

# WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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## Window on Walwood

The first step in the renovation of Walwood Hall is nearly finished as the interior has been demolished. In addition, workers like the one in this photograph have installed new windows and are building shafts for new elevators, tuck-pointing the brick and providing new electrical and mechanical systems. Historical murals in the building are being removed and restored. Once renovated, the East Campus building will be the new home for several offices in the Hillside apartment buildings on West Michigan Avenue, which will be razed in April and May to make way for the construction of a major addition to the Gary Center.



## 1991 recycling efforts net 336 tons of paper and cardboard

The University recycled a total of 336 tons of office paper and corrugated cardboard during calendar year 1991, saving an estimated 5,700 trees and 1,100 cubic yards of landfill space, Carolyn R. Noack, recycling, told the Faculty Senate Jan. 9.

"It's been a good year," she said of the effort, which represents about 15 percent of the University's total waste stream. "I'm happy with it."

The University recycled 3,050 42-gallon barrels of oil. Included in the paper total is 23 tons of newsprint, some of it collected in cooperation with the Western Herald, the University's student newspaper.

Noack said she is pleased with the support she's received from the University community. "I've received a lot of support from everyone on campus — faculty members, staff members and students," she said. "I can count on one hand the number of people who have shown any opposition at all."

"The support of President Haenicke has been especially helpful," Noack said. "My job would have been much more difficult if he had not declared that we were going to recycle."

Recycling is in place in all 45 buildings supported by the general fund as well as in the Bernhard Center, she continued. In addition, dining services in the Bernhard Center and in the Burnhams and Draper-Siedschlag residence halls are recycling corrugated cardboard.

She hopes to have all residence halls involved in recycling by the end of this calendar year: "I sometimes get 10 or 15 calls a week from students asking, 'When do we get to start recycling?'"

When the program started in January 1991, WMU recycled 1.1 tons of paper and cardboard that first month, Noack said. The level peaked in October at nearly 60 tons. The University saved about \$10,000 through recycling in 1991, primarily through avoided landfill costs.

The University receives no money for the paper and cardboard it recycles, Noack said, because of a glut in the paper market. In fact, WMU must pay to have the material removed, but the cost is much lower than landfill.

## University has 'wobble room' in charting its futures

Despite "large scale and powerful forces," the University "will have some element of choice — some 'wobble room'" — in choosing from among its alternative futures, Richard L. McAnaw, political science, told the Faculty Senate Jan. 9 in an interim report.

McAnaw is chairperson of the senate's ad hoc Committee on Alternative Futures for the 21st Century. The committee was established by the executive board of the senate in July 1991 and was asked for periodic reports. McAnaw said the committee's final report would be presented to the senate at its April meeting.

"WMU can encourage those trends that are supportive of a strong institution and seek to thwart those that are not," McAnaw said in the report. It identified trends affecting the future of the University as finance, demographics, technology and the external environment.

"This is an attempt to get some people together so they can begin to think about alternative futures and share their thoughts with the campus community," said senate president Ellen K. Page-Robin, community health services. She cited such developments as the pending retirement of large numbers of faculty members and the steady erosion of state support as sources of change at the University.

"The idea is not to provide answers, but only possibilities — some that we can influence and some we cannot — and to get some creative juices flowing on campus," she said.

As it considers its future, the University

has a wide variety of choices, McAnaw said, though no single event will have a "dramatic" effect.

"The committee membership grasps that WMU has futures rather than a future," the report stated. "(The committee) recognizes that it is unlikely that any single event will impact the institution in such a way that it will change dramatically."

Among the concerns expressed in the report is the role of faculty members in the decision-making process, McAnaw told the senate. "Is the faculty influence on decisions eroding?" the report asked. "Are we becoming an administratively managed university with faculty becoming 'employees' of the institution rather than being the institution?"

John D. Fleckenstein, president of the Western Student Association, took exception to that choice of language. "Aren't students the primary focus of the University?" he asked McAnaw, adding that he believed the report should place greater emphasis on student needs and services.

Another concern of the committee is whether WMU "should/can become a graduate intensive institution" and "a research institution," and whether it "should/can integrate its graduate intensive activities with its research activities."

"The committee is concerned with scholarship, the community of scholars and the scholarly environment in which the missions of scholarship, education and service are fulfilled," the report stated.

Addressing the issue of finance, the report noted that "the committee is concerned with the increased reliance on tuition, fees and special charges as a replacement for appropriations. Must WMU finance its ambitions with student fees and faculty retrenchments, or will we finally find a way to otherwise increase our resource base?"

Expressing concern for the quality of students, the report asked, "Can WMU recruit students fully capable of competing in a challenging academic environment? Or will WMU need to reduce its academic challenge to the least common denominator or below in order to maintain student numbers?"

McAnaw said the committee expects to meet with President Haenicke, deans and faculty members, including some who are not tenured, before it submits its final report. The report is intended "to assist the faculty in playing a thoughtful and influential role in the future of WMU," he said.

## More than 100 students enrolled in Campus III

The University's new Campus III Weekend College — for which classes begin this month — has been launched successfully, Susan B. Hannah, assistant vice president for academic affairs, told the Faculty Senate Jan. 9.

"We've made a very good beginning," Hannah said, noting that more than 100 students have enrolled in the mostly Saturday classes. About eight of the 15 courses initially available are expected to be offered during the first session of Campus III.

Courses are being offered by the colleges of arts and sciences, business, education, and engineering and applied sciences. Support services include free childcare, library services and a weekend facilitator.

"What we've learned is that students want programs and not just isolated courses," Hannah said. "Courses need to be offered in meaningful, purposeful sequences, including those that lead to degrees and certification."

Campus III is a joint venture of the Office of the Provost and Vice President for Academic Affairs and the Division of Continuing Education, Hannah said. It is aimed at the

nontraditional student who otherwise would not enroll at the University.

Students pay regular WMU tuition and fees plus a Campus III fee of \$125 for three or more credit hours and \$75 for one or two credit hours. Besides covering administrative costs, the additional fee is intended to discourage regularly enrolled students from taking Campus III courses as merely a convenience.

"We want to make sure we're not competing with ourselves," Hannah said.

"We expect to offer 50 courses during the first year of the program," she said. Sessions are scheduled to begin every two months. The first session begins Jan. 18 and the second session begins March 14.

## Fuller to be feted at reception

A retirement reception honoring June R. Fuller, WMU Bookstore, is set for 4 to 5:30 p.m. Thursday, Jan. 23, in the President's Dining Room of the Bernhard Center. Fuller has been a cashier in the bookstore for more than 20 years.

## Satellite beams MBA program to three sites, represents first step in new statewide service

WMU will launch its statewide televised master of business administration (MBA) degree program with a marketing class that starts tonight.

Students in Battle Creek, Petoskey and Saginaw will take "Principles of Marketing," an undergraduate prerequisite for the MBA program, at the same time students take the course on campus in Kalamazoo.

The course is being offered by satellite through the Michigan Information Technology Network, a non-profit corporation created by the state of Michigan. WMU is providing the network's only MBA program.

"This represents the first step in a new era of service for Western Michigan University," said Geraldine A. Schma, distance education.

"We're beginning modestly, with about 10 off-campus students enrolled," she continued. "The potential for the program is enormous." She noted that Ball State University in Muncie, Ind., initiated a similar program a few years ago with about a dozen students and now enrolls more than 300 students.

WMU joined the MITN in 1991, but not before it became the first university in Michigan to broadcast a live telecourse. That was in January 1989, when the same course, "Principles of Marketing," was broadcast by satellite to locations in Benton Harbor and Grand Rapids.

The instructor then, and now, is Robert F. Reck, marketing. The program is a joint venture of the Division of Continuing Education, the Haworth College of Business, media services and University computing and communication services, all at WMU.

Besides WMU's MBA program, the MITN carries graduate engineering courses from Michigan State University and the University of Michigan, two members of the network. The other members, besides WMU and the state's 29 community colleges, are Michigan Technological and Wayne State universities.

"This is another example of how WMU fulfills its mission as one of the state's five graduate-intensive, research-oriented public universities," said President Haenicke when WMU joined the MITN last year.

The marketing course is being offered at Kellogg Community College in Battle Creek, at North Central Michigan College in Petoskey and at the General Motors Corp.'s Saginaw Gear Division plant from 6 to 9 p.m. each Thursday for 12 weeks.

"The community colleges are providing space and equipment," Schma said. "WMU provides an on-site coordinator. In Saginaw, GM provides space, equipment and a coordinator."

"That's the kind of partnership we

(Continued on page four)



## Public events planned to commemorate King birthday

Public events including a banquet, a candlelighting ceremony and a cabaret style celebration are being planned at the University in observance of Martin Luther King Jr.'s birthday this month.

Activities to commemorate the late civil rights leader began Jan. 13 with a display of books and other materials about King on the third floor of Waldo Library in the atrium area. The exhibit will run through Wednesday, Jan. 22.

The Office of Faculty Development Services will sponsor the award-winning video, "Black to the Future," at noon Friday, Jan. 17, in 3304 Sangren Hall. Earl M. Washington, Institute for the Study of Race and Ethnic Relations, will lead a discussion following the showing. For more information, persons may contact the Office of Faculty Development Services at 7-5305.

The cabaret style celebration honoring King's birthday is set for 8 p.m. Saturday, Jan. 18, in the East Ballroom of the Bernhard

Center. The event will include dancing to music by a disc jockey and by saxophonist Randy Scott. In addition, a dramatic portrayal of King and his wife, Coretta Scott King, will be presented by Von H. Washington, theatre, and his wife, Frances.

Hors d'oeuvres and other refreshments will be served at the event, which is being sponsored by Black Progressive Images. Tickets are \$15 and are available at: the Robinson Collection in Kalamazoo, 342-8228; the Alma Powell Branch of the Kalamazoo Public Library, 344-0781; the WMU branch of the National Association for the Advancement of Colored People, 7-2296; or Tommy & Co. Hair Design in Battle Creek, 964-3050.

The 23rd annual Martin Luther King Jr. Program banquet is scheduled for 2 p.m. Sunday, Jan. 19, in the North Ballroom of the Bernhard Center. Richard D. Chaney, director of membership services for the Health Alliance Plan in Detroit and an ordained

minister in the Church of God in Christ, will address the banquet's theme, "Without a Struggle, There Is No Progress."

In addition to celebrating King's birthday, the banquet will recognize the academic excellence of students enrolled in the Martin Luther King Jr. Program, a one-year, probationary student development program designed to encourage those who would not otherwise pursue higher education to do so. Tickets for the banquet are \$10 and persons may make reservations by calling the program office at 7-3322.

The WMU Division of Minority Affairs is planning a candlelighting ceremony for 11:30 a.m. Monday, Jan. 20, in the West Ballroom of the Bernhard Center. Students will light 39 candles to symbolize King's age when he was assassinated in 1968 and will conduct readings. The Voices of WMU gospel choir also is expected to perform. For more information, persons may contact the Division of Minority Affairs at 7-4420.

Also on Monday, the division will sponsor an exhibit of black art from 9 a.m. to 2 p.m. in the Martin Luther King Jr. Room (204) of the Bernhard Center. In addition, the Western Herald, WMU's student newspaper, will publish a special tabloid magazine section on Monday to remember King.

President Haenicke is encouraging faculty members to use some of the time in their classes Jan. 20 to reflect on themes that relate to King's life and teachings, the civil rights movement or race relations. He also has asked that faculty provide students who wish to participate in the special events for the day with the opportunity to make up, without penalty, any class work missed.

## Awards of up to \$175,000 available in new competition

A new competition designed to make the University more competitive in coming up with new products or technologies has been announced by Donald E. Thompson, vice president for research.

Faculty members are invited to apply for the WMU Centers for Excellence Competition. Beginning with fiscal year 1992-93, the competition will offer two to three awards. Each award will last for two years and have a total supported budget of up to \$175,000. The budget for the first year may not exceed \$100,000.

The centers should focus on interdisciplinary basic and applied research projects that will create the infrastructure necessary to make WMU more nationally and internationally competitive in the development of new technologies, products and deliveries of expertise.

The deans of each college are coordinating the application process. As a commitment to their investment after the award ends, the colleges are expected to support the centers at a level not less than the budgetary level of the final year of funding from the competition.

Faculty members are encouraged to submit, through their colleges, interdisciplinary proposals that combine the resources and expertise of more than one college, area or discipline. It is hoped that the research initiatives will be in areas that demonstrate significant economic development potential.

Applications from the college offices are due to the Office of the Vice President for Research by March 10. For more information, faculty members should contact their deans.

## Levin to focus on economic implications of educationally at-risk students in Jan. 22 lecture

The economic implications of the rising number of at-risk students in U.S. schools will be explored in a lecture Wednesday, Jan. 22.

Henry M. Levin, director of the Center for Educational Research at Stanford University, will speak on "Economics of Education for At-Risk Students" at 8 p.m. in 3750 Knauss Hall. He also will lead a seminar on "The Economics of Educational Choice" 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."

Levin also is a professor of education and



Levin

an affiliated professor of economics at Stanford, as well as the founder and director of the Accelerated Schools Project. Much of his recent research has focused on addressing the needs of educationally at-risk students, who comprise more than one-third of all elementary and secondary students and are rapidly increasing in number. The at-risk students are two years behind their grade level in achievement at sixth grade, and more than half fail to complete high school. They are most heavily concentrated among students from poverty, minority, immigrant, non-English speaking and single parent backgrounds.

"In the absence of successful interventions, they (at-risk students) have important consequences for the economy and higher education," Levin says. "Typically their educational underattainment does not prepare them adequately for existing jobs and further training. As they comprise a higher and higher proportion of the entry level workforce, they will have a severe impact on productivity and U.S. competitiveness. They will also contribute to rising costs of public assistance and the criminal justice system and to a dilution of standards and rising costs of remedial education in colleges and universities."

In his evening lecture, Levin will discuss the economic returns to social investments in improving the status of at-risk students. He will introduce a new approach to the education of these students called accelerated schools. These schools are designed to bring at-risk students into the educational mainstream by the end of elementary school. There currently are 140 such institutions, and they have resulted in substantial gains in student achievement and other school outcomes for at-risk students.

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.

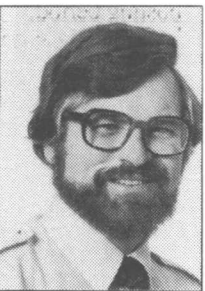
## Friday speaks in Europe

Paul C. Friday, sociology and criminal justice, conducted a series of lectures last semester in Europe.

He was a guest of the commissioner of the Swedish police and the National Police Training College in Stockholm. He addressed a cadet class of 700 on "Future Issues in Policing: The American Trend Toward Community Policing." He also gave a seminar to the police college faculty on "Police, Community and University Interface: The Implications for Training and Effectiveness."

Friday was invited by the Swedish police after the commissioner and his deputy commissioners visited Kalamazoo earlier last fall and observed the functioning of the Kalamazoo Criminal Justice Commission and the relations between the local criminal justice system and the University. In fall 1990, the Swedish police sent a cadet for three weeks of study here to work with Friday and the Kalamazoo Department of Public Safety.

During his visit to Europe, Friday also lectured on "Developing Trends in Criminological Theory" at the Fachhochschule Niederrhein in Monchengladbach, Germany. His visit to the German university was in conjunction with planning a 1992 seminar on "Victims and the Criminal Justice System." Each year, WMU plays host to two exchange students from that school.



Friday

## Films dates switched

There is a correction on the University Film Committee's schedule for winter semester that recently was distributed on campus. The showing of "Macbeth" should be listed at 8 p.m. Thursday, Feb. 20, rather than March 19. And the showing of "That Obscure Object of Desire" should be listed at 6 and 8:30 p.m. Thursday, March 19, rather than Feb. 20. Both will take place in 2302 Sangren Hall.

## Commission seeks names for 'Woman of the Year' honor

The Commission on the Status of Women is seeking nominations for its 1992 "Woman of the Year" award.

All current women employees and students at the University may be nominated, except for past recipients of the award. Any University-affiliated group or individual may nominate.

Nominations should be in letter form and should describe the nominee's leadership on behalf of women, her performance as a role model for other women and her general service to women, as well as any other achievements or recognition that should be considered by the selection committee. Vitas or resumes are not acceptable submissions.

Nomination letters should be sent to Hazel L. Starcher, College of Health and Human Services, no later than Feb. 10. Persons with questions may call Starcher at 7-2654.

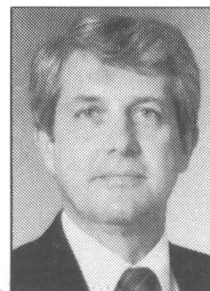
The awards luncheon is scheduled for March 20 in the Bernhard Center.

## Miller to be honored as 1992 'Man of the Year'

A long-time WMU faculty member is the recipient of the 1992 Alumni "W" Club "Man of the Year" award.

John T. Miller, health, physical education and recreation, will be honored at halftime of the Jan. 18 WMU vs. Ball State University men's basketball game along with Chris Juszczak, the "Woman of the Year" award winner. The game begins at 2:30 p.m. in Read Fieldhouse.

Miller is in his 29th year at WMU. From 1963 through 1979, he served as an assistant

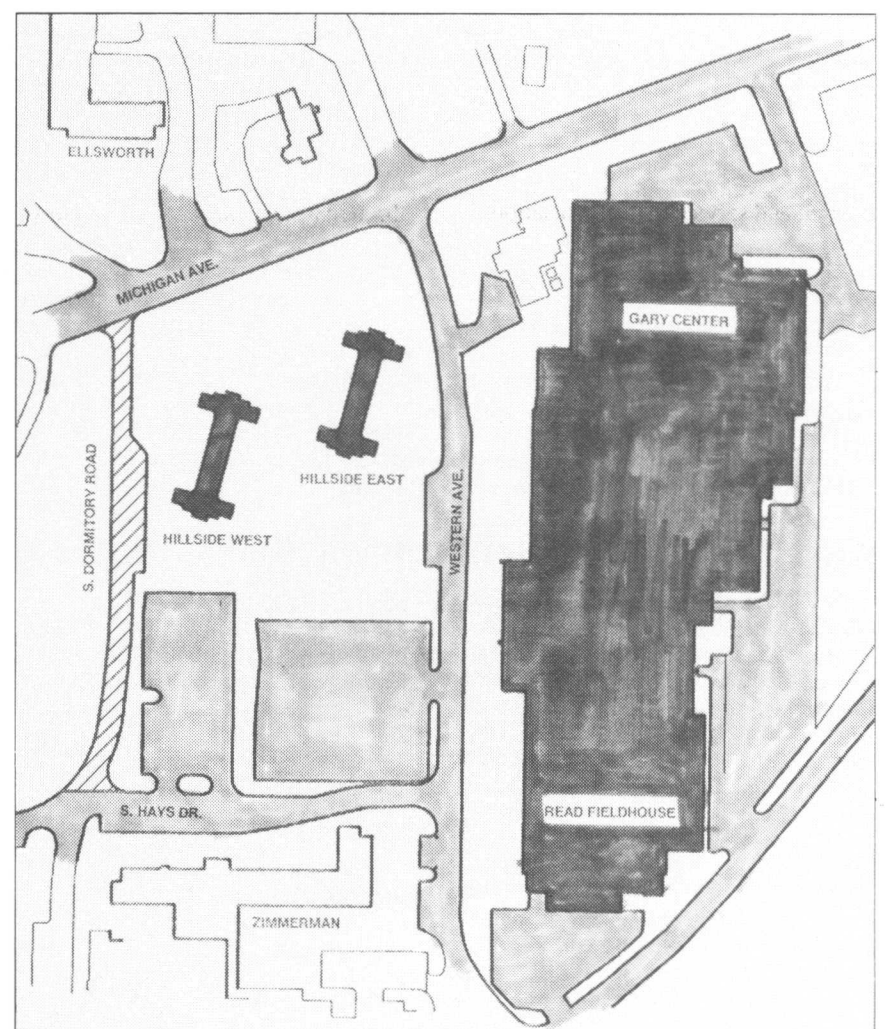


Miller

football coach. Nine of those years were spent working with the defensive secondary and eight of his players earned first- or second-team All Mid-American Conference honors.

Miller lettered twice as a fullback (1959-60) at WMU. He was All-Mid-American Conference honorable mention in 1960 and the team's "most improved" player. He earned his bachelor's and master's degrees from WMU. Since 1980, Miller has served as radio color commentator for Bronco football broadcasts.

Juszczak played on WMU softball teams that won state titles from 1978 through 1981. She was also a member of the 1977 volleyball team. She currently is head girls basketball coach and softball assistant at Lawton High School in addition to serving as an elementary school physical education teacher.



**ROAD CLOSED** — Beginning Monday, Jan. 20, South Dormitory Road between West Michigan Avenue and South Hays Drive will be closed for about two months. The area on this map is designated by the diagonal lines. Utilities are being rerouted for the Gary Center expansion. Utility changes will affect the Oaklands, Hillside West, Hillside East, the Gary Center and Read Fieldhouse. Building occupants will be notified prior to a utility shutdown or changeover.

## WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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## 11 selected for career development opportunity

A total of 11 clerical/technical employees have been selected to participate in the third year of a career development opportunity offered through the Department of Human Resources and the Clerical/Technical Organization.

The opportunity is designed for C/T employees who want to enhance their professional development through completion of a nationally recognized program. The group will be participating in a Certified Professional Secretary Review Course at Kalamazoo Valley Community College in

### Four more employees earn CPS designation

Four more WMU employees have earned the designation of Certified Professional Secretary bestowed by Professional Secretaries International.

These four clerical/technical staff members passed all six sections of the CPS examination in November: Stephanie Boris, Waldo Library; Audrey J. Hart, continuing education; Delores J. Minshall, Evaluation Center; and Phyllis A. Paul, public safety.

The four join 15 other WMU employees who have successfully completed the Certified Professional Secretary Review Course and passed the examination. The career development opportunity is offered through the Department of Human Resources and the Clerical/Technical Organization.

preparation for the May 1-2 Certified Professional Secretary Examination.

Participants are: Linda D. Baird, advancement services; Rose A. Henderson, speech pathology and audiology; Kathy L. Idleman, international student services; Rita K. Keller, student life; Toyka King, Waldo Library; Yolanda C. Mihalko, computing and communication services; Elaine C. Potgiesser, telecommunications; Vickie A. Price, Evaluation Center; Yvonne R. Rumery, Office of the General Counsel and Vice President for Legislative Affairs; Maria J. Saldivar, public affairs and administration; and Jearleen R. Willis, Office of the Dean of Students.

Since the program started in 1990, 42 C/T employees have gone through the course and 19 have become Certified Professional Secretaries.

The designation is bestowed by Professional Secretaries International, a professional organization for secretarial and clerical workers. Persons must receive a passing score of 70 percent on six sections of an examination given each year in May and November. The examination covers these topics: behavioral science in business; business law; economics and management; accounting; office administration and communication; and office technology.

To be eligible, persons were required to: have a satisfactory performance rating for 1991; be an hourly-paid C/T employee; receive a written endorsement from their supervisor or department manager; commit to attending the classes; agree to release their exam results to the Department of Human Resources; and be a Clerical/Technical Organization member.

The University is funding the program, so there is no charge to employees.

## On Campus



be on reserve and supplement textbooks. "I like the diversity of my job," says Garrison, who has worked in the University libraries for nearly eight years. Previously, she worked in testing and evaluation services for about seven years. "This is one area of librarianship where we deal with all other areas of the library." In trying to find the materials for requests, Garrison says "nothing goes by the rules" — nearly every investigation requires a different tack. She also enjoys dealing with the people from other libraries across the United States and in other countries. Garrison holds her bachelor's degree from Eastern Michigan University and her master's degree in librarianship from WMU.

**ON THE INFORMATION TRAIL** — Being the resource sharing coordinator in Waldo Library is a little bit like being a detective, according to Judy A. Garrison. She coordinates the interlibrary loan service that receives requests from libraries around the world for materials and information. Answering those requests can sometimes be like solving a crime, in terms of all the investigation involved, Garrison says. Last year, she and her staff of four professional employees and eight to ten student employees handled some 19,000 requests for information. Generally, they respond within two days. On the other side of the coin, Garrison also helps WMU faculty, staff and students make requests for materials they need for research from libraries around the world. She and her staff processed about 10,000 requests from the WMU community to borrow materials last year. Another facet of Garrison's job is providing library services for the Division of Continuing Education. She receives bibliographies from faculty members teaching at WMU's regional centers and makes sure the materials are provided to those centers to

## Women leaders is session topic

"Women as Leaders in the '90s" is the title of a discussion scheduled for noon Wednesday, Jan. 22, in the Red Rooms of the Bernhard Center.

Shirley A. VanHoeven, communication, will talk about what the value society places on independence means for women. She will explore where American women's quest for identity, meaning and satisfaction will take them in the 1990s, and will focus on how current and emerging social, economic and political trends affect this quest.

The discussion is being sponsored by the Women's Center.

## Sparks elected to fellowship

Shirley N. Sparks, emerita in speech pathology and audiology, was elected to fellowship in the American Speech-Language-Hearing Association at the group's recent annual convention in Atlanta.



Sparks

The award was for outstanding teaching, research and service to the association.

## Archives change hours to allow weekend research

The WMU Archives and Regional History Collections Library has changed its hours to reflect the needs of the growing number of researchers who need to utilize materials beyond the regular work week.

The new hours are: 8 a.m. to 5 p.m. Tuesdays through Fridays; 9 a.m. to 4 p.m. Saturdays; and closed Sundays and Mondays.

The Archives and Regional History Collections Library, a branch of the University libraries, is located in 111 East Hall on East Campus. It is designated by the Michigan Historical Commission as a repository for public records of 12 counties in Southwest Michigan: Allegan, Barry, Berrien, Branch, Calhoun, Cass, Kalamazoo, Kent, Muskegon, Ottawa, St. Joseph and Van Buren.

The public records, on deposit from the State Archives of Michigan, are original documents created in county, township, city and village governmental agencies. Materials include tax records, court records, township minutes and selected naturalization records. An appointment needs to be made to use the majority of these records, since they are stored at an off-site location.

Other Southwest Michigan resources available include: original papers, manuscripts and diaries; family, church, business and organization records; area newspapers; county/local history books; atlases/maps; and photographs.

Saturday parking on East Campus is unre-

## Brewer writes atlas with nature center authors on 215 breeding bird species in Michigan

A WMU faculty member is the co-author of a comprehensive "address book" for birds in Michigan.

Richard D. Brewer, biological sciences, has written and edited "The Atlas of Breeding Birds of Michigan" with Gail A. McPeck and Raymond J. Adams Jr. of the Kalamazoo Nature Center. The 650-page hardcover volume recently was published by the Michigan State University Press.

The book contains information on some 215 bird species in the state and where they make their nests. It is based on a six-year survey that involved 1,200 volunteers who observed 500,000 nests. The state was divided into township quarters (three-mile by three-mile blocks). Every species found nesting in each of these areas was recorded.

The least nests were found for the barn owl — only one site in Monroe County. Michigan's official bird, the robin, was found to have many nests throughout both peninsulas.

The book contains text, maps and line drawings. A total of 10 artists were selected through a statewide competition to contrib-

ute. The atlas also lists 65 contributing authors, including several faculty members at universities.

Sponsors of the atlas are the Michigan Nongame Wildlife Fund of the Michigan Department of Natural Resources, the Michigan Audubon Society, the Kalamazoo Nature Center and the Detroit Audubon Society.

The book is priced at \$39.95 and is available from the Michigan State University Press and area bookstores.

## Human Resources

### 'Valuing Diversity' seminar offered

Our University has great riches and resources in the diversity of our workforce. Interacting with co-workers who are different than we are can make our jobs at WMU exciting, stimulating and challenging, but does require tact and understanding.

To help you learn these skills, the Department of Human Resources is offering "Valuing Diversity" for nonsupervisory employees from 9 a.m. to noon Tuesday, Jan. 21, in 204 Bernhard Center. Presenters Doreen A. Brinson and Larry C. Scott, both human resources, will use videos and discussions to highlight the critical areas for appreciating the different perspectives we all bring to our work.

To enroll for this seminar, please call Chrysa K. Richards, human resources, at 7-3620.

## Service

These faculty and staff members are recognized for five, 10, 15, 20 and 25 years of service to the University in January:

**25 years** — Gary L. Belleville, student employment referral service; Wendy L. Cornish, dance; James R. Dean, dining service; Beverly J. Liles, Valley II dining service; and Linda L. Maze, Miller Auditorium.

**20 years** — Nicholas C. Batch, finance and commercial law; George Coy, physical plant-B/E maintenance; Barbara A. Johnston, Office of the President; Timothy E. Kahler, physical plant-building custodial and support services; and Nellie L. Stell, educational leadership.

**15 years** — Joan D. Bynum, music; Karen Jazayeri-Nejad, Cistercian studies; Raymond A. Lish, social work; and Richard E. Munsterman, industrial engineering.

**10 years** — Richard A. Aldrich Jr., public safety; Margaret A. Binns, Sincdecuse Health Center; Sharon L. Daughtry, physical plant-building custodial and support services; and Delorse Evans, chemistry.

**Five years** — Valerie Armstrong, physical plant-building custodial and support services; Jerry R. Burhans, physical plant-B/E maintenance; Shelly Carpenter, grants and contracts; Karen K. Clemens, residence hall facilities; James A. Cornell, physics; Brian E. Crandall, public safety; Deborah J. Hallock, physical plant-building custodial and support services; Suzanne Husband, archives; Katherine E. Ivie, WMU Bookstore; Cynthia A. Maul, physical plant-building custodial and support services; Marvin G. Milkovich, physical plant-building custodial and support services; Carolyn J. Oberlink, computer science; Devri Rivera, physical plant-building custodial and support services; Joyce L. Sager, institutional advancement; Mary J. Smith, education and professional development; Beverly C. Somers, academic records; Carroll Stump, physical plant-building custodial and support services; Wilma D. Thomas, Davis dining service; and Teri L. Weese, computing services.

## 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/Associate Professor (Tenure Track), I-30/I-20, Art, 91/92-219, 1/14-1/20/92.

(N) Secretary I (Correction; Term Ends 12/31/93), S-04, Research and Sponsored Programs, 91/92-165, 1/14-1/20/92.

(R) Financial Clerk II, S-04, WMU Bookstore, 91/92-222, 1/14-1/20/92.

(R) Secretary III (.50 FTE; 20 Hours/Week), S-06, Continuing Education-Lansing, 91/92-224, 1/14-1/20/92.

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

## Media

Richard A. Gershon, communication, discusses media coverage of recent court cases on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Jan. 18, at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590).

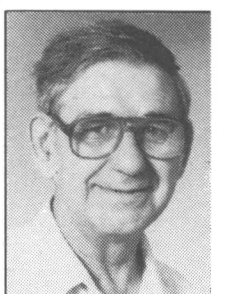
## Obituary

Henry P. Dieterman, retired from the physical plant, died Jan. 9 in Kalamazoo. He was 66.

He joined the WMU staff in 1962 and was a general supervisor in the building and equipment maintenance area when he retired in January 1988.

An avid outdoorsman, Dieterman was a member of the Michigan United Conservation Club. He also was active in the Trinity Reformed Church as an elder and a deacon.

Persons may make memorial contributions to the church, the Kalamazoo Gospel Mission or the Kalamazoo Youth Ministry.



Dieterman



## University earns more than \$250,000 each in gifts and grants during November, board learns

The University received \$251,957 in gifts and \$267,630 in grants during November, according to reports presented to the Board of Trustees at its Dec. 20 meeting.

The November gift total brings the year-to-date total of gifts received by the University to \$1,677,567, an amount that is \$400,199 or 31 percent higher than last year's total of \$1,277,368 for the same period.

Among significant gifts received during November was a \$10,000 gift from James M. and Mary B. Thorne of Kalamazoo for use on an educational wing for the University's Department of Theatre. Approximately 55 percent of the \$4 million cost has been raised for the planned 26,200-square-foot building, which will be annexed to Shaw Theatre. An anonymous gift of \$10,000 also was received during November for that project.

A gift of \$15,000 from the Dorothy U. Dalton Foundation of Kalamazoo to be used to help allay the costs of a new transmitter for WMUK-FM, the University's public radio station. Installation of the new transmitter was completed in November, allowing the station to restore full service for the first time since an Aug. 30 fire damaged the old transmitter.

The Upjohn Co. Foundation of Kalamazoo also made a \$20,000 gift to the University's annual fund during November.

The November grant total brought the year-to-date total of grants received by the University to \$6,528,511, an increase of \$973,278 or 18 percent over last year's figure

of \$5,555,232 for the same period.

The largest grant received during November was a \$140,000 equipment award from Haworth Inc. of Holland to Paul V. Engelmann, engineering technology. The equipment, a high speed laser cutting unit, will be added to the College of Engineering and Applied Sciences' automated manufacturing laboratory.

### Greeks honor faculty members

Two faculty members have been honored by the University's Greek organizations.

The Inter-Fraternity Council and the National Panhellenic Conference have given their first "Professor of the Year" award to Visho Sharma, science studies, while the National Panhellenic Council has likewise honored Von H. Washington, theatre.

The two were feted at the end of the fall semester at a Greek awards ceremony sponsored by WMU's 11 sororities and 17 fraternities.

### Gianakaris on journal board

C.J. "Gus" Gianakaris, English and theatre, has been appointed to the editorial board for a new academic journal called "American Drama." The journal debuted this past fall and is to be published twice a year at the University of Cincinnati's Helen Weinberger Center for the Study of Drama and Playwriting.

## Faculty members win grants for computer projects

Four faculty members have received awards through University computing services' Matching Grant Program.

The program, aimed at encouraging and supporting the appropriate infusion of computing into instruction, provides a match of up to \$3,000 for hardware and software. The four winners were selected by a committee from 16 proposals.

Ronald W. Davis, chairperson of history, will use his grant to initiate the "Southwest Michigan Comprehensive History Database Pilot Project." The database is an integrative catalog of all forms of material artifacts held in regional collections that can be used to generate historical evidence.

"Interactive Instruction in Chemical Ecology" is the title of a project to be undertaken by Stephen B. Malcolm, biological sciences.

Chemical ecology is a strongly interactive approach to modern concepts and methods in ecology and chemistry. Malcolm will use the grant to introduce students to this interactive discipline through computer-controlled teaching techniques.

A grant to John W. Petro, mathematics and statistics, will enable him to make computer demonstrations in sophomore linear algebra and other courses over the next several years. He expects the addition of computer demonstrations to help students better understand the mathematical concepts because of the ability to complete a long sequence of calculations or to make a graphical presentation easier than on a blackboard or an overhead projector.

The final matching grant has been awarded to Ramon Zupko, music, for his project, "Computers and Musical Instrument Digital Interface." MIDI allows the exchange of information between personal computers and digital musical instruments. Zupko will use the grant to create a MIDI workstation for himself to investigate specific procedures and music software that would be most beneficial for his students in learning about this technique.

The next round of applications for the Matching Grant Program are due March 1. For more information, persons may contact John P. Flynn, computing services, at 7-4970.

### APA to meet Jan. 23, vote set on unionization

The Administrative Professional Association will meet at noon Thursday, Jan. 23, in the Red Rooms of the Bernhard Center. Included on the agenda, which is being distributed to all professional/technical/administrative staff members, is a vote on whether or not the APA should move forward to form a union. Only APA members may cast ballots.



**INTERNATIONAL HALL** — A 10-by-7-foot map of the world now covers one wall of the lobby in Hoekje Hall. The display is designed to highlight the large proportion of international students who make their homes in the residence hall. During the fall semester, about 36 percent of the hall's residents were from other countries, according to Larry Christenson, hall director. He is pictured here, at left, with Hoekje residents Beosker Posey, a freshman from Detroit; Michelle R. Sharick, a senior from Sturgis who is vice president for hall improvements; and Noor Haliza Ismayudin, a senior from Malaysia. The students are holding some of the 169 flags from various countries that border the map. The display was purchased with residence hall improvement funds, a portion of the money the University receives from vending machines in the halls. To further recognize the international culture of its residents, Hoekje is planning an international week for sometime in February.

## Blasch honored for contributions

Donald Blasch, emeritus in blind rehabilitation, has added another accolade to the long list of awards and tributes that have resulted from his many career contributions to the field of blind rehabilitation and education.

The August issue of the CBR Torch, a regular publication of the Central Blind Rehabilitation Center in Hines, Ill., is devoted to a retrospective on Blasch's life-long commitment to the blind.

Blasch, a former chairperson of the WMU department, first became associated with the Hines Center in 1951 when he was hired as a counselor to help blind veterans from the Korean War. He was with the center until he came to WMU in 1961 to start an orientation and mobility program, one of two college-level programs and the first of its kind to be established through federal funding.

Blasch retired from WMU in 1984 and resides in Kalamazoo.

## MBA via satellite *(Continued from page one)*

expect to establish with other businesses and corporations across the state," she said, adding that GM pays the tuition for its employees. "It represents a real commitment by the employer to the continuing education of its employees."

Students can let the instructor know when they wish to speak by pushing the buttons of a keypad, which also will enable the instructor to give quizzes and get the results immediately. Students can both see and hear the instructor, who can hear and speak with students by interactive audio.

WMU transmits the course from a studio classroom in the Haworth College of Business building to a communications satellite in fixed orbit over North America, which sends the signal to any receiving location or "downlink" on the continent. WMU installed

its "uplink" in Kalamazoo last year. The \$700,000 cost was paid by the MITN, which is leasing the equipment to WMU.

The uplink, which is located on the University's East Campus, also can be leased by the business community to broadcast such events as sales meetings to far flung locations, according to Harley D. Behm, computing and communication services.

A second course, "The Legal Environment of Business," will be offered during the University's spring session, which starts in May. Tuition is \$225 per credit hour. In addition, WMU will broadcast a series of short workshops in engineering, beginning this coming fall.

More information is available from the MITN by calling (517) 336-1321 in East Lansing or from WMU by calling 7-4195.

## Calendar

### JANUARY

#### Thursday/16

(thru 22) Display of books and other materials about Martin Luther King Jr., third floor, atrium area, Waldo Library.

(thru Feb. 28) Art exhibit, "Landscapes, Still Lifes and Abstracts," mixed media by James C. Palmore, Kalamazoo artist, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

(thru 30) Exhibition, "Computer Paintings," Joan Truckenbrod, Illinois artist, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

(and 17) BFA degree show, "Paper and Paint," watercolor exhibition by Melissa Weber, Multimedia Room, Dalton Center, 10 a.m.-6:30 p.m.; reception, Thursday, Jan. 16, 5-7 p.m.

Mathematics and statistics colloquium, "An Approximation to the Likelihood Function With Application to the Analysis of Censored Water Quality Data," A.H. El-Shaarawi, National Water Research Institute, Burlington, Ontario, Canada, Commons Room, sixth floor, Everett Tower, 4:10 p.m.; refreshments, 3:45 p.m.

#### Friday/17

Office of Faculty Development Services video, "Black to the Future," followed by discussion led by Earl M. Washington, Institute for the Study of Race and Ethnic Relations, 3304 Sangren Hall, noon

Retirement reception honoring Gerald C. Schwemmin, controller, President's Dining Room, Bernhard Center, 3-5 p.m.

\*(and 18) Hockey, WMU vs. Ohio State University, Lawson Arena, 7:30 p.m.

\*Concert, Newport Jazz Festival All-Stars, Miller Auditorium, 8 p.m.

#### Saturday/18

Women's basketball, WMU vs. the Ball State University, Read Fieldhouse, noon.

Women's gymnastics, WMU vs. Kent State University, Gary Center Gym, 1 p.m.

\*Men's basketball, WMU vs. Ball State University, Read Fieldhouse, 2:30 p.m.

\*Cabaret style celebration honoring birthday of Martin Luther King Jr., East Ballroom, Bernhard Center, 8 p.m.

#### Sunday/19

\*23rd annual Martin Luther King Jr. Program banquet, North Ballroom, Bernhard Center, 2 p.m.

Student recital, Shelley A. Miller, clarinet, Dalton Center Recital Hall, 5 p.m.

#### Monday/20

Exhibit of black art, Martin Luther King Jr. Room (204), Bernhard Center, 9 a.m.-2 p.m.

Doctoral oral examination, "The Relationship Between Cooperative Education and Other

Criteria in Attractiveness for Hiring," Carl B. Wagner, educational leadership, Tate Center, 3210 Sangren Hall, 10 a.m.

Candlelighting ceremony to commemorate Martin Luther King Jr.'s birthday, West Ballroom, Bernhard Center, 11:30 a.m.

Guest artist recital, Thomas Gregg, tenor, Dalton Center Recital Hall, 8 p.m.

#### Tuesday/21

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

Writing workshop for the preparation of doctoral dissertations, specialist projects and master's theses, 205 Bernhard Center, 10-11 a.m.

#### Wednesday/22

Women's Center discussion, "Women as Leaders in the '90s," Shirley A. VanHoeven, communication, Red Rooms, Bernhard Center, noon-1:30 p.m.

School of Music Convocation Series Early Music Concert, Dalton Center Recital Hall, 2 p.m.

"The Economics of Education" lecture-seminar series, Henry M. Levin, director and professor, Center for Educational Research, Stanford University; seminar, "The Economics of Educational Choice," 3760 Knauss Hall, 3 p.m.; lecture, "Economics of Education for At-Risk Students," 3750 Knauss Hall, 8 p.m.

\*(thru 26) University Theatre production, "Wedding Band," Shaw Theatre: Jan. 22-25, 8 p.m., and Jan. 26, 2 p.m.

#### Thursday/23

Doctoral oral examination, "The Reading Connection: A Leadership Initiative Designed to Change the Delivery of Educational Services to At-Risk Children," Gary L. Compton, educational leadership, Tate Center, 3210 Sangren Hall, 10 a.m.

Business meeting, Administrative Professional Association, Red Rooms, Bernhard Center, noon.

Student Employment Referral Service "Internship Search Workshop," conference room, first floor, Ellsworth Hall, 3-4:30 p.m.; registration required by calling 7-2725.

Retirement reception honoring June R. Fuller, WMU Bookstore, President's Dining Room, Bernhard Center, 4-5:30 p.m.

University film series, "Sunset Boulevard" (United States, 1950), directed by Billy Wilder, 2302 Sangren Hall, 6 and 8:30 p.m.

\*Admission charged