Cain said in her remarks to the senate. "We have seen a commitment to excellence in the planning that has gone on."

Haenicke, while acknowledging that the timing was bad because of tight budgets, nevertheless endorsed the plan vigorously.

"It is clear that there will be a school of nursing in this community," he said. "The only question is whether we have it or whether someone else has it. I think we should have it."

"We will get strong community support for the proposal," he continued, noting the encouraging talks he, Provost Nancy S. Barrett, Pisaneschi and others have had with local foundations, other foundations and the two local hospitals, Borgess Medical Center and Bronson Methodist Hospital.

"The nursing community expects us to do it, there is a need for such a program and there is a need for it in a public institution," Haenicke said. "There is a need for public education to provide superb training for nurses."

The ad hoc committee's approval of the proposed program hinged on several conditions, Cain told the senate. Those include that adequate resources from outside funding be obtained "and that significant internal reallocation not be used to support a program in nursing."

Other conditions were that support would come from the health care community, that the University would continue its commitment to establish and maintain equipment and facilities, that students of all underrepresented groups would be recruited and that the college would continue and expand curricular discussion with affected departments.

The executive board of the senate established the ad hoc committee to review the nursing proposal in July 1991. Its members

(Continued on page eight)

Special insert published

This issue of *Western News* contains an insert produced by the Office of Public Information. *Pursuit* is published twice each academic year to provide an in-depth look at research and economic development activities at the University.

1,700 degrees to be awarded at Dec. 21 commencement

The University will award more than 1,700 degrees in commencement exercises at 11 a.m. Saturday, Dec. 21, in Read Fieldhouse. Music for the ceremonies will be performed by the Western Brass Ensemble conducted by Robert L. Whaley, music. The national anthem and the alma mater will be sung by WMU's chapter of Phi Mu Alpha Sinfonia professional music fraternity. The graduates will be welcomed as new alumni of the University by Patrick L. Laughlin, president of the WMU Alumni Association. President Haenicke will preside over the ceremonies.

The Rev. Joseph D. Fox, pastor at Kalamazoo Christian High School, will give the invocation and benediction. He will be receiving his master's degree in counselor education and counseling psychology during the commencement.

A total of 1,280 bachelor's, 410 master's and 25 doctoral degrees will be awarded.

Next News is Jan. 9

This is the last *Western News* of the fall semester. The first issue of the winter semester will be published Thursday, Jan. 9. The deadline for that issue is noon Tuesday, Jan. 7.



HONORING 25 YEARS OF SERVICE — From left, Barbara S. Liggett, associate vice president for human resources, showed the framed certificate presented to new members of the 25 Year Club to some of this year's inductees: June S. Cottrell, communication; Buster C. Howell, physical plant-L/G maintenance; and Robert D. Smith Jr., student financial aid and scholarships. They were among 71 faculty and staff members eligible for induction at the annual banquet Dec. 3 in the Bernhard Center. Howell is holding a clock, one of the gifts inductees could choose to commemorate the occasion. This was the largest group to be inducted since the club was founded in 1982. The club, which now has 242 active and 151 retired members, recognizes those employees who have 25 or more years of continuous service to the University.

Sundberg replaces Sluyter as director of the CDDA

Carol M. Sundberg has been named director of WMU's Center for Developmentally Disabled Adults.

She joined the staff Dec. 2 to replace David J. Sluyter, who left the center after 10 years for a position at the Fetzer Institute in Kalamazoo.



Sundberg

Sundberg had been employed by MRC Industries Inc. of Kalamazoo since 1978. She began her career there as a program coordinator for the Sheltered Workshop/Closer Look project, a grant-funded initiative to establish a sheltered workshop in Kalamazoo County for persons with developmental disabilities. In 1980, she became the program coordinator for MRC's Work Activity Program, serving 80 developmentally disabled, dually diagnosed and mentally ill persons.

Since 1982, Sundberg had been MRC's program director, with responsibility for administrative and clinical support and supervision of day activity, work activity and a supported-employment program. The services are provided to 189 developmentally disabled, dually diagnosed and multiply impaired persons, as well as to those with psychiatric disabilities and survivors of traumatic brain injury.

Sundberg earned her bachelor's degree in psychology and philosophy and her master's degree in psychology from WMU.

"We are delighted to have attracted a person with Ms. Sundberg's valuable experience to our own successful community-based day program for the severely developmentally disabled," said Dean Janet I. Pisaneschi, health and human services. "She is highly respected for her long-time professional contributions to MRC, as well as for her many services to the mental health system. She obviously is committed to helping to meet the needs of these special persons within our community."

The Center for Developmentally Disabled Adults is administered by the College of Health and Human Services, with programmatic oversight by a community advisory board. The agency is funded with state and federal funds through the Kalamazoo County Human Services Department and with matching dollars from the Greater Kalamazoo United Way. It serves more than 120 clients at three sites. A fourth site in Kalamazoo is under development.

Board meeting set for Dec. 20

The Board of Trustees is scheduled to meet Friday, Dec. 20. Times, places and agenda items for the full board and committee meetings were not available at *Western News* press time.

October grants represent largest one-month total for WMU

WMU received nearly \$2.5 million in grants during October, the largest one-month total in the University's history, according to a report presented to the Board of Trustees at its Nov. 15 meeting.

The report detailed grants totaling \$2,482,163. The figure exceeds by \$40,188 the previous one-month record of \$2,441,975 set in September 1990. The October grants bring the fiscal year-to-date total to \$6,260,881, an increase of 25 percent over the \$5,010,196 received during the same period last year.

The board also learned of October gifts to the University totaling \$248,194, bringing the fiscal year-to-date gift total to \$1,425,610, an increase of 70 percent over the previous year's figure for the same period.

Funding for research projects accounted for the majority of grants received during October. Research funding totaled \$1,963,460 or nearly 80 percent of the month's grant total.

The largest single grant received during

October was a \$1 million grant from the U.S. Department of Education to fund the second year of operation of the Center for Research on Educational Accountability and Teacher Evaluation (CREATE), which was established last November with a five-year, \$5 million federal commitment of funds. CREATE, housed in the University's Evaluation Center, is a national research center that is the focal point for U.S. efforts to improve measurement criteria and procedures for evaluating the performance of teachers and administrators in public and private schools across the country.

Among other significant awards received during the month was a \$585,615 equipment grant from the nCube Corp. of Beaverton, Ore., to the College of Arts and Sciences. The equipment will be used by Elise de Doncker and John A. Kapenga, both computer science, to support their work on three projects involving supercomputer algorithms and visualization. The equipment will be added to the University's new supercomputer, purchased last spring, for work on projects that include: porting and extending integration codes for nCube machines; computational chemistry work on amino acid chains in conjunction with researchers at the Upjohn Co. of Kalamazoo; and a graphic system for connecting supercomputer computations to a visualization system at an advanced workstation.

Also received was a \$93,000 grant from the U.S. Environmental Protection Agency to Duane R. Hampton, geology. He will use the funding to investigate alternative methods and materials for constructing monitoring wells that measure the success of cleanup operations in soil contaminated by petroleum spills. The funding also will finance a project aimed at tracing the movement of contaminants in ground water through the use of a tracer that is environmentally safe.

Nominations sought for Visiting Scholars and Artists

Faculty members with suggestions for persons to speak at WMU in 1992-93 under the Visiting Scholars and Artists Program are invited to submit their recommendations to their department chairpersons or program directors.

The program is designed to contribute to the intellectual life of the University. Since it was established in 1960, it has supported nearly 420 visits by scholars and artists representing more than 65 academic disciplines. These visitors meet with faculty and students, and address gatherings that are open to the community.

A memo that called for proposals for the next academic year was mailed to department chairpersons and program directors Oct. 21. The deadline for submitting proposals is Monday, Jan. 13. Each department may submit one nomination to the Visiting Scholars and Artists Committee, and the application must be signed by the department chairperson.

For more information, persons may check with their department chairpersons or contact Marcia A. Kingsley, University libraries, who chairs the committee, at 7-5147.

John A. Tanis, chairperson of physics, received a \$102,750 grant from the U.S. Department of Energy to purchase components to construct an electron spectrometer system that will be used to investigate fundamental interactions in collisions between atomic particles. Tanis has been studying such interactions for several years.

Also received was a \$112,046 grant from the University of Illinois to Michael J. Barcelona, Institute for Water Sciences. The funding will support his study of ground water contamination by volatile organic compounds.

Among other awards received during October were two grants totaling \$174,487 from the Corporation for Public Broadcasting of Washington, D.C., to continue its support of WMUK-FM, the University's public radio station.

Two grants from the Michigan Department of Education's Office of Minority Equity will be used to increase the numbers of minority children who go to college as well as the number of minority students who attain doctorates in their disciplines. A \$101,827 grant to the Division of Minority Affairs will be used to help introduce minority school children to the potential of a college education. A second grant for \$114,492 to the Graduate College will provide doctoral fellowships to minority students. Both efforts are part of the Martin Luther King Jr./Cesar Chavez/Rosa Parks Program.

Service

These faculty and staff members are recognized for five, 10, 15, 20 and 30 years of service to the University in December.

30 years — Louise S. Little, accounts payable.

20 years — Billy B. Brown, physical plant-building custodial and support services.

15 years — Ralph C. Chandler, political science and public affairs; Richard G. Cooper, chairperson of occupational therapy; and Ronald D. Newhouse, Miller Auditorium.

10 years — Gaylene Luhman, computing services; Bruce L. Paananen, computing services; Stephen Schanz, finance and commercial law; Kamlesh Sharma, general studies; Gertude W. Stauffer, Faculty Senate; and D. Terry Williams, chairperson of theatre.

Five years — Raymond Beery, physical plant-building custodial and support services; William Bye, intercollegiate athletics; Deborah M. Coder, Valley III dining services; Larry Edlund, intercollegiate athletics; Duane R. Hampton, geology; Guy Q. Harrison, computing services; Walter Jennings, physical plant-building custodial and support services; Al Molde, intercollegiate athletics; Lonnie L. Page, physical plant-building custodial and support services; Che Parker, physical plant-B/E maintenance; Cindy A. Rathburn, physical plant-building custodial and support services; Alfred Satterfield, physical plant-building custodial and support services; Thomas H. Spotts, paper and printing science and engineering; Mark W. Stafford, physical plant-B/E maintenance; Shirley Striebel, physical

plant-building custodial and support services; Peter G. Townsend, physical plant-B/E maintenance; M. Elaine VanBelleghem, computing services; and Carl A. Woloszyk, consumer resources and technology.

Media

Several 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: Ralph C. Chandler, political science and public affairs, on the 200th anniversary of the Bill of Rights, Dec. 14 and 16; Matthew C. Steel, music, on the roots of Christmas carols, Dec. 21 and 23; and Robert L. Jones, finance and commercial law, on the issue of capping credit card interest, Dec. 28 and 30.

Exchange

FOR SALE — 1990 Chevrolet Cavalier. Blue, two-door, five-speed, power steering, power brakes, air conditioning, AM/FM cassette stereo, front-wheel drive, rust-proofed, 18,000 miles. Excellent condition. \$6,250. Call 668-4733.

FOR SALE — Italian racing bike. Custom-built Bianchi, 12-speed, electric rose. \$350 or best offer. Call 382-1823 or 7-4431.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Editor: Ruth A. Stevens; Staff Writers: Cheryl P. Roland, Michael L. Smith; Photographer: Neil G. Rankin.

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Student researchers contribute fresh viewpoints to scholarly endeavors

- As a WMU senior majoring in consumer resources and technology, one student conducted a statewide survey of high school marketing education methods that will lead to better planning in her profession before she even becomes an active professional in the field.

- A part-time graduate student encountered a time-consuming classical engineering technique in class and decided there must be a better way. He developed a faster, more accurate method of accomplishing the same task and is receiving considerable attention in engineering circles.

- A mathematics and engineering major spent his undergraduate years conducting independent research on the mathematics involved in computer image processing. He has presented the results of his work at 12 professional conferences, including two at Los Alamos National Laboratory.

Student research, particularly among undergraduates, has emerged as a valuable way for students to learn how knowledge is acquired. Students, often working as research apprentices with faculty members, gradually make the transition into capable researchers with skills that prove invaluable in whatever career role the student eventually picks.

At WMU, a number of special programs and awards have been developed in recent years to assist and honor students for their research and creative contributions. Students in virtually every department at the University have been recognized for their work. From biology laboratories to the music library, students are learning the investigative techniques that can add to the body of knowledge in their disciplines.

Each year, approximately 50 students receive **Undergraduate Research and Creative Activities Awards** to support semester-long research projects. Students receive \$1,200 stipends for the research semester and complete their work in conjunction with a faculty mentor.

For those fledgling scholars who win such awards and for other young researchers on campus, the University initiated an **Undergraduate Research Conference** two years ago. The day-long event attracts undergraduate research award

winners, Lee Honors College students presenting their honors theses and students from other area colleges who have research findings to present.

During the past three years, some of the best work by WMU student researchers has been shared with young researchers from across the country at the **National Conference on Undergraduate Research**. Six WMU students joined students from 200 other colleges and universities last March to present their work at the most recent event held at the California Institute of Technology in Pasadena.

For graduate students active in research, a new fellowship program was initiated last spring by the Office of the Vice President for Research. Five students were named the first **WMU Research Fellows** and were awarded \$10,000 fellowships to undertake year-long research projects with faculty mentors. The highly competitive awards program is designed to improve the scholarly and research environment of WMU faculty and students and to enhance the quality and character of the academic interaction between faculty and students by focusing on the mentoring relationship.

Graduate students who make outstanding contributions in research or creative endeavors are honored each spring with **Department and University Graduate Research and Creative Scholar** designations. A faculty committee selects awardees from among those nominated by departments across campus. About 25 to 30 are named Department Graduate Research and Creative Scholars and of those, a handful earn the additional designation of University Graduate and Creative Scholar. The accomplishments of all selected are highlighted in a publication distributed to the campus community and they are honored at a special dinner. In addition, those designated University Scholars have that honor noted on their permanent transcripts and in commencement programs.

(Continued on following page)



COMBINING INTERNATIONAL TRAVEL AND RESEARCH —

Sandra E. Marble, a senior in the Lee Honors College, shows the results of research she undertook in Spain to Dr. Floyd L. McKinney, interim dean of the College of Education, at the college's spring Research Convocation. Marble, who is majoring in elementary special education and Spanish, completed her research with the help of an Undergraduate Research and Creative Activities Award. She was the only undergraduate invited to show research results at this conference, which is held annually to showcase faculty and graduate research in the college. Marble's project, "Approaching Human Differences in Children's Literature: A Cross-Cultural Study," also was presented in April at the National Conference on Undergraduate Research at the California Institute of Technology. Marble's faculty adviser for the project was Dr. Ariel L. Anderson, assistant professor of education and professional development.

Kust set to continue academic career as research standout

Portage senior Mark P. Kust will graduate with highest honors in December, ending an undergraduate research career that would be the envy of many graduate students.



Kust

The Lee Honors College member was one of 10 Michigan finalists selected to take part in the annual Rhodes Scholarship competition this fall. That development was just the latest in a long string of honors for the student who plans to pursue a doctorate at Stanford University.

Kust has pursued a double major in applied mathematics and electrical engineering, earning the University's highest accolades in both fields. His research specialty has been on the mathematics behind image processing.

Kust has spent the last three summers conducting research in that area at Los Alamos National Laboratory, has presented his work at a dozen professional conferences and has been honored by the Michigan Association of Governing Boards with a special resolution of the Michigan Legislature passed "in recognition of a treasured Michigan resource and the promise it represents for our state's future."

Kust was recognized with the highest award bestowed on a WMU senior when he was named a Presidential Scholar in

(Continued on following page)

26 Undergraduate Research Award winners named for winter

Twenty-six students, representing nearly every corner of the University, have been selected to receive Undergraduate Research and Creative Activities Awards for the winter 1992 semester.

The awards were made to students and faculty mentors representing 20 different academic departments and typify both the quality and wide base of University interest that have become hallmarks of the four-year-old program, says Dr. Faith Gabelnick, dean of the Lee Honors College, which administers the program.

"People across the University see this as quite a prestigious award," she says. "The quality of the proposals we receive has escalated dramatically over the years and the involvement of faculty has greatly increased."

Each award winner was selected by a faculty review committee to receive the award, which includes a \$1,200 stipend, to undertake a research or creative project in conjunction with a faculty adviser. The program is designed to

(Continued on following page)

Senior design projects link engineering programs, industry

Projects that range from redesigning a manufacturing plant layout to developing an infrared scanning system to locate possible disease or "hot spots" in the human body were among presentations made by WMU engineering seniors this fall.

The projects were among 36 shown by 76 senior engineering majors in WMU's College of Engineering and Applied Sciences Dec. 10 as the college conducted its Ninth Conference on Senior Design Projects at the Bernhard Center on the campus.

The semi-annual conference was begun in 1987 as a showcase for seniors in the college's six engineering disciplines. Graduating seniors are required to complete a capstone project that puts what they have learned into practice. Many of the projects are sponsored by business and industry.

Projects include applications of existing engineering techniques to problems encountered by corporate sponsors, refinements of existing products or techniques and development of new products or technology.

For three industrial engineering majors, the challenge was to redesign a plant layout for a West Michigan precision metal manufacturer. The goal was to accommodate a versatile new machine capable of producing a wider variety of products at a higher tolerance level.

Three electrical engineering majors did some product development work to show how an infrared scanning system could locate abnormal body temperatures or "hot spots" in the human body that may indicate the presence of disease.

Three other electrical engineering majors designed and built a diagnostics system that will help a local manufacturer pinpoint defects in an electronic package that drives a motor for one of the company's product.

According to Dr. John W. Gesink, associate professor of electrical engineering and chairperson of the steering committee that oversees the conference, senior design projects pay dividends to students, industry and the University.

The ability to take a proposal and carry it to fruition by producing a plan or product is something that students would have to learn in their first year of employment if they hadn't already had the experience at

school, Gesink says. And in many cases, particularly when working with small companies with a clearly identified need, student engineers have made a significant contribution.

This semester, 25 corporate sponsors from across the region took part in the program by supplying students with such things as project ideas and expertise, access to equipment and supplies and help with funding.

Projects shown on Dec. 10 also included a shredder for plastic containers headed for recycling and a computerized weather broadcast station designed to give pilots the information they need to land safely at small airports.

Undergrad awards

(Continued from previous page)

"encourage and nurture research and creative activities by outstanding students at Western Michigan University." Awards are made twice annually.

According to Gabelnick, an important feature of the program is the fact that the student is not an apprentice researcher, but a principal investigator and responsible for the completion of the project. The program is designed to allow the student's role in the project to evolve into independent researcher.

To compete for the awards, students and their supervising faculty members must submit a joint project proposal to the program committee. The project may involve any academic endeavor at the University.

Among the most recent projects funded are an analysis of "Gender Differences in Holocaust Autobiographies" and an examination of the "Use of Synthetic Fibers in Currency Papers for the Development of Wear Resistance and Strength."

A large number of the funded projects, Gabelnick says, were initiated by the students involved. Other are off-shoots of work already being done by faculty mentors.

In many undergraduate research programs, Gabelnick says, student research is funded through research grants already awarded to faculty members so student research is limited to that already under way.

"What's important about our program is that we have separate funding that allows students to develop independent projects and still receive money," she says.

Funding for the program was arranged in 1987 by combining the goals and resources of two existing student funds — the Russell H. Seibert Fund and the Waldo Sangren Scholarship Fund.

Kust

(Continued from previous page)

the Department of Electrical Engineering last spring.

When he leaves WMU, his graduate work will be partially financed by a \$7,500 fellowship awarded to him last spring by Tau Beta Phi, a national engineering honorary. He was one of 22 students nationally selected to receive that fellowship given to students who show evidence of "high academic standing, breadth of interest, adaptability, unselfish activity and leadership."

His departure from WMU will be delayed until next June, however, so he can work as a graduate assistant in the Department of Mathematics and Statistics during the winter 1992 semester and serve as assistant director of the Seventh International Conference on Graph Theory, Combinatorics, Algorithms and Applications to be held on campus June 1-5. That gathering is a major conference of its type in the world and attracts more than 250 scholars from some 15 countries.

Kust's remarkable undergraduate career had a fairly routine beginning. The 1987 Portage Central High School graduate enrolled in the electrical engineering program because he liked mathematics and science and because "I heard there were lots of jobs for people with an EE degree." A successful application to spend a semester at Los Alamos under a U.S. Department of Energy program got him "hooked" on the research experience, he says, and "things just snowballed after that."

Kust is planning on a research and development career in the field of biomedical engineering. His main interest is in the mathematics that is the basis for tomography, an area he calls the most significant development in medicine in the past 25 years. Tomography is a diagnostic imaging technique most popularly known as a CAT scan.

"You can take something as exciting as looking inside someone without cutting them open and boil it down to mathematics," Kust says. "That's what really interests me."

His most significant accomplishment as an undergraduate, he feels, was completion of his honors thesis in 1990. "The Undergraduate's Guide to the Numerical Resolution of Integral Equations," he says, is an explanation of the mathematics upon which image processing technology is based in non-technical terms. Most other literature on the topic, he says, is for experts only and he wrote his thesis to make the explanation more accessible to the non-technical person.

Graduate student gets \$22,000 scholarship

A graduate student in the Department of Speech Pathology and Audiology is the first recipient of a \$22,000 award designed to encourage research among students and faculty in WMU's College of Health and Human Services.

Jenifer E. Smith, a first-year graduate student, will use the funds to support research she is doing with Dr. James M. Hillenbrand, WMU associate professor of speech pathology and audiology and a nationally recognized expert on speech perception and speech synthesis. Smith and Hillenbrand will study acoustic cues used in speaker identification.

Working in the department's Speech Acoustics Laboratory, Smith and Hillenbrand will conduct research on people's ability to identify voices, with specific work on the forensic application in which expert testimony can be used to confirm the identification of a speaker on a telephone or tape recording. Working with a pool of men's and women's voice recordings, they will test subjects' ability to identify speakers and do acoustic analyses of the voices.

Hillenbrand, who has served as an expert witness in voice identification matters, says the project will focus on determining how good people of various levels of training are at identifying individual speakers. The pair also will focus on understanding how the ear identifies a voice.

"We'll be running experiments using procedures that will make the identification task as close as possible to that faced by a forensic expert," Hillenbrand says.

According to Dr. Charles F. Howard, associate dean for research and graduate education in the College of Health and Human Services, the two-year scholarship is designed to provide the student researcher and the faculty mentor with the security of knowing their research project is funded for a complete two-year period. The scholarship includes funds designated for equipment and supplies and for travel and publication of findings.

"This is an attempt by the college to identify outstanding students who are capable of research and bring them in to take part in ongoing research with a member of the faculty," Howard says, noting that the research proposal must be jointly submitted by the student and faculty mentor.

Hillenbrand says the security provided by the two years of funding is extremely important to the research.

"Too many student projects end up much less valued than they could have been, simply because the student did not have enough time," Hillenbrand says. "Jenifer is going to have enough time and resources to do a thorough job."

Smith earned a bachelor's degree in French in 1988 from Alma College. She began work toward a master's degree and certification in both speech pathology and audiology this fall after completing undergraduate prerequisites at WMU earlier this year.

She chose the double major because she considered it an ideal way to combine her linguistics background and her interest in science. She originally planned a clinical career but is now also considering a doctorate and research option as a result of the scholarship.

"This scholarship has opened up some possibilities that I hadn't seriously considered before," Smith says.

Student research

(Continued from previous page)

Many of the graduate students so honored are accomplished scholars already recognized by their colleagues in their respective disciplines. Of the 31 recipients named in 1991, 24 already had presented their work at professional conferences or had their work accepted for publication or viewing in a professional publication or exhibition.

For student scholars deeply involved in research, some additional outlets for their work exist on campus. Those include special research conferences sponsored by various colleges. Usually designed to showcase faculty research, they also may accommodate some student research efforts.

New technique used to determine column load

Graduate student's discovery replaces time-honored engineering method

When a WMU graduate student thought the classical mechanical engineering method he had just learned seemed a bit awkward and difficult to use, he decided to develop another one.

He did just that in less than a week. In the process he may have laid to rest an engineering method that was developed by one of the great names in mechanical engineering — a method that has been taught to young engineers for more than half a century.

Peter Thannhauser, a master's student at WMU and a laboratory technician in the College of Engineering and Applied Sciences, is a graduate of the University's mechanical engineering program. He first learned the Stephan Timoshenko method for determining the buckling load of inelastic columns (building support structures that are slow to reflect changing conditions) in a graduate class taught by Dr. Meshulam Groper, WMU professor of mechanical and aeronautical engineering. Four days later, Thannhauser appeared at Groper's office door with a new method for accomplishing the same task. It's a method Groper says is easier to use and more accurate.

"I was really getting frustrated doing the homework with the old method," Thannhauser says. "There's a certain amount of instability in the old method. It's a high-low guessing game and even though you're making calculated guesses, a bad first guess can take you away from the solution. I knew there had to be a better way. The solution turned out to be quite simple and I solved the rest of my homework problems easily using my little trick."

Instead of the time-consuming iteration procedure (a repetitive series of computations) used in Timoshenko's method,

Thannhauser's method involves calculating the intersecting point of two lines on a graph. The point at which the two lines meet predicts the exact load under which the material used to construct the column will bend or give way.

Groper admits he was skeptical when Thannhauser first brought the new method to him for critical opinion. Groper has been teaching the older method to students for his entire academic career and the method was developed by one of the most highly regarded names in his profession. Timoshenko was a professor at both Stanford University and the University of Michigan and wrote a number of classic engineering texts.

When he did sit down with Thannhauser to analyze the new approach, however, Groper almost immediately realized

that his student had developed something that would be of real value to the engineering profession. A quick check with the department chairperson confirmed his evaluation and the faculty pair convinced the student that a paper should be developed and submitted for publication.

Thannhauser wrote his paper, polished it with Groper's help and within weeks it was accepted for publication by *Experimental Techniques*, an engineering journal.

"It's not unusual for it to take up to two years between the time a paper is submitted for consideration and its publication," Groper says. "For Peter's work, it was just a few weeks before editors agreed to publish the paper. Just three months later it appeared in the journal."

Will Thannhauser's method replace Timoshenko's in future college texts? Groper thinks it may, although it may take several years to convince the engineering establishment that a young graduate student developed a better method. Groper, however, needs no convincing. When his engineering classes get to the section that addresses the problem of inelastic columns, he now teaches the Thannhauser method.

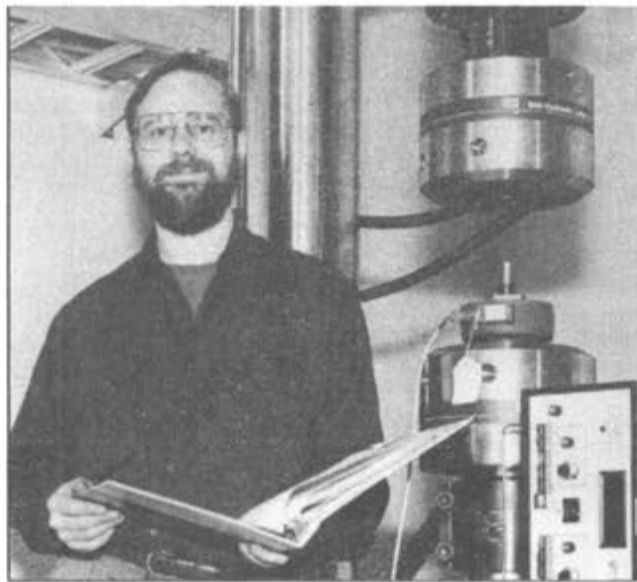
"I used to spend about two hours teaching Timoshenko's method," Groper says. "Now I can teach Peter's method in about 10 minutes and give my students a tool that is easier and more accurate."

Thannhauser characterizes his discovery's uses as somewhat limited in these days of building codes and computer modeling, but he says there are still a few applications of the techniques for calculating such things as safety factors. The limited use of the tool, however, didn't detract from his excitement at realizing he'd discovered something that had been overlooked for so many years.

"It's really kind of neat," he says. "I'm surprised someone didn't discover it sooner."

Thannhauser has presented other engineering research at professional conferences and his contributions to his field earned him a designation as a 1990 University Research and Creative Scholar, one of only 11 graduate students to earn the designation that year. That honor is a permanent part of his academic record and will be noted on the commencement program when he is awarded his master's degree.

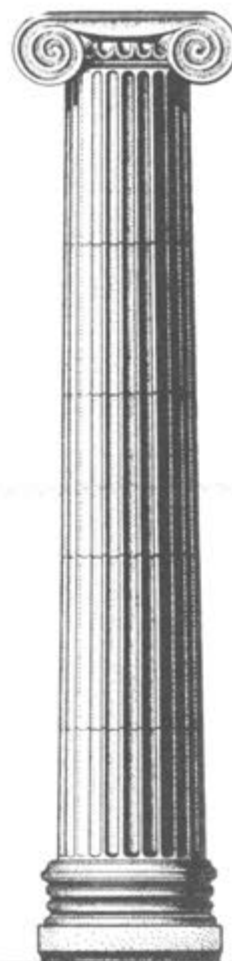
Thannhauser is pursuing that degree part time while working full time as a laboratory supervisor specializing in instrumentation. One of his job functions is helping other students use available lab equipment to solve problems.



AT HOME IN THE ENGINEERING LAB—Peter Thannhauser, a graduate student in mechanical engineering and supervisor of the mechanical and aeronautical engineering laboratory, spends many of his work hours helping his fellow students apply department equipment to their mechanical engineering problems. His own research involved development of a simple algebraic formula to replace a time-honored classical engineering method that had been taught to mechanical engineering students for more than half a century. The Thannhauser method is easier to use and more accurate. Instead of taking hours for students to learn the method, it can be taught in 10 minutes.

'I knew there had to be a better way to find the answer.'

P. Thannhauser



WMU will play host to 1994 national conference

The campus will attract the nation's leading undergraduate scholars when WMU and the Lee Honors College play host to the eighth annual National Conference on Undergraduate Research (NCUR) in 1994.

For three days, April 14-16, 1994, more than 1,000 students and about 300 faculty advisers will converge on the campus from more than 200 colleges and universities across the country.

Dr. Faith Gabelnick, dean of the Lee Honors College, says the University's bid to have the conference was accepted this fall and planning is already under way.

"This is a wonderful opportunity for the University and for our undergraduate research programs here on campus," she says. "It may also attract others to our University to do research."

The purpose of the annual event is to promote undergraduate research, scholarship and creative activity done in partnership with faculty or other mentors as a vital part of American higher education. It also is designed to provide a forum for students to present their work to a national audience and to engage in scholarly discussions with colleagues in their own fields as well as with undergraduates in other disciplines.

Six WMU students presented research at last year's conference held at the California Institute of Technology in Pasadena. Another group will attend the 1992 conference at the University of Minnesota in March. The 1993 conference is slated for the University of Utah.

Gabelnick, who recently was elected to a second term on the NCUR Board of Governors, says the annual event features oral presentations, artistic performances and poster presentations in a wide range of disciplines that includes humanities, sciences, performing arts, engineering, nursing and physical education.

Students gathered for the event also have the opportunity to hear nationally prominent speakers as well as to discuss educational policy, programs and funding for undergraduate scholarly work.

Pursuit looks at research, economic development

Pursuit is published twice each academic year by the Office of Public Information. The purpose of *Pursuit* is to provide an in-depth look at research and economic development activities at the University. For more information about the publication, contact Cheryl P. Roland, assistant director of news services in the Office of Public Information, at (616) 387-4100.

Pair of young chemists present papers on their metals research at fall Argonne conference

Two WMU chemistry students recently were invited to present their research findings at a major science conference at Argonne National Laboratory in Argonne, Ill.

Mark L. Micklatcher, a junior Lee Honors College member from Hastings, and William E. Parthun, a junior from Kalamazoo, were among 100 students from 12 states and two foreign countries who were invited to discuss their work at the second annual Argonne Symposium for Undergraduate Science, Engineering and Mathematics. The November event was sponsored by the University of Chicago and the U.S. Department of Energy.

The pair attended the symposium with their faculty adviser Dr. William J. Kelly, assistant professor of chemistry. He called both students' presentations outstanding and noted that about 30 of the papers presented reported findings in the field of chemistry.

"I might be biased, but I think their presentations were among the best offered," Kelly says.

Kelly sees undergraduate student research as vital to his department's research goals, but the pleasure of initiating a student into the excitement of research is not lost on him.

"We strongly encourage undergraduate research in the department," Kelly says. "We need student research to accomplish our goals. One of the great benefits, however, is seeing someone get excited about something you consider very important. Bringing a new researcher into the fold is a rewarding experience."

Both Micklatcher and Parthun have been conducting re-

search in the area of transition-metal metallocene chemistry, an area in which Kelly specializes. Kelly says the two students are working on separate projects in that field and says they are involved in basic research.

Kelly was a 1990 recipient of a \$10,000 Cottrell College Science Grant from the Research Corp., a Tucson foundation that focuses on the advancement of science and technology. Such grants are typically made to researchers at predominantly undergraduate colleges and universities and student involvement in the research is encouraged.

Micklatcher originally began working with Kelly on that grant project and continued through the 1990-91 academic year. His most recent work with Kelly has been supported by the \$1,200 Undergraduate Research Award he received for the fall 1991 semester. He plans to continue his research in graduate school and hopes to make such research or teaching his career.

Parthun began working with Kelly in the fall 1990 semester immediately after transferring to WMU from Kalamazoo Valley Community College. He began his current research in January as an independent study effort and is currently expanding on the research he presented at Argonne. He's considering graduate school at WMU and hopes for a career in research and development.

Both students agree that the undergraduate research experience has provided them with skills they would not have gained in undergraduate chemistry laboratory classes.

"I've learned a lot about synthetic procedures and instrumentation that you normally don't get into until grad school," Parthun says.

Junior set for Argonne research on computer programming

Jeanine C. Gild, a junior computer science major from Sterling Heights, has been selected to participate in a winter semester research project at Argonne National Laboratory in Argonne, Ill.

The Lee Honors College member will spend Jan. 6 through May 15 taking part in the 1992 Science and Engineering Research Semester. She has been assigned to a computer programming research project under the supervision of a staff scientist in the Mathematics and Computer Science Division at the Argonne facility, which is located near Chicago.

In addition to her work on the research project, Gild will have an opportunity to take part in a special student seminar series as well as a number of other activities such as a technical writing workshop, a symposium on "Contemporary Issues in Science" and a trip to the Fermi National Accelerator Laboratory.

Gild is a recent transfer from Lansing Community College, where she earned an associate's degree in computer science.

Student's survey means changes in high school marketing curricula

Armed with a \$1,200 research stipend and a working knowledge of research surveys, a WMU senior conducted a statewide survey of Michigan's 330 high school and vocational skill center marketing education instructors that is resulting in changes in the field in which she hopes one day to work.

Lynn M. Bergeon graduated magna cum laude in December 1990 with a bachelor's degree in secondary education in marketing. By the time she graduated, she was a veteran researcher who had reported her work at two national conferences. She also had established professional contacts through her research efforts that led to several job offers.

"This project opened up so many doors, I couldn't believe it," Bergeon says.

After turning down job offers from California and Florida, she began pursuing a master's degree at WMU and started working as a graduate teaching assistant in the Department of Consumer Resources and Technology. She hopes eventually to teach at a vocational-technical college or community college.

Although she had worked for a Wisconsin research firm for more than four years before enrolling at WMU, the prospect of becoming an active student researcher was far from her educational plans when she came to Kalamazoo.

"Research was not at all on my mind when I came here," she says. "It didn't bring me here but it has been the highlight of my time here."

Bergeon was a fall 1989 winner of an Undergraduate Research and Creative Activities Award. In a project undertaken with her mentor, Dr. Carl Woloszyk, associate professor of consumer resources and technology, Bergeon set out to assess, through teacher survey, the effectiveness of marketing education instructional materials. She also worked to determine the level of compliance with Michigan Board of Education guidelines by high school and vocational skill center marketing education programs.

What she got in return was a remarkable 78 percent response rate from those surveyed and answers to her questions that could mean a difference in the way instructional materials are packaged for high schools and vocational skill centers and in the way the state enforces some neglected guidelines.

The results of her survey also are now being used at Ohio State University by the MarkEd Resource Center, a facility that is part of a national consortium for marketing education. While the information is specific to Michigan, she says, researchers from other states can benefit from seeing the structure of the survey and the results. The materials also will be used to help MarkEd officials plan and develop topics for future conferences and seminars.

Woloszyk says it is unusual for a student's research to make such an impact on a profession before he or she has even had a chance to work in that profession.

"It reinforced the way we're doing training and is helpful to us in deciding what topics to address at future conferences," he says.



STARTING STUDENTS ON THE RESEARCH PATH—Close ties in recent years between the University and the Kalamazoo Area Math and Science Center have given dozens of talented high school students a look at the kind of research that takes place at WMU and started several in independent research projects. A series of spring field trips to the College of Engineering and Applied Sciences' Human Performance Institute, gave these KAMSC seniors a chance to find out how institute

researchers study work-related injuries for area industry. Sarah Fette of Kalamazoo Central High School, top left, does the work while graduate assistant Augustinus Siswanto measures her oxygen use and analyzes the content of the air she exhales. At left, Dr. Robert M. Wygant, professor of industrial engineering and director of the institute, shows Shannon Pipik of Portage Central High School and William Deike of Parchment High School how carpal tunnel syndrome can impair the use of the wrist and fingers. Deike is now enrolled as a freshman at the University. This semester, KAMSC seniors are working on research projects with WMU faculty mentors in the departments of anthropology, mathematics and statistics, mechanical and aeronautical engineering, music, physics and speech pathology and audiology. Discussions also are under way that could bring talented mathematics and computer science students from the center to the campus to conduct research using the University's new supercomputer.



Human Resources

Just for the record...

At WMU, your employment history and personnel records are maintained by Human Resources Information Systems (HRIS). Your right to privacy governing these files and disclosure of any information they contain is respected and protected by this office. Employee files are viewed only for official University business purposes, or to assist you. For example, if you apply as an internal applicant for another University position, your prospective supervisor may review the personnel section of your employee file.

These are some of the policies the Department of Human Resources has developed to protect you:

Employment verification

Any request for employee record information should be transferred to human resources information systems, 7-3622. When someone outside the University needs to confirm that a person is employed at WMU, the inquiry should be handled by HRIS. In 1990-91, the office received a total of 1,245 requests for employment verification: 640 telephone requests and 605 written requests. There are many reasons why this information is requested, but most requests are received from prospective creditors, such as stores, banks or lending agencies, that are reviewing applications for mortgages, car loans or other credit. No information is released until HRIS has established that the request is from a bona fide source.

Information given is limited

Telephone requesters are supplied only an employee's date of hire or termination of employment, department name, job title and employment status, such as regular or part-time, temporary or student employee. Information such as pay rate, birth date or home information is not given without written consent from the employee. However, to assist employees, if a caller states that an employee provided certain specific information such as rate of pay (usually for credit requests), and asks only for confirmation of the information, a "yes (or no), that is (or is not) what our records show" response can be given by HRIS office staff.

Release needed for written verification

Written information verification requests must include the employee's correct full legal name, Social Security number and address. The request must be accompanied by a signed release from the employee whose record is being examined, indicating the current or former employee had reasonable

knowledge of the type of information that would be requested. If there is no signed release form, the only information that may be released is the person's position title, department and dates of employment. Exceptions to these procedures are made only in the case of legal requirements.

Delays in supplying written verification can occur when no Social Security number is given and WMU has two employees with the same name or when the employee's last name has changed, which often happens with requests on former employees. When completed, the written verifications are returned directly to the requesting agency, and a copy is kept in the employee's file.

All requests for income verification for faculty and staff should be forwarded to HRIS. Student income records are maintained by the payroll department, so requests for income verification for students must be directed to payroll.

Meet the HRIS staff

The HRIS staff, directed by Pauline M. Trembley, will be happy to answer any questions about records verification. Staff members are: Krista Olsen Cekola, HRIS coordinator; Malcolm R. Malott, applications programmer; Sunita D. Tonk, systems specialist; and Kandeis-Toi Marshall, Doris J. Moore and Anita R. Knight, clerks. You may call them at 7-3622.

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) **Coordinator** (Correction), X-02, Media Services, 91/92-078, 12/10-12/16/91.

(R) **Assistant Professor** (Tenure Track; Potential Vacancy), I-30, Mechanical and Aeronautical Engineering, 91/92-147, 12/10-12/16/91.

(N) **Assistant/Associate Professor** (Tenure Track; Potential Vacancy), I-30/I-20, Industrial Engineering, 91/92-148, 12/10-12/16/91.

ENTHUSIASM FOR SPORT ICED HIS CHOICE — Although his bachelor's degree is in biomedical sciences, with a minor in computer science, Rich Peach's love of hockey has sent him to the ice rink rather than the laboratory or medical center.

The equipment manager in Student Recreation Building for the Division of Intercollegiate Athletics, he manages the pro shop there and works with the hockey team. The pro shop carries not only hockey equipment, but also a full line of figure skating equipment. For the hockey team, Peach is in charge of ordering and repairing equipment and "whatever else needs to be done" — including the players' laundry. Peach, who earned his degree from WMU, has been in his job for four years. "I enjoy hockey, so I like what I'm doing," he says. "I played a little hockey when I was young, but not at the caliber of these guys." Peach travels with the team to away games, and especially enjoys the trip to Ohio State University. He says he works for "the best coach in the league" — Bill Wilkinson.



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(N) **Executive Assistant to the Provost**, Executive Official, Provost and Vice President for Academic Affairs, 91/92-150, 12/3-12/16/91.

(R) **Assistant Professor** (Tenure Track; Potential Vacancy), I-30, Philosophy, 91/92-155, 12/10-12/16/91.

(R) **Assistant Professor** (Tenure Track; Potential Vacancy), I-30, Mechanical and Aeronautical Engineering, 91/92-156, 12/10-12/16/91.

(N) **Assistant Professor** (Tenure Track; Potential Vacancy), I-30, Science Studies, 91/92-157, 12/10-12/16/91.

(R) **Electrical Engineer**, X-06, Campus Planning and Engineering, 91/92-160, 12/10-12/16/91.

(R) **Clerk II**, S-03, Public Safety, 91/92-162, 12/10-12/16/91.

(R) **Admissions Officer**, P-04, Admissions and Orientation, 91/92-163, 12/10-12/16/91.

(R) **Secretary I**, S-04, Admissions and Orientation, 91/92-164, 12/10-12/16/91.

(N) **Secretary I** (Term Ends 12/31/92), S-04, Research and Sponsored Programs, 91/92-165, 12/10-12/16/91.

(R) **Secretary I** (20 Hours/Week; .43 FTE; Academic Year and Spring Session), S-04, Psychology, 91/92-166, 12/10-12/16/91.

(N) **Spindler Hall Director**, R-05, Auxiliary Enterprises, 91/92-167, 12/10-12/16/91.

(R) **Switchboard Operator**, S-06, Telecommunications, 91/92-170, 12/10-12/16/91.

(N) **Secretary I** (20 Hours/Week; .5 FTE; Term Ends 9/30/92), S-04, Community Health Services, 91/92-171, 12/10-12/16/91.

(R) **Secretary II** (20 Hours/Week; .33 FTE; Academic Year), S-05, Geology, 91/92-173, 12/10-12/16/91.

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.

(N) New

(R) Replacement

WMU is an EO/AA employer

Policy

University Closing Policy

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

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

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

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

I. In the absence of notification to the contrary, all normal operations will continue as scheduled. If there is any doubt as to whether the University will be in operation, a message will be available on WMUK-FM (102.1) and WIDR-FM (89.1). Closing announcements will be on these same sources as well as the general public media.

II. In the event that emergency conditions are so severe that on-campus classes must be canceled, the University will close except for essential services.

III. The vice president for regional education and economic development is authorized to cancel off-campus classes in accordance with policy established by that office.

IV. Essential services will be maintained during a period in which the University is closed. These include:

- A. University computing services
- B. Dining services — consolidation may be required
- C. Grounds — for snow removal
- D. Police
- E. Recreational facilities — e.g., Gary Center, Bernhard Center, Lawson Ice Arena, Gabel Natatorium
- F. Telecommunications
- G. Sindecuse Health Center
- H. Waldo Library
- I. WMUK-FM
- J. Others as may be designated

V. When a decision is made to close the University, the following notification steps should be taken:

- A. **Vice president for business and finance**
 - (1) Notify executive director of public relations and communications
 - (2) Notify provost and vice president for academic affairs.
 - (3) Notify business and finance major unit heads
- B. **Executive director of public relations and communications**
 - (1) Notify public information
 - a. Notify area news media
 - (2) Notify vice president for administrative affairs and secretary of Board of Trustees

- (3) Notify vice president for student affairs
- (4) Notify general counsel and vice president for legislative affairs
- (5) Notify vice president for regional education and economic development
- (6) Notify vice president for research
- (7) Notify vice president for institutional advancement
- (8) Notify special assistant to the president

C. Provost and vice president for academic affairs

- (1) Notify academic deans
 - a. Notify departmental chairs
- (2) Notify other major academic units
- (3) Notify library

D. Vice president for administrative affairs and secretary of Board of Trustees

- (1) Notify trustees
- (2) Notify major unit heads

E. Vice president for student affairs

- (1) Notify major unit heads

F. General counsel and vice president for legislative affairs

- (1) Notify major unit heads

G. Vice president for regional education and economic development

- (1) Notify major unit heads

H. Vice president for research

- (1) Notify major unit heads

I. Vice president for institutional advancement

- (1) Notify major unit heads

J. Special assistant to the president

- (1) Notify major unit heads

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

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

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

Calendar

DECEMBER

Thursday/12

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

(and 13) Exhibit, student sculpture show, Gallery II, Sangren Hall, 10 a.m.-5 p.m.

Women's gymnastics, intrasquad meet, Gary Center, 7 p.m.

Concert, student chamber music conducted by Jeffrey Renshaw, Dalton Center Recital Hall, 8 p.m.

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

Friday/13

Meeting, Executive Board, Council of Representatives and committee chairpersons of the Administrative Professional Association, Red Room A, Bernhard Center, 10 a.m.

Concert, "High Noon at Dalton," student chamber music ensembles, Dalton Center lobby, noon.

Psychology colloquium, "Adolescent Behavior," Helen Pratt, Kalamazoo Center for Medical Studies, 3760 Knauss Hall, 4 p.m.

Mathematics and statistics lecture, "Approximation Methods in Computed Tomography,"

Mark P. Kust, WMU student, commons room, sixth floor, Everett Tower, 4 p.m.

Center Board and Campus Activities Board present comic Craig Anton, Centerstage, Bronco Mall, Bernhard Center: teaser, 4:30 p.m.; performance, 7:30 p.m.

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

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

*Concert, annual Tribute to the Great Swing Bands, University Jazz Orchestra and Jazz Lab Band, Dalton Center Recital Hall, 8 p.m.

Saturday/14

(and 15) University Theatre production, "These Truths We Hold," by Ralph Clark Chandler, political science and public affairs, York Arena Theatre: Saturday, 8 p.m.; and Sunday, 2 p.m.

Sunday/15

Annual Christmas concert, University Symphony Orchestra and Grand Chorus, Miller Auditorium, 3 p.m.

Concert, Kalamazoo Youth Symphonic Band directed by Jeffrey Renshaw, Dalton Center Recital Hall, 8 p.m.

Monday/16

Evaluation Center sack lunch seminar, "Values and Ethics in Evaluation: Communicating the Evaluator's Perspective," Rosalie Torres, educational leadership, conference room, fourth floor, Ellsworth Hall, noon.

Tuesday/17

Center Board and Campus Activities Board present "Yuletide Memories," holiday extravaganza, Centerstage, Bronco Mall, Bernhard Center, noon.

Wednesday/18

Doctoral oral examination, "The Relationship Between the Styles of Leadership of Superintendents and the Effectiveness of School Districts in Puerto Rico," Carlos J. Cortes, educational leadership, 3310 Sangren Hall, 10 a.m.

Doctoral oral examination, "A Progressive Disease Model for Doubly-Censored Bivariate Survival Data That Accommodate Covariate Information," Hilmi Yahya, mathematics and statistics, commons room, sixth floor, Everett Tower, 3 p.m.

Gianakaris compiles and edits book of essays on celebrated British playwright Peter Shaffer

A longtime association between a WMU professor and the British playwright Peter Shaffer has resulted in the publication of a collection of critical essays on the works of the celebrated writer.

"Peter Shaffer: A Casebook," compiled and edited by Constantine J. Gianakaris, English and theatre, is comprised of a selection of scholarly articles that provide an overview of Shaffer, author of the award-winning dramas "Equus," "Amadeus" and "Royal Hunt of the Sun."

"Every important scholar on Shaffer is represented in this collection," Gianakaris noted. "There are presently two major studies on Shaffer, and the authors of both studies, Dennis A. Klein and Gene A. Plunka, have contributed to this book."

Gianakaris' own just completed full-scale scholarly book on the playwright is due out soon from the publishing house of Macmillan in England.

Two scholarly essays by Gianakaris are among the 10 included in the casebook: "The Artistic Trajectory of Peter Shaffer" and "Fair Play? Peter Shaffer's Treatment of Mozart in 'Amadeus.'" A third piece, "A Conversation with Peter Shaffer (1990)," is an interview conducted by Gianakaris at the March 1990 Broadway opening of "Lettice and Lovage," Shaffer's comedy that captured two Tony Awards.

Gianakaris first met the Tony and Oscar award-winning playwright in New York City during the summer of 1980 and, over the past 10 years, has conducted numerous interviews with Shaffer, both in America and England.

"I was first drawn to Shaffer with his play, 'Equus,' a unique combination of intellectual themes with brilliant theatrical techniques," Gianakaris said. "I now consider him a personal friend. He has even provided me with typed manuscripts of his plays and filmscripts before they were published."

Gianakaris explained that the casebook is not a text designed for classroom use. It is part of a series intended for scholars of drama. Each book in the series consists of a compilation of scholarly critical essays on such modern dramatists as Harold Pinter, Sam



Gianakaris

Sheppard and Tom Stoppard.

The 179-page hardcover text recently was published by Garland Publishing Inc. of New York City. It is currently available at the University Book Store, 2529 W. Michigan Ave., for \$27.

Appointments

(Continued from page one)

education nationwide to participate in the national research project, National Network for Educational Renewal.

Earlier at UCA-Conway, Hodge was assistant vice president for academic affairs. His duties included chairing the University Research Council. During 1980, he was the first person to hold the post of assistant director for research and planning for the Arkansas Department of Higher Education. Hodge was director of desegregation and affirmative action at UCA-Conway from 1977 to 1979, and coordinator of human resources for the Arkansas Department of Higher Education from 1974 to 1976.

He was a Ford Fellow at the University of North Texas in 1971-72, and he has held summer study grants at Columbia University and Texas Christian University. Hodge received his bachelor's degree in history in 1960 from the University of Arkansas at Pine Bluff, and his master's degree in secondary school supervision in 1969 and his doctoral degree in higher education administration in 1976 from the University of North Texas.

Professional articles by Hodge have been published in the Journal of Negro Education, the American Middle School Education Journal and the Texas Teacher Education Forum. His research interest and experience in education have involved exploring the broad issues of equity and diversity existing among and within educational institutions. He is past president of the Arkansas Association of Teacher Educators.

Nursing

(Continued from page one)

included Milton J. Brawer, sociology; Joseph T. Buckley, mathematics and statistics; Cain; Thomas A. Carey, management; Thomas Houser, chemistry; Cecil L. McIntire, biological sciences; Kathleen M. Reding, public affairs and administration; Barbara A. Rider, occupational therapy; B.J. Schell, president of the Southwest District Nurses Association; and Brian L. Wilson, music.



A WINTER'S EVE AT WALDO — Recent snowfalls and a star filter helped Neil G. Rankin, news services, capture this picturesque setting of the new Waldo Library/Computing Center complex. The clock tower that joins the two buildings has quickly become a campus landmark since construction was completed earlier this year.

Thursday/19

Doctoral oral examination, "Exploring the Self-in-Relation Theory: Women's Idealized Relationships-of-Choice and Psychological Health," K. Heidi Fishman, counselor education and counseling psychology, Tate Center, 3210 Sangren Hall, 10 a.m.

*Concert, Roger Whittaker, Miller Auditorium, 8 p.m.

Friday/20

Meeting, Board of Trustees and its committees, times and places to be announced.

Holiday reception for faculty and staff, South Ballroom, Bernhard Center, 2:30-4:30 p.m.

Psychology colloquium, "Infant and Toddler Sleep: Behavioral Intervention," Carl Johnson, Central Michigan University, 3760 Knauss Hall, 4 p.m.

Saturday/21

Commencement, Read Fieldhouse, 11 a.m.

Sunday/22

Annual Christmas concert, Western Brass Quintet, Dalton Center Recital Hall, 3 p.m.

Wednesday/25

(thru Jan. 1) Winter closure, most offices closed.

1992

JANUARY

Monday/6

Winter semester classes begin.

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

Tuesday/7

(thru 10) BFA degree show, "Outer Blockage, Inner Light," multi-media installation and watercolors by David Wagenfeld, Multi-Media Room, Dalton Center, 10 a.m.-6 p.m.

Wednesday/8

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

Thursday/9

(thru 30) Exhibition, "Computer Paintings," Joan Truckenbrod, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.; slide lecture, Tuesday, Jan. 14, 2302 Sangren Hall, 7 p.m., reception following in Gallery II.

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

*Admission charged

New faculty member explores music collection

A WMU faculty member recently has released a book that, for the first time, explores works written for a well-known American wind orchestra.

Jeffrey H. Renshaw, music, has written "The American Wind Symphony Commissioning Project: A Descriptive Catalog of Published Editions, 1957-1991." The book lists and analyzes more than 150 works written for the American Waterways Wind Orchestra.

The music that the orchestra has performed was written by 83 conductors from 28 countries, but it has never been released to the public until now. Renshaw says he is certain that ensembles around the world will begin to program these works upon the distribution of his book.

"This is a one-of-a-kind project," Renshaw said. "Nothing is comparable to it."

The catalog contains detailed data, biographical information on the composers or arrangers, and score facsimiles. The published music represents half of the more than 300 works commissioned by the orchestra since 1957 in the largest such project in wind instrument history.

The book provides and analyzes music from the genres of original concert and chamber music, incidental and occasional music, theatrical and pop pieces as well as the arrangements of past masters. The 383-page hardcover edition was published by Greenwood Press of Westport, Conn.

The American Waterways Wind Orchestra is based in Pittsburgh and performs primarily during the summer months. It originally was based on a boat with the intention of traveling and performing about American waterways. Although it still calls the unique boat home, the group regularly travels around the world to perform during the summer.

The WMU Symphonic Band will be among the first to perform one of the recently

released musical pieces on Dec. 12. Renshaw will conduct the band through Jacques Casterde's "Divertissement De'Ete."

Renshaw taught for four years as an assistant professor of conducting and ensembles at the Eastman School of Music in Rochester, N.Y., before joining the WMU faculty this past September. He has published many articles, including the recent analysis of Olivier Messiaen's "Et Exspecto" in the November issue of The Instrumentalist.

Lindquist co-chairs conference

Jay D. Lindquist, marketing, served as the conference program co-chairperson for the third triennial Academy of Marketing Science/American Collegiate Retailing Association Conference Oct. 11-14 in Richmond, Va.

He was responsible for the management of the entire review process and the assembly of the scholarly program sessions. The conference was the third in a series of joint ventures between the AMS and the ACRA and is now recognized as a leading conference in this arena. Lindquist is one of the original group who conceived and developed the conference in the mid-1980s.

The conference attracts leading retailing scholars in the United States and a number of faculty from outside the country. This year there were authors from 73 U.S. colleges and universities and five foreign institutions. The schools represented 29 states and the Netherlands, Northern Ireland, South Africa, Scotland and the United Kingdom.



Lindquist