

# WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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January 30, 1992

## WMU/KVCC partnership boosts transfer rate for minority students

Minority students are finishing their studies at Kalamazoo Valley Community College and transferring to WMU at record rates, thanks to a three-year-old program that has just received funding for the 1992-93 school year.

A \$64,623 grant from the Michigan Department of Education's Office of Minority Equity was awarded recently to continue both schools' participation in the Michigan College/University Partnership Program. The program is designed to increase the number of minority students transferring between partner two- and four-year institutions.

The WMU/KVCC partnership, called Project Focus, features intensive academic monitoring, supplemental instruction and introduction of students to the resources and intellectual life of the University. The program has far exceeded its original goal of increasing minority transfers between the two schools by 50 percent, says Stanley E. Henderson, admissions and orientation.

The number of transfers of minority students from KVCC to WMU was up to 48 students this year, 167 percent over the yearly average of 18 minority transfers for the five years preceding the program's implementation in 1989.

Earl Nelson, director of the Office of Minority Equity in the Michigan Department of Education, praises the University and college for "capturing the spirit of the funding program" and says those numbers "lead us to believe that the state's money is being well spent."

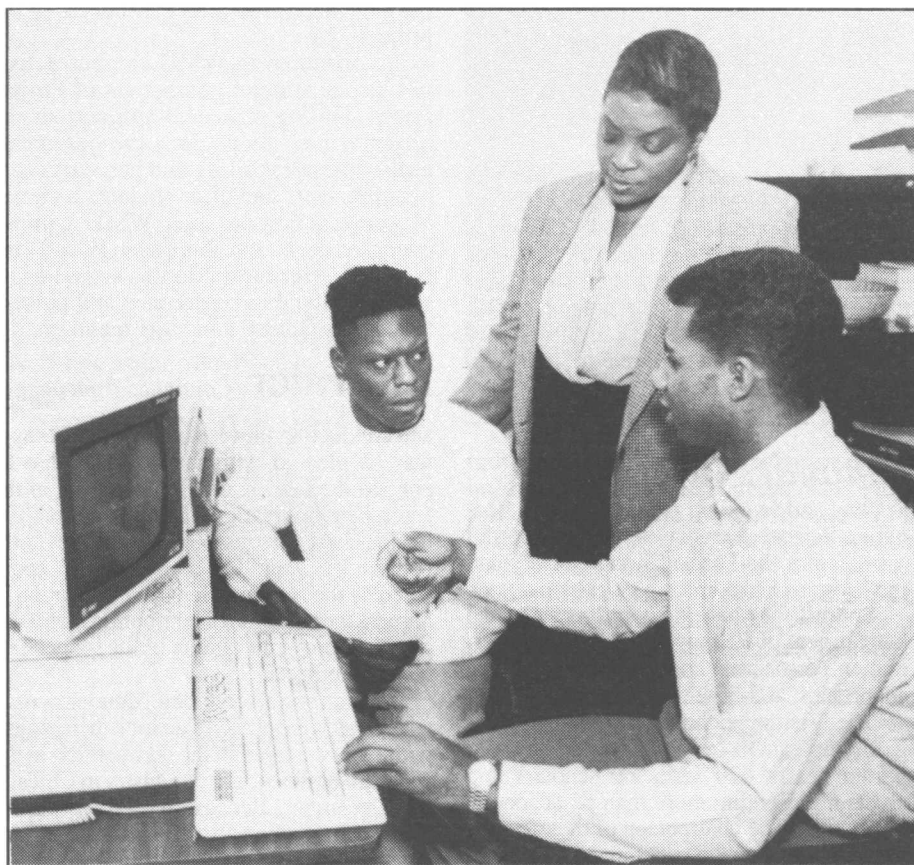
"We think that what Western Michigan University and Kalamazoo Valley Community College have developed is a bona fide partnership," he says. "It's a partnership based on finding students who, with encouragement and support, can transfer successfully to a four-year institution, and it's based on giving hope to students and belief in what they can accomplish."

"We have used their work as a model to show other universities what can happen when this kind of partnership is built. We've encouraged other universities to grow from the WMU and KVCC experience."

Henderson, who is director of Project Focus, says the initiative epitomizes what a grant program can be and says its "remarkable success" shows the value of providing a structured support system through which students can move during both their two-year and four-year college careers and become successful.

"Project Focus shows what an intrusive program can do in providing services to students," he says. "It is a clear indication that support both at the community college and the university can overcome many of the barriers that were keeping students from success."

Bruce Kocher, KVCC vice president for student and instructional support services, agrees and says the project "is a true partnership between KVCC and WMU and clearly shows that cooperation works. Working together, we're ensuring that students make the best use of the resources available to them in



**MONITORING PROGRESS TOWARD TRANSFER** — Kalamazoo Valley Community College freshman Thomas Ewing of South Haven, left, gets some academic pointers from Gregory Moorehead, a WMU graduate assistant in the Project Focus program, as Maxine Gilling, coordinator of Project Focus, looks on. Moorehead, who monitors students' academic progress weekly, is one of two WMU students working on the project. Ewing is a psychology major and one of 106 KVCC students now enrolled in the three-year-old program designed to boost the number of minority students who transfer to the University.

meeting their educational goals."

According to Maxine Gilling, the KVCC-based coordinator for Project Focus, an average of 18 minority students per year were transferring from KVCC to WMU between 1985 and 1989. By 1990, after one year of Project Focus influence, the number rose to

36 and, in 1991, the figure hit 48. Gilling reports that 106 KVCC students now are enrolled in Project Focus and that number includes 67 freshmen. So successful is the project at attracting minority students, Gilling says, that she now has to put interested students on a waiting list.

Besides increasing the number of transfer students, a second major goal of the project is to assure that students involved in the program have a high rate of success after they enroll at WMU. Success at meeting that goal, Gilling says, will start to show in April as a steady stream of Project Focus students begin to receive bachelor's degrees from the University.

Two Project Focus students will be the first to receive their undergraduate degrees during April commencement ceremonies at WMU, with more following in the spring and summer.

One summer graduate will be Wayne Hearn, a Lee Honors College member majoring in finance. Hearn entered the Project Focus program in 1989 after hearing about it from a faculty member. Hearn, who had "fallen through the cracks" and into academic trouble earlier at another university, was just out of the service and determined to succeed at KVCC and transfer to WMU.

"Project Focus gave me an edge," Hearn says, "I had guidance, tutoring services when I needed them, someone to refer to and peers to talk things over with. Project Focus provided guidance and assistance and I credit it with a lot of my success."

After graduation, Hearn plans to enter the work force and continue his education by working part time toward a master's degree in business administration. Eventually, he says, he would like to teach. In the meantime, he is staying active in Project Focus by acting as a peer mentor for other students in the program. It's a way, he says, of giving back to the program that has given him so much.

"So much can be taken from the program," he says, "if a student is willing to take advantage of all the opportunities offered."

Project Focus utilizes academic monitoring, visits to the WMU campus, peer mentoring and a residential component that allows students to live on the WMU campus while they attend classes at KVCC. "Monitoring is the key component of the program," Gilling says.

(Continued on page two)

## Device could help hearing impaired with telephone talk

A joint project between a WMU student and a Kalamazoo businessman could lend new meaning to the phrase, "Read my lips."

The two have collaborated to come up with the plans for a "Liperator." The computerized device attaches to the telephone of a hearing impaired person to translate voice communication into a sequence of lip movements that appear on a video display. Those with the equipment would actually be able to lipread their telephone conversations.

Yair Mendelowitsch, who received his master's degree in electrical engineering from WMU this past December, and Robert P. Slager, a hearing aid specialist at the Hearing Aid Center of Kalamazoo, have been working for the past year on developing the device. Although it has yet to be manufactured, the Liperator has received an award in a national competition and is attracting widespread interest from the scientific community.

Slager, who has worked in the hearing aid business for some 30 years, came up with the idea for the product several years ago. "Persons with hearing loss have great difficulty on the telephone, especially when there is noise in the background," he says.

Most hearing losses, he says, are caused by the deterioration of the hearing nerve or its lack of development. Persons with this type of hearing loss can pick up some frequencies — usually the low-pitched tones — better than others.

"So the person with this hearing loss will hear only parts of words, and therefore have difficulty understanding," he says. "This problem is further complicated when there is noise in the background, as the frequencies of noise are primarily in the low end of the hearing range. Watching the movement of the lips with the Liperator will augment



**This is a prototype of the Liperator.**

anyone's — especially the hearing impaired person's — ability to hear."

To decide if his idea was feasible, Slager contacted the WMU College of Engineering and Applied Sciences last year. He talked with electrical engineering faculty members John W. Gesink and S.H. Mousavinezhad, who set up the project with Mendelowitsch and supervised the work.

"I thought this would be an interesting project to work on," said Mendelowitsch, who specialized in digital signal processing in his electrical engineering program. While working to develop the technical components of the program, he also spent many hours studying the art of lipreading.

The device he came up with is a computer

that analyzes a voice signal received from the telephone. The instrument breaks down the stream of words into phonemes, the smallest units of speech that distinguish one utterance from another. Factors such as frequencies and inflections are taken into account. Once the phonemes are identified, the computer matches each to a corresponding lip shape. These shapes are then shown in the form of human lips on a video display.

Slager says the Liperator has several advantages over today's TDDs, which take voice messages and translate them to electronic readouts.

"The primary problem with the TDD is that you have to have one on the telephone at each end," he says. "With the Liperator, only the hearing impaired person would have to have one, so it would be less expensive. The Liperator also would enable two people to have a continuous telephone conversation, rather than having to wait to receive each other's messages."

Although he has no cost estimates yet, he expects the device would be more economical than the telephones recently touted by manufacturers that will allow the two parties to see each other. The Liperator also would be portable, so hearing impaired persons could carry it wherever they wanted.

"With variations and modifications, this device could accommodate all languages, and also translate spoken words directly into hand gestures for the sign-language dependent person," Slager says. "In addition, the circuit could be adapted to the audio portion of television, radio or any electronic audio equipment."

Slager credits Mendelowitsch with being "very helpful in developing the technology

(Continued on page two)

## Board to meet Friday, Jan. 31

The Board of Trustees will meet at 10:45 a.m. Friday, Jan. 31, in the Board Room of the Bernhard Center.

Agenda items include the election of board officers for 1992 as well as a recommendation on an honorary degree that would be awarded at the April commencement. The board also will consider recommendations on a construction contract for utilities associated with the expansion and renovation of WMU's student recreation facilities and on an agreement between WMU and Michigan State University's Kalamazoo Center for Medical Studies.

These board committee meetings will meet Friday in 204 Bernhard Center: Academic and Student Affairs Committee at 9 a.m.; and Budget and Finance Committee at 10 a.m. All meetings are open to the public.





**NEW GALLERIES** — Students now have a new place on campus to show off their artwork. Two permanent galleries have been created at the south end of East Hall on East Campus: the Rotunda Gallery, shown here; and the South Gallery, which is entered through the Rotunda Gallery. The exhibit rooms replace a gallery that was located in Walwood Hall before renovation began there. Exhibits usually change about once a week. Beginning Feb. 3 and running until Feb. 15, there will be a special exhibit in the galleries curated by Joseph V. DeLuca, art. "MFA, BFA: A Sampling" will feature paintings by 28 student artists. An opening reception is set for 5 to 7:30 p.m. Friday, Feb. 7. Hours for the show are 10 a.m. to 5 p.m. weekdays.

## Pioneer in experimental economics to lecture

A leading pioneer in the new field of experimental economics will deliver two lectures at WMU Wednesday, Feb. 5, as part of the Visiting Scholars and Artists Program.

Vernon L. Smith, professor of economics at the University of Arizona, will speak on "Preferences, Property Rights and Anonymity in Bargaining Games" at 3 p.m. in 3760 Knauss Hall. At 8 p.m., he will discuss "Laboratory Experimental Methods in Economics" in 3750 Knauss Hall. Both lectures are free and open to the public.

Smith also is the research director of the Economic Science Laboratory at the University of Arizona. His evening lecture will focus on experimental economics. In other scientific disciplines, experimental and laboratory research are dominant forms of inquiry. This type of research, until recently, has been almost nonexistent in economics. Smith is the leader of a growing number of economists who have sought to incorporate experimental techniques into economists' research methods.

Smith has generated many novel results from his experiments and has, in particular, advanced understanding of the operation of markets where auctions are the method of determining prices. His work on the behavior of individuals under uncertainty has applications ranging from financial markets to natural resource markets.

In his afternoon talk, Smith will discuss bargaining games he has conducted in which the participants trade in a simulated market.

Smith taught at Purdue and Brown universities and the University of Massachusetts before joining the University of Arizona faculty. He is a fellow of the Econometric



Smith

Society and founding president of the Economic Science Association. He also is past president of the Public Choice Society and the Western Economics Association.

Smith's visit is being coordinated by the Department of Economics. For more information, persons may contact William S. Kern, economics, at 7-5549.

The Visiting Scholars and Artists Program was established in 1960 and has supported nearly 420 visits by scholars and artists representing more than 65 academic disciplines. The chairperson of the committee that oversees the program is Marcia A. Kingsley, University libraries.

## Events planned in celebration of Black History Month

A production of the powerful drama, "The Meeting," and a jazz festival highlight the schedule of events being planned in observance of Black History Month at the University in February.

Martin Luther King Jr. and Malcolm X never met during their lifetimes, but what would have transpired if they had? "The Meeting," a play by Jeff Stetson, is a fictitious account of a confrontational dialogue between the two. The Division of Minority Affairs will present three performances of the play at 7 p.m. Tuesday, Feb. 25, and at 7:30 p.m. Thursday and Friday, Feb. 27-28, in the Dalton Center Recital Hall.

Audiences will have the opportunity to see two of the area's most dynamic actors portray the eloquent orators. Von H. Washington, theatre, as Malcolm X, and John McCants, Civic Black Theatre director, as King, will be working together for the first time in their acting careers. Although King's philosophy of non-violent protest and the "by any means necessary" approach of Malcolm X are representative of the two ends of the black struggle spectrum, the play explores the similarities as well as the differences of the two leaders who worked to achieve equality for African-Americans.

Tickets are \$8 and will go on sale Monday, Feb. 3, at various campus locations, including the Division of Minority Affairs in 201-A Ellsworth Hall and the lobby of the Faunce Student Services Building. For the Tuesday performance, special "Student Night" tickets will be \$2 for high school students and \$4 for University students. For more information, persons should call 7-3326.

Tim Cunningham and Four of a Kind, Dave Myles and Mylestones with Kimmie Home, Straight Ahead, Speakeasy and Ujima will be among the performers at "Minifest IV: If It Swings and Pops, Den Dis Is Jazz" Friday and Saturday, Feb. 21-22, in the Dalton Center Recital Hall. The festival, which begins at 7:30 p.m. Friday and at noon and 7:30 p.m. Saturday, will feature lectures by Horace Boyer, professor of music and dance at the University of Massachusetts at Amherst. The event is being coordinated by Benjamin C. Wilson, Black Americana Studies Program.

A brown bag lunch series is scheduled for each Monday during the month from noon to 1 p.m. in the lower level of Kanley Chapel. Speakers and their topics will be:

## WMU/KVCC partnership (Continued from page one)

Project Focus students meet with project staff members weekly while at KVCC and monthly after they transfer to the University. Academics, social and financial problems, and family concerns all emerge during the monitoring sessions. Instructors at KVCC report a noticeable difference between the Project Focus students and other minority students on campus and note that enhanced academic performance by the monitored students is apparent as the semester unfolds. KVCC faculty, who have seen what a difference the program can make, have been referring many students.

Gilling says "outstanding support" from the faculty and staff at KVCC and access to tutors through that college's tutoring lab have been crucial to the success of the project.

Involvement in WMU campus activities also is a major component of Project Focus, Gilling says. All students in the program must attend three campus events each semester. Gilling and her staff organize the visits and offer students a choice of participation in such WMU campus events as the Native American Pow Wow, Hispanic Heritage Month activities, a spring leadership conference and presentations by faculty and staff members de-

signed to make the eventual transition to WMU easier.

Fall 1991 marked the first semester that Project Focus students at KVCC were offered the option of living on the WMU campus. The 44 students who accepted that opportunity have been able to experience the campus from a resident's point of view while still benefiting from the structure and monitoring of Project Focus at KVCC. Those students have been issued special student I.D.s that allow them to have many of the same privileges as WMU students — library borrowing, entry to student recreation facilities and sporting events and discounted tickets to major cultural events.

All Project Focus students get a thorough grounding in University resources during the semester prior to their transfer to WMU. During that semester, Project Focus students are required to take "University 101," a seminar that introduces students to the resources of the University community and fosters the student's growth and development during the transfer process. The course is taught by a WMU faculty member and modeled on a similar course that has been successfully used to familiarize entering WMU freshmen with how to use University resources.

## Lipperator (Continued from page one)

and conducting the research." In fact, Slager was so pleased with the outcome that he entered the device as a joint venture in the Johns Hopkins National Search for Computing to Assist Persons With Disabilities competition last year. The competition is sponsored by the National Science Foundation to harness the potential of computing technologies to improve the quality of life for persons with disabilities.

After an initial screening, Mendelowitsch and Slager were invited to exhibit their project with others entered in the competition at the Museum of Science and Industry in Chicago last December. Because the project hasn't yet been built, the two came up with a prototype that allowed persons to pick up a telephone, listen to a taped message and watch

the lips move on a display. The prototype is about the size of an index card — three by five inches — and about one inch thick. The video display is one inch by two and a half inches.

The project took 15th place out of 50 entries and an honorable mention award. In addition, the exhibit garnered much interest from other universities and private industry in taking the project beyond the prototype stage.

Slager, who has a patent pending on the device, is currently searching for a facility or a firm to develop the means to manufacture it. Mendelowitsch, his bachelor's and master's degrees from WMU in hand along with a unique project under his belt, is looking for a job in the Detroit area as an electrical engineer.

• Feb. 3 — Donald E. Thompson, vice president for research, on "The Rape of the Mind";

• Feb. 10 — Victor Green, a WMU graduate presently working for Congressman Howard Wolpe, on "The Responsibility of the Black Male," and Sonja F. Woods, a WMU graduate employed by Old Kent Bank, on "Whose Job Is It?";

• Feb. 17 — Elliot Atekwana, president of the African Student Association and WMU doctoral candidate in hydrogeology, on "What Africa Needs," and Estella Atekwana, geology, on "The Family Structure"; and

• Feb. 24 — JoNina M. Abron, English, on "Black Women Political Activists."

A workshop on entrepreneurship will take place from 6:30 to 8:30 p.m. Monday, Feb. 3, in Red Room C of the Bernhard Center. The session is part of a continuing series of personal and professional development workshops sponsored by the Division of Minority Affairs throughout the academic year.

A film titled "Ida B. Wells: A Passion for Justice," sponsored by the Women's Center, will be shown from noon to 1:30 p.m. Tuesday, Feb. 4, in Red Room C of the Bernhard Center. JoNina Abron will introduce the film and provide background on the life of this pioneering investigative reporter, activist in the anti-lynching and women's suffrage movements and co-founder of the NAACP.

An African-American arts and cultural display can be viewed from 9 a.m. to 4 p.m. Tuesday, Feb. 11, in 105-106 Bernhard Center. Also included in the display will be historical artifacts and original art work provided by WMU African students.

The Black Americana Studies Program, the Office of the Vice President for Administrative Affairs and the Onyx Society of the Alumni Association will co-sponsor the fifth annual W.E.B. DuBois Luncheon at 11:30 a.m. Wednesday, Feb. 12, in the Red Rooms of the Bernhard Center. Focusing on "Contributions of Blacks to WMU," the luncheon will feature guest speaker Nathaniel McCaslin, emeritus in social work. His topic will be "Thinking Black, Reaching Back: Black for Convenience."

The luncheon is open to the public, but space is limited. A \$6 donation is requested. Reservations can be made by calling the McKee Alumni Center at 7-6179 before Wednesday, Feb. 5.

Activities will continue Tuesday, Feb. 18,

with Heritage Night. Planned by WMU African-American students as a celebration of their heritage, this cultural event will begin at 7 p.m. in the West Ballroom of the Bernhard Center. African students from other countries also will participate in the program.

Pin Point Theatre of Washington, D.C., will present "1001 Black Inventions" at 7 p.m. Thursday, Feb. 20, in the Dalton Center Recital Hall. The play, which is designed to teach black history through drama, focuses on the country's black inventions and inventors.

On Friday, Feb. 21, a reception for minority faculty and staff is planned for 4 to 6 p.m. at the Fetzter Center.

A gospel choir concert will begin at 7 p.m. Wednesday, Feb. 26, in the Dalton Center Recital Hall. In addition to the WMU Gospel Choir, the concert will feature guest choirs from local churches, including Mount Zion Baptist Church and Galilee Baptist Church.

Throughout the month of February, the Department of Human Resources will sponsor a black artist exhibit showcasing the work of local artist James C. Palmore in 1240 Seibert Administration Building. There will also be a display, "Achievements of Afro-Americans Past and Present," in the atrium area on the third floor of WMU's Waldo Library.

Events are free and open to the public unless otherwise indicated. They are being coordinated by the Division of Minority Affairs and the other WMU units mentioned. For more information, persons may call the division at 7-3320.

## Cable shows planned for Black History Month

In observance of Black History Month, the WMU cable programming office has scheduled videotape showings of special programs on EduCABLE, the University's cable television system, as well as on Cablevision of Michigan. Titles range from "Idlewild: The Apollo of Michigan" and "Black to the Future" to "Images in Black and White" and "Dare To Be Free." For a complete schedule, call the office at 7-4997, or watch Channel 7 on EduCABLE.

## WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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## Search for dean of business college under way; committee plans to recommend finalist by April

The search committee for the dean of the Haworth College of Business has its work cut out for it, as applications for the position should be arriving soon.

The committee, chaired by Dean Leonard R. Lamberson, engineering and applied sciences, is seeking a replacement for Darrell G. Jones, who has announced his intention to resign as dean in July and return to the business information systems faculty.

Lamberson said the committee started out by rewriting the position description to update it and to clearly define the scope of the job and its requirements. Based on the description, the committee developed a recruiting profile and advertising materials with the help of the search firm, Krinsky & Associates of Pasadena, Calif.

Advertisements currently are appearing in journals and the committee expects to begin the screening process soon.

"The search committee elected to do all screening of applicants," Lamberson said. "We have developed materials to ensure we will conduct it in a uniform fashion."

After an initial screening, the committee expects to interview about 20 candidates at a centrally located airport in early April. To help with the process, the Upjohn Co. is providing a day-long workshop

for committee members on targeted interviewing.

The committee plans to narrow the initial field to about five candidates, who will be invited to campus in April. Their visits will include forums that will be open to the University community.

"We hope to complete the process by the end of April and to have a recommendation to the provost," Lamberson said.

Copies of minutes from the search committee meetings, as well as the position description and advertising materials, are available to anyone interested. Persons may contact any member of the search committee.

Besides Lamberson, the committee is comprised of: Kuriakose K. Athappilly, business information systems; Richard F. Chormann, president and chief operating officer at the First of America Bank Corp. in Kalamazoo and a 1959 WMU graduate; Linda M. Delene, marketing; Richard L. Hodges, accountancy; Robert Landeros, management; Jay D. Lindquist, marketing; F. William McCarty, chairperson of finance and commercial law; Michele M. Moe, Haworth College of Business Office of Admissions and Advising; Helenan S. Robin, political science; and Sheila N. Stundon, a junior advertising major from Riga.

## Members of General Ed Committee named

Donald R. Schreiber, chemistry, has been appointed chairperson of the Faculty Senate ad hoc General Education Committee by the senate's executive board.

He is one of 13 persons named to the committee by the board. The committee is scheduled to have its first meeting Friday, Jan. 31. The board received 76 nominations for 33 persons to serve on the new committee.

The senate voted Nov. 7 to establish the committee "to complete the task of creating and recommending to the senate a strengthened University general education program," according to the resolution that created the committee.

### Research park on breakfast menu for alumni and friends

"WMU Research and Business Park: A Key to Kalamazoo's Future" will be the focus of the next breakfast meeting for University alumni and friends Tuesday, Feb. 11.

Richard T. Burke, vice president for regional education and economic development, will be the speaker. A continental breakfast will start the meeting at 7:30 a.m. at the Fetzer Center. Moderating the program will be Norman Terry, vice president of the CEO Council.

Burke will discuss the proposed research and business park, which would be located on land the University owns near Drake Road and Parkview Avenue. Last April, the Board of Trustees authorized the University administration to proceed with master planning for the development of such a park.

The program is part of a series of breakfast speaking engagements sponsored by WMU and its Alumni Association. The cost is \$6 for Alumni Association members and \$7 for non-members. Persons are required to make reservations by Thursday, Feb. 6, by calling the McKee Alumni Center at 7-6179.

### Teleconference to explore sexual orientation issues

WMU will be part of a national teleconference Thursday, Feb. 6, focusing on issues faced by staff, faculty and students related to sexual orientation on college campuses.

The teleconference, titled "Understanding the Needs of Gay, Lesbian and Bisexual Students," will begin with a discussion by a national panel of experts at 1:30 p.m. in the Fetzer Center. Following a short break at 3:30 p.m., there will be a panel discussion with representatives of local colleges and universities and the Kalamazoo community.

The event is presented by the National Association of Student Personnel Administrators and the National University Teleconference Network. It is being sponsored at WMU by the Division of Student Affairs. For more information, persons may call 7-2123.

## Media

Lewis H. Carlson, history, discusses the changing nature of the Olympic games on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Feb. 1, at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590).

## On Campus



**MONEY MATTERS** — Planning, allocating and controlling budgets totaling some \$30 million keeps Tami Porter busy in her job as a budget officer in the Office of University Budgets. She helps keep track of the money for several assigned areas, including the College of Engineering and Applied Sciences, research, student affairs, scholarships and fellowships and the Fetzer Center. It's her job to maintain current and accurate personnel listings, to verify and authorize all changes in payroll and individual salary levels and to resolve or recommend solutions to budget problems in her areas. In addition, she coordinates the annual budget request process. "In order to receive funding from the state of Michigan," she says, "it's a requirement to report prior year, current year and request year information. I collect, compile and analyze data from internal and external sources. The end result is a University budget request publication." Porter, who worked for one year in accounts payable before joining the budget office 21 years ago, says she enjoys working with the people in her area as well as with those in other departments. "Although all the programs are different," she says, "the need is still the same — money!" Besides money matters, Porter also has an interest in fashion design and modeling, which she used to teach part time. When not crunching numbers, she spends some of her free time tapping toes. "I take tap dancing lessons and I love it!" she says.

More than 2,800 persons and representatives of some 60 organizations are expected to meet at Career Fair '92, which will run from 10 a.m. to 4 p.m. in the Bernhard Center. The event is being sponsored by career planning and placement services.

### 2,800 expected for Career Fair Thursday, Feb. 6

Jobs for both the seasoned professional and the new graduate will be the focus of the University's 14th annual Career Fair set for Thursday, Feb. 6.

Designed for area college and university students and the general public, the goal of the fair is to bring together job candidates and recruiters from leading employers.

In addition to meeting potential employers, participants will have an opportunity to choose from 10 workshops being offered during the course of the fair. Designed to assist participants in their career planning and job search, the workshops will cover topics ranging from "International Jobs and Studying Opportunities" to "Managing Stress for Job Search Success." In addition, staff from Career Plan-

ning and Placement Services will offer resume critiquing.

The luncheon speaker for the event will be Susan M. Oster, senior field services coordinator for the College Placement Council Inc. of Bethlehem, Pa. The CPC is the national professional association for the career planning, placement and recruitment profession with a membership of 3,100 organizations.

All programs are open to the public free of charge. Professional dress is recommended.

For more information, persons may contact career planning and placement services at 7-2745.

## Human Resources

### C/T pay schedules forum is Feb. 5

A presentation on market studies and the development of pay structures and practices for clerical/technical employees at WMU will be presented at 12:05 p.m. Wednesday, Feb. 5, in the Red Rooms of the Bernhard Center.

The forum will be led by Janice E. Brown and Michael Lewis, both human resources. How information on local wage rates is collected and used each year to review the C/T pay schedule, and the changes to the 1991-92 pay schedule will be discussed.

The presentation is sponsored by the Clerical/Technical Organization and the Department of Human Resources. All C/T and other interested employees are invited to bring their lunch and participate in this informative meeting.

### Policies/Procedures Manual placed in library

A copy of the Department of Human Resources' *Policies/Procedures Manual*, which covers non-bargaining employees, has been placed in Waldo Library and may be obtained at the patron services desk. The manual is available to check out and use within the library.

### P/T/A retirement notice due Feb. 15

If you plan to retire under the Professional/Technical/Administrative Retirement Incentive "Window" Benefit Policy option, available only between Dec. 20, 1991, and May 31, 1992, remember to submit your intent in writing to the appropriate executive officer (your provost, vice president or the president) **no later than Feb. 15, 1992.**

## Exchange

**FOR SALE** — A.B. Dick 555 mimeograph machine. Purchased June 1988, used two years — mint condition. Includes 22 quires of stencils, 17 one-pound tubes of paste ink and set of feeder wheels. \$1,967. Call 7-4100.

**FOR SALE** — 1984 Mazda B2000 pickup truck. Excellent condition. New exhaust, brakes, battery. 77,000 miles. Call Bob at 7-3967, or 372-5752 evenings.

## 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) **Recruiter/Advisor, High School Equivalency Program** (Correction; Term Ends 9/30/93), P-04, Admissions and Orientation-High School Equivalency Program, 91/92-203, 1/28-2/3/92.

(C) **Drafter/Technician**, P-02, Physical Plant-Utilities Administration, 91/92-239, 1/28-2/3/92.

(R) **Secretary III**, S-06, Haworth College of Business Academic Advising and Admissions, 91/92-240, 1/28-2/3/92.

(N) **Custodian** (.5 FTE; 20 Hours/Week; 1st, 2nd or 3rd Shift), M-2, Physical Plant-Building Custodial and Support Services, 91/92-241, 1/28-2/3/92.

(R) **Secretary III** (.5 FTE; 20 Hours/Week), S-06, Student Financial Aid and Scholarships, 91/92-242, 1/28-2/3/92.

(R) **Assistant/Associate Professor** (Tenure Track; Potential Vacancy), I-30/I-20, Electrical Engineering, 91/92-243, 1/28-2/3/92.

(N) **Assistant Professor** (Tenure Track; Potential Vacancy), I-30, Chemistry, 91/92-244, 1/28-2/3/92.

(R) **Secretary III**, S-06, Continuing Education-Self-Instructional Programs, 91/92-245, 1/28-2/3/92.

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.

(C) Conversion

(N) New

(R) Replacement

WMU is an EO/AA employer



# Faculty members share their expertise with talented high school students

Dan Wright fits right in with his fellow students when he is working in the University's aircraft and automotive engineering laboratories. In fact, the Loy Norrix High School senior sometimes is mistaken for another dedicated WMU engineering major.

Wright, working in a mentorship program arranged through the Kalamazoo Area Mathematics and Science Center (KAMSC), learned the techniques of holographic and vibration testing and wind tunnel analysis alongside WMU senior Wendy Holforty last fall. The pair, working with Richard B. Hathaway, mechanical and aeronautical engineering, were laying the groundwork for an aeronautical engineering project Holforty will complete this winter.

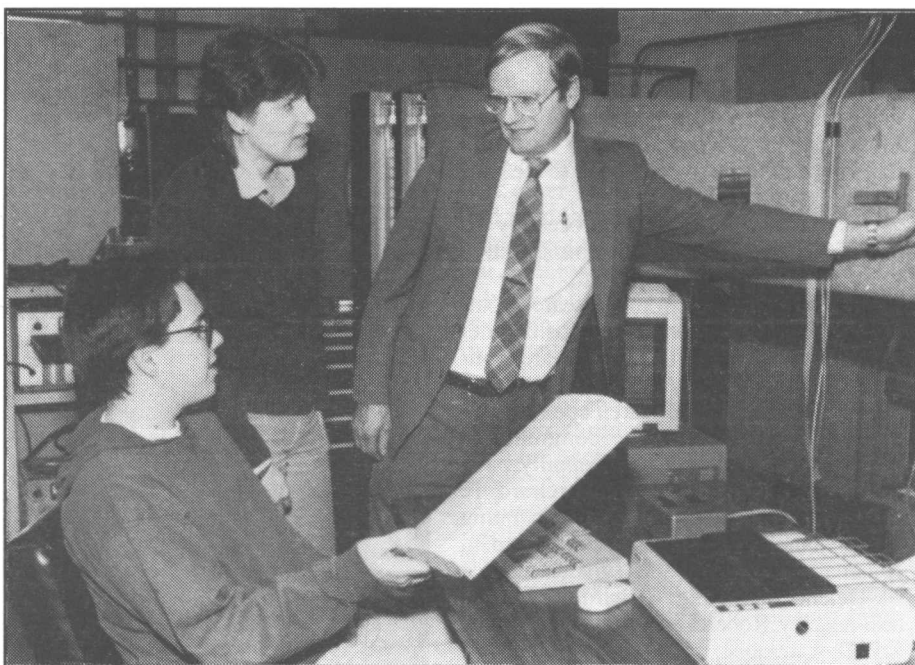
Wright was one of 31 talented area high school students who took part in the mentoring program at KAMSC during the fall semester. The students worked with seven WMU faculty members as well as with other Kalamazoo area professionals, who shared their time and expertise to give the students a chance to learn new skills, sample some career opportunities and in some cases, undertake their first research projects.

"By the end of the semester, students realize what an extraordinary opportunity mentorship is," says Carol A. Klug of KAMSC, who coordinates the mentorships. Students, she says, benefit from having the opportunity to work in a mentoring relationship with someone who is where that student wants to go. They also get exposure to their mentor's work environment, an opportunity that few high school students have.

Although most mentorships last one semester, Wright's arrangement with Hathaway will continue through the next semester. Juliana Trivers, a senior at Kalamazoo Central High School, began working with Lisa A. Derry, music, last fall and also will continue through a second semester. Other WMU faculty members involved in fall semester projects included Robert I. Sundick, chairperson of anthropology; John A. Tanis, chairperson of physics; Sandra O. Glista, speech pathology and audiology; Paul J. Eenigenburg, mathematics and statistics; and Carl J. Engels, emeritus in natural science.

This month, KAMSC seniors began winter mentorships with Patricia M. Meinhold, psychology; Liwana S. Bringelson, industrial engineering; Arthur Hoadley, mechanical and aeronautical engineering; and Jerry H. Hamelink, chairperson of mechanical and aeronautical engineering.

Klug says KAMSC's senior mentoring



**UPLIFTING EXPERIENCE** — Loy Norrix High School senior Dan Wright, left, holds a cutaway sample of an airfoil as he and WMU senior Wendy Holforty listen to Richard B. Hathaway, mechanical and aeronautical engineering, explain the principles that produce lift in an aircraft. Hathaway is using a wind tunnel to explain how air passing over the airfoil affects the lift produced. The pair is studying airfoils, which include airplane wings, tails and stabilizers, to determine drag coefficient and improve lift. Holforty is working on her senior design project and Wright is part of a mentorship project arranged through the Kalamazoo Area Mathematics and Science Center. He is one of six KAMSC students currently working with WMU faculty in such mentorships.

program is in its third year and each semester places about 30 students with employees of local industry and higher educational institutions as well as with medical professionals in the community. Other area professionals who have recently served as mentors include employees of the Upjohn Co., Bronson Methodist Hospital, Borgess Medical Center, Michigan State University, Kalamazoo College, Kal Aero Inc., American Airlines, NWL Control Systems and various city and county agencies.

For students, the mentoring semester can mean dozens of hours of independent work, often at the mentor's place of employment, on projects that might range from building a solar telescope to producing a synthetic drug. Students are required to spend at least four hours per week on their project, to keep a journal analyzing mentorship activities, to meet weekly with Klug and a small group of other students involved in the mentorship program and to write a report summarizing their work. At the end of their research se-

master, students also are required to present their work to fellow students, parents, mentors and other interested parties.

Wright made a presentation on his project earlier this month with a series of color slides and overheads explaining the workings of holographic, vibration and wind tunnel testing and the computer applications he learned to carry out his work.

Admitting he had some rather vague goals in mind when he began his project, Wright waxed enthusiastic over the testing procedures he learned to use and the way he was able to help Holforty, an aircraft engineering major, lay the groundwork for a project she will complete this winter as both her senior engineering project and an Undergraduate Research Award winning project.

Wright, whose father is a pilot, says he went into the project blind, knowing only that he wanted to learn some of the techniques used in aeronautical engineering. For him, the biggest surprise was how much time he spent on the project. He averages about

seven hours a week in campus labs and devotes another three hours to journal writing and classroom work. He became so interested in the work that last December he asked if he could continue for a second semester.

"I spent so much time on this, I wanted a chance to stay and see Wendy's project get started," Wright says.

He is currently helping Holforty collect data for her work, which is aimed at improving aircraft lift by vibrating the surface of an airfoil to reduce drag.

Trivers, who has been accepted to study music at Harvard University next year, worked under Lisa Derry's supervision as she composed a piece of music for the violin, cello and piano. That composition was submitted to Harvard along with her academic application. A trio of musicians performed the piece, which is written in neo-romantic style, at her mentorship presentation earlier this month.

Trivers, a violinist and pianist, has an "incredible musical background," according to Derry, and her work surpasses any freshman work Derry has encountered in her years of teaching. Trivers' second semester project will be a study of the techniques used in 20th century music and she will do a graphic analysis of a selected piece that will show such characteristics of the music as range, melody and rhythmic intensity.

Trivers' mentorship work, while somewhat unusual because it does not fit neatly into a math or science classification, does demonstrate one of the underlying principles of the mentorship program. Klug says arranging a mentorship always starts with determining the student's main interest. Some of the projects, like Trivers', even originate with the student lining up a mentor. Such projects often will reflect a student's interests other than math and science.

Klug reports that when she asks for mentor input at the end of each semester, "the overwhelming majority say they would do it again."

"I like to think the mentorship is a mutually rewarding experience," says Hathaway, who is serving as a KAMSC mentor for the second time. "For me it is such a delight to work with such top caliber students. We are able to expose the students to a lot of equipment and experiences they would never get in most high schools."

Klug says she is always delighted to receive calls from persons interested in becoming a mentor to a KAMSC student and she welcomes those who would like to visit the center. She can be reached at 384-5004.

## Calendar

### JANUARY

#### Thursday/30

(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.

Doctoral oral examination, "A Comparison of Blood Volume Pulse and False Feedback in the Treatment of Migraine," Paul Grelick, psychology, 353 Wood Hall, 8 a.m.

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

Mathematics and statistics colloquium, "Interpretation of Residuals From a Robust Fit of a Linear Model," Joseph W. McKean, mathematics and statistics, commons room, sixth floor, Everett Tower, 4:10 p.m.; refreshments, 3:45 p.m.

University film series, "The Green Wall" (Peru, 1970), directed by Armando Robles Goday, 2302 Sangren Hall, 6 and 8:30 p.m.

Lecture, "Writing Biography," Virginia Spencer Carr, chairperson, Department of English, Georgia State University, 3321 Brown Hall, 8:30 p.m.

#### Friday/31

(thru March 2) Black History Month display, "Achievements of Afro-Americans Past and Present," atrium area, third floor, Waldo Library.

Meeting, Academic and Student Affairs Committee of the Board of Trustees, 204 Bernhard Center, 9 a.m.

Meeting, Budget and Finance Committee of the Board of Trustees, 204 Bernhard Center, 10 a.m.

Seminar on conducting biographical research, Virginia Spencer Carr, chairperson, Department of English, Georgia State University, 10th floor, Sprau Tower, 10:30 a.m.

Meeting, Board of Trustees, Board Room, Bernhard Center, 10:45 a.m.

Doctoral oral examination, "A Job Aid and Feedback as a Method of Teaching the Solving of One Type of Verbal-Reasoning Problem," Angela M. Williams, applied behavior analysis, 353 Wood Hall, 12:30 p.m.

Center for the Study of Ethics in Society lecture, "Universal Health Care: The Options From an Ethical Perspective," Alan O. Kogan, medical director of behavioral medicine and of the DeLano Clinic, Borgess Medical Center, Faculty Lounge, Bernhard Center, 3 p.m.

Psychology colloquium, "Mental and Spiritual from the Standpoint of the New Scientific Outlook," Dennis Delprato, Eastern Michigan University, 3760 Knauss Hall, 4 p.m.

Guest artist recital, Nancy Cochran Block, horn, Dalton Center Recital Hall, 8 p.m.

\*Concert, "Kodo," drummers from Japan, Miller Auditorium, 8 p.m.

\*(and Feb. 1) Department of Dance's annual concert of dance, Shaw Theatre, 8 p.m.

### FEBRUARY

#### Saturday/1

Student recital, Sarah Shearon, euphonium, Dalton Center Recital Hall, 5 p.m.

Faculty recital, the Merling Trio, Dalton Center Recital Hall, 8 p.m.

#### Sunday/2

Faculty recital, Brass Faculty Showcase, Dalton Center Recital Hall, 3 p.m.

#### Monday/3

(thru 15) Art exhibit, "MFA, BFA: A Sampling," paintings by WMU students curated by Joseph V. DeLuca, art, East Hall galleries, weekdays, 10 a.m.-5 p.m.; reception, Friday, Feb. 7, 5-7:30 p.m.

Black History Month brown bag lunch, "The Rape of the Mind," Donald E. Thompson, vice

president for research, lower level, Kanley Chapel, noon-1 p.m.

Continuing Conversations on Evaluation, "Evaluation in Venezuela," Antonio N. Rubino, Evaluation Center, fourth floor, Ellsworth Hall, 4 p.m.

School of Music lecture/demonstration, Juliette Kang, violin, Dalton Center Recital Hall, 6 p.m.

Division of Minority Affairs workshop on entrepreneurship, Red Room C, Bernhard Center, 6:30-8:30 p.m.

Concert, University Chorale conducted by Craig S. Arnold, Dalton Center Recital Hall, 8 p.m.

#### Tuesday/4

Black History Month film, "Ida B. Wells: A Passion for Justice," introduced by JoNina M. Abron, English, Red Room C, Bernhard Center, noon-1:30 p.m.

Student Employment Referral Service "Internship Search Workshop," 213 Bernhard Center, 3-4:30 p.m.; registration required by calling 7-2725.

\*Performance, "Mazowsze," ethnic dance company from Poland, Miller Auditorium, 8 p.m.

\*Young Concert Artists Series, Juliette Kang, violin, Dalton Center Recital Hall, 8 p.m.

#### Wednesday/5

(thru 25) Exhibition, paintings by Mary Hatch, Kalamazoo artist, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.; slide lecture, Tuesday, Feb. 4, 2302 Sangren Hall, 7 p.m., reception following in Gallery II.

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

Forum for clerical/technical employees, "Market Study Development and C/T Pay Schedules," Janice E. Brown and Michael Lewis, both human resources, Red Rooms, Bernhard Center, 12:05-12:50 p.m.

School of Music Convocation Series concert, Juliette Kang, violin, Dalton Center Recital Hall, 2 p.m.

Visiting Scholars and Artists Program lectures by Vernon L. Smith, professor of economics and director of the Economic Science Laboratory, University of Arizona: "Preferences, Property Rights and Anonymity in Bargaining Games," 3760 Knauss Hall, 3 p.m.; "Laboratory Experimental Methods in Economics," 3750 Knauss Hall, 8 p.m.

Reception to welcome Carol M. Sundberg as director of the Center for Developmentally Disabled Adults, College of Health and Human Services Conference Room, B-114-115 Henry Hall, 4-6 p.m.

Women's basketball, WMU vs. Bowling Green State University, Read Fieldhouse, 5:30 p.m.

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

\*Concert, Western Jazz Quartet with Billy Hart on drums and Ed Sarath on flugelhorn, Dalton Center Recital Hall, 8 p.m.

#### Thursday/6

Career Fair, Bernhard Center, 10 a.m.-4 p.m.

Teleconference, "Understanding the Needs of Gay, Lesbian and Bisexual Students," Fetzter Center, 1:30 p.m.

University film series, "Great Expectations" (England, 1946), directed by David Lean, 2302 Sangren Hall, 6 and 8:30 p.m.

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

\*Concert, University Jazz Orchestra and Jazz Lab Band directed by Trent Kynaston and Tom Knific, Dalton Center Recital Hall, 8 p.m.

\*Admission charged