

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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February 27, 1992

Haenicke proposes options for consideration in dealing with tight budget

While he said he wouldn't describe the budget situation as "desperate," President Haenicke told a group of administrators Feb. 24 that the University is going to face some tough decisions in the coming months about how to spend its money.

Addressing about 80 college deans and department chairpersons in the Bernhard Center, Haenicke presented a computerized budget model for the University and offered three preliminary options for dealing with the tight fiscal situation predicted for 1992-93. He stressed that these are options under consideration, not formal proposals.

"In your councils and your department meetings, I would like you to chew on this bullet and decide how we should cope with it," he said.

The discussion came shortly before he was to make another presentation on the budget before the Senate Appropriations Subcommittee on Higher Education Feb. 27 at Olivet College.

Haenicke started with the basic assumption that if the University did everything exactly as it had this past year, with the same mix of employees, no increase in tuition and a projected decline in student enrollment, next year's general fund budget would have a \$10 million deficit.

He pointed out that Gov. John Engler has recommended in his budget that most state universities receive no increase for 1992-93. WMU is among seven institutions that Engler has slated for a 1 percent increase as restitution for a funding cut this year by the state for the Michigan Public School Employees Retirement System. However, the University's obligation for that program may total \$1.2 million for next year, so the restitution may be more than \$400,000 below the actual expenditure.

Haenicke then introduced the variables the University is considering to deal with a deficit, focusing primarily on the larger figures of tuition and salaries.

The amount the University takes in from tuition depends not only on how much is assessed each student but also on how many students there are. Haenicke distributed figures showing the decreasing sizes of freshman and sophomore classes this year, due to the shrinking number of high school seniors in Michigan. He showed projections that indicate a 2.84 percent on-campus enrollment decrease is expected for fall 1992 and larger decreases for subsequent years (see table).

"The enrollment decline is a very costly decline," he said. "It will cost us about \$1.5 million in revenue next year."

Haenicke said he isn't yet sure how much of an increase in tuition and fees he will recommend to the Board of Trustees, but he said it will likely be in the low double digits.

Service award nominations due Wednesday, March 11

Faculty and staff are reminded that nominations for the 1992 Distinguished Service Award are due Wednesday, March 11.

Up to two Distinguished Service Awards are made each year. When two awards are made, one is given to a faculty member and one to a staff member.

Each recipient of the award receives a \$1,500 honorarium and a recognition plaque.

Nominations may be made by any current, continuing faculty or staff member and must be made annually. Nomination forms have been distributed through campus mail. For more information or additional forms, persons may contact Ellen K. Page-Robin, chairperson of the Distinguished Service Award Committee, in the Faculty Senate office at 7-3311.

WMU currently places sixth highest of the state's 15 public universities in tuition and fees. In addition to wanting to keep costs low for students, Haenicke said he is feeling pressure for a relatively small increase from legislators as well as from community college competitors.

"We have become outrageously expensive in comparison to community colleges," he said.

WMU Fall On-Campus Enrollment Trends and Projections

YEAR	ENROLLMENT	CHANGE
1991	24,058	+2.68%
1992	23,374	-2.84%
1993	22,146	-5.25%
1994	21,168	-4.42%
1995	20,915	-1.20%

Source: Office of Institutional Research

The next logical place to look for funds to ease the projected budget deficit is at salaries, which comprise 78 percent of the University's general fund budget for expenditures.

Haenicke reminded his audience that an increase of 6.75 percent for 1992-93 is what was negotiated for the last year of the current three-year contract with the American Association of University Professors. The contract for the American Federation of State, County and Municipal Employees calls for a 3.5 percent increase. For discussion purposes, Haenicke used a theoretical 6 percent salary increase for both the professional/administrative and clerical/technical groups to present the budget model.

He noted that faculty members have been receiving for the past several years propor-

tionally higher increases than the staff be-

cause they were found to be at lower salary levels in their particular market.

"The P/A group and the C/T group have been dissatisfied with my decision in recent years to give them increases, at times, significantly smaller than the faculty," he said. "I feel strongly that I should not for many more years recommend significant differentials between the faculty and the P/A and C/T

salary increases."

Because salaries are such a large expenditure and represent possibly the only category where changes will free up significant funds, Haenicke is discussing three potential options involving salaries to deal with the budget situation.

He said he presented the same three options to the leadership of the AAUP in a meeting Feb. 21.

"You may have heard that I said the union must give money back," he said. "That's not what I said. I've said we have several options."

Those options are:

- To take a 3 percent cut in salaries from what was negotiated—for the faculty to take a 3.75 percent rather than a 6.75 percent

salary increase for 1992-93. Haenicke cau-

tioned, "I have not formally asked the AAUP to reopen contract negotiations, nor have I made a formal proposal to the AAUP." This option represents a permanent 3 percent cut from the negotiated base.

• To give most employees a 3 percent salary increase for 1992-93. Then, on the last day of the fiscal year, another 3 percent increase would be added to the base without any money changing hands. In this way, any 1993-94 increases would be calculated on an increased base. This option represents a one-time cut of 3 percent from the negotiated base.

• To provide a 3 percent increase from the central budget and to require that any additional increases come from college or departmental budgets. "You would make the decisions yourselves where you want to give up funds," he said. "The relationship between increased salaries and budget cuts becomes more apparent if the units themselves have to go through the decision-making process." He indicated that this procedure may be used in other state universities too.

Haenicke said he sees no other way of coping with the fact that the state will give the University no increase in operating funds and "we have very high obligations for salaries."

He reiterated the point he has made many times that the University will not lay off employees. "This is not a sinking ship situation where we have to throw people overboard," he said.

However, he said the University must begin thinking about ways to deal with the budget constraints and encouraged the faculty members present to provide him with suggestions.

Students gain health care experience in rural communities

Instead of internships in the bustle of an urban "St. Elsewhere," some of West Michigan's future health professionals are learning about the real world of primary health care in a setting that more closely resembles the small towns and diverse population of "Northern Exposure."

Staff and students at WMU and the Michigan State University/Kalamazoo Center for Medical Studies are working with community members in rural Van Buren and Allegan counties to design a primary health care model that could address one of the nation's most critical health care problems—the rural population's declining access to health care.

The year-old effort, which places medical, health and social service students in rural communities for practical experience, is one of 18 projects in the nation funded by the U.S. Department of Health and Human Services Bureau of Health Professions to boost the number of health professionals choosing to practice in rural areas. The project was announced in December 1990 with a three-year, \$736,752 grant to WMU.

The project is designed to train and place interdisciplinary health care teams in rural settings and to encourage team members to consider permanently locating in such areas. Currently, 19 WMU students are working at 13 sites in the counties. Last fall, 16 WMU students and a MSU medical intern were placed for practical experience through the program. The placement sites are clustered around such communities as Bangor, Pullman and Bloomingdale. Students involved are preparing for careers as doctors, physician assistants, speech pathologists, gerontologists, social workers, substance abuse counselors, occupational therapists and holistic health specialists.

Student placements range from two to

five days a week at the internship site, depending on the individual's program requirements. Placement sites include medical clinics, schools and social service agencies.

"It's afforded us some luxuries we've never had before," says Gari Voss, principal of both the Pullman and Grand Junction Elementary Schools. "Having the interns here means we have extra adult role models who can fill the needs of students. Our students need that but we have limited resources and in the past it's been very difficult to get

such extra help here."

Students with severe speech problems now can get additional days of therapy from an intern majoring in speech pathology and audiology. Youngsters also can keep up with needed physical regimens with the help of occupational therapy students. One school also gets regular visits from a social work student who is an intern in a local substance abuse agency.

(Continued on page four)



DISCUSSING PATIENT NEEDS—Staff members at the Migrant and Rural Community Health Center in Bangor take time to discuss patient needs with a social work intern who is part of an interdisciplinary health care team learning about rural health care issues through field placements in Van Buren and Allegan counties. From left, Muriel O'Leary, nursing supervisor at the center, discusses a case with E. Elizabeth Cranmer, a graduate student in social work, as Velma Hendershott, the center's executive director, listens. Cranmer spends two days a week at the center, which serves a client population that is 60 percent migrant workers.



CONTEST WINNER — Winners of the student employment referral service's essay writing contest were presented with their awards by Theresa A. Powell, right, vice president for student affairs, during Summer Employment Day Feb. 20 in the Bernhard Center. The winners were, from left: James Brenneman, a senior from Kalamazoo, \$25 for third place; Annette Coombs, a senior from Ortonville, \$50 for second place; and Margaret A. Enders, a sophomore from Elkhart, Ind., \$100 for first place. Students were asked to describe, in 100 words or less, what they had learned from their part-time or summer job that will make them more marketable upon graduation. Enders wrote about skills she has learned in various jobs that she feels are important not only at work but also in life, such as how to manage people and the need to "go the extra mile." The contest and Summer Employment Day were part of Student Employment Week, which is sponsored by the student employment referral service each year to recognize the University's student employees.

Scott, Lyons selected for 'Woman of the Year' award

A department chairperson and a secretary with an outstanding volunteer record have been selected to receive the "Woman of the Year" award presented by WMU's Commission on the Status of Women.

Shirley Clay Scott, professor and chairperson of the Department of English, and Kathy J. Lyons, administrative secretary in the Women's Center, will be recognized at an awards luncheon at noon Friday, March 20, in the West Ballroom of the Bernhard Center. The speaker will be Provost Nancy S. Barrett.

The award, which has been given annually since 1978, is intended to recognize outstanding women employees and students at WMU and to increase awareness of the variety of their achievements.

Scott, a faculty member at WMU since 1970, has served as chairperson of the Department of English since 1988. From 1985 to 1987, she was director of graduate studies for the department.

Scott's selection as "Woman of the Year" is based on her long history of one-on-one positive contacts with women in both personal and professional relationships. As department chairperson, she has had considerable success in recruiting women to faculty positions and as visiting scholars and speakers. According to colleagues who nominated her for the award, she has "produced a climate that has improved the academic experience of women" and has served as a "great role model for all women."

Scott's publications include a number of papers on contemporary writers she admires, including Katherine Ann Porter, Elizabeth Bishop and Nadine Gordimer. She also has written on the epic tradition and British Romantic poets. Her scholarship has been supported over the years by post-doctoral fellowships sponsored by the National Endowment for the Humanities at the University of Chicago, Yale University, the City University of New York and Princeton University.



Lyons



Scott

For her own professional development in the early 1980s, she retrained in Latin and Greek. In addition to her English assignments, she taught courses in the Department of Languages and Linguistics and enhanced her credentials as a teacher of classics in the Department of English. She was selected for a WMU Alumni Teaching Excellence Award in 1986.

Scott has served on the advisory boards for the Women's Center and the Black Americana Studies Program, and is a member of the Women's Studies Program steering committee. She has energetically recruited minority faculty members, writers and scholars to ensure that minority perspectives are represented in her department's offerings.

Scott earned her bachelor's, master's and doctoral degrees from Kent State University.

Lyons was selected for the award because of her extensive involvement in activities both on and off campus that promote education and information concerning women's issues. She has been a full-time secretary in the Women's Center since 1988. Previously, she served in a similar position in the Department of Communication for one year. She earned her bachelor's degree from Ferris State University and is working toward a master's degree in counselor education and counseling psychology from WMU.

A member of the "Take Back the Night" planning committee for three years, Lyons has devoted many volunteer hours to organizing the annual community march to eliminate violence against women, to educate the community about violence and to pledge support for a safer community. She has been instrumental in recruiting other volunteer workers and in securing donations or in-kind gifts from local businesses.

Since fall 1991, Lyons has served as adviser for a new campus sorority, Chi Sigma Theta. She assists the members with the administration of the group as well as supports and encourages the young women members to develop confidence and leadership skills.

For the past three summers, Lyons has spent two weeks of her vacation as a volunteer camp counselor for elementary and junior high school girls. She works with them on developing friendships, dealing with peer

Students to spend 'alternative spring break' working on community service projects

While many college students are sunning themselves at southern beaches during spring break, a group from WMU will be learning to better serve their community.

Twelve WMU students departed Feb. 26 for a weekend conference on community service in Orlando, Fla. They then will make their way back to Berea, Ky., to spend the rest of their break week putting what they've learned to work on projects in that area of Appalachia.

The conference they will be attending from Feb. 27 to March 1 is the annual meeting of the Campus Outreach Opportunity League, a non-profit organization with a network of more than 600 colleges and 200 organizations nationwide. Founded in 1984, the league is dedicated to challenging students to reach beyond their campus life to meet the needs of the community.

After the conference, the students will drive to Berea and begin working on projects ranging from rehabilitating homes to planting gardens. They will be housed at Berea College, an institution known for its strong

Next News is March 12

Due to spring break, there will be no *Western News* published Thursday, March 5. The next *News* will be Thursday, March 12, and the deadline for that issue is noon Tuesday, March 10.

community service ethic. Networking activities with Berea College students are planned.

The idea for the "alternative spring break" came from Julie A. Wyrwa, student volunteer services. "I gave the students some of the options available and they did all the legwork in setting up the trip," she says.

Co-chairing the student group are David J. Martineau, a junior from Manistee, and Kimberly A. Weburg, a sophomore from Breckenridge, who are members of the Student Volunteer Services Board. Twenty-nine students applied for the 10 other spots available for the trip. The students have sought donations from University units and local businesses to cover expenses, and are paying part of the cost themselves.

Martineau says he doesn't feel that he'll be missing anything by not hitting the beach during spring break. "I think I'll be gaining a lot that other people who are laying out on the beach are going to miss," he says.

He says he expects to better understand the importance of community service as well as to learn more about conditions in Appalachia.

Weburg plans to come back to Kalamazoo with a more realistic view of what life is like near Berea. "I think this trip will help us grow as people," she says. "It will help us better understand the impact volunteering can have."

The group will return to WMU Saturday, March 7, but their work won't be finished. They plan to conduct seminars for other WMU students to share what they've learned about community service.

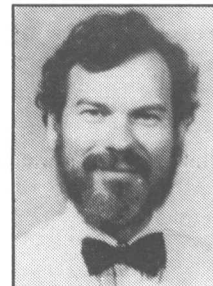
Economist to present talks on educational accountability

"School Report Cards: Can Schools Be Held Accountable for Good Performance?" is the title of a lecture to be presented Wednesday, March 11, at the University.

Robert H. Meyer, assistant professor in the Department of Economics and the Robert M. La Follette Institute of Public Affairs at the University of Wisconsin at Madison, will deliver the address at 8 p.m. in 3750 Knauss Hall. He also will lead a seminar on "Educational Performance Indicators and School Report Cards: Concepts" that day at 3 p.m. in 3760 Knauss Hall.

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

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.



Meyer

pressure and understanding choices they must make.

Lyons also is a volunteer member of the advisory board for Helping Ourselves Means Education, a YWCA program that supports women who are trying to complete schooling and become independent. She plans, implements and presents education programs for participants, recruits mentors and mentees, and makes monthly telephone calls to mentees.

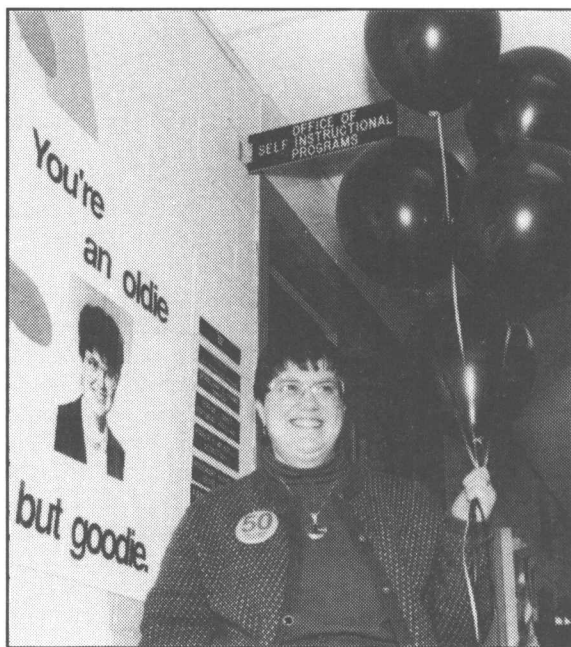
Lyons has volunteered for nearly 400 hours at Gryphon Place over the past three years. She has not only completed the rigorous training required to volunteer at the crisis hotline, but has become a trainer as well. Through Gryphon Place, she has participated in the Gatekeeper Program for area high school students. This program brings speakers into the schools to discuss suicide prevention.

Four other nominees for this year's "Woman of the Year" designation also will be honored at the March 20 luncheon: Dean Laurel A. Grotzinger, Graduate College; Beverly A. Moore, social work; Janyce Selesky, mechanical and aeronautical engineering; and Iris A. Williams, a doctoral student in educational leadership from Martin.

The luncheon is open to the public. Persons may make reservations by sending a check, payable to the Commission on the Status of Women, for \$7.50 per person by Monday, March 16, to Hazel L. Starcher, College of Health and Human Services, 7-2654.

FIFTY IS NIFTY — For anyone in the vicinity of Ellsworth Hall Feb. 20, there was no question what day it was. A variety of signs and other artwork announced the 50th birthday of Geraldine A. Schma, distance education. Colleagues had planned a day-long celebration that began with signs on her block at home. When she pulled into the

parking ramp on campus and was greeted with a picture of herself on a sign, Schma said, "I just about turned around." Other signs were posted on her way into the building, along with colorful footprints leading to her office. Throughout the day, gifts arrived from colleagues across campus — all in quantities of 50. By the end of the day, her office was filled with 50 black balloons, 50 pounds of play sand, 50 sticks of gum, 50 pennies, 50 packets of flower seeds, 50 cotton balls — and 50 political statements from a faculty member in political science, of course. "If I had known what was in store for me," Schma said, "I probably would have taken annual leave in fairness to the University!"



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

Two well-known speakers to give keynote addresses at minority leadership conference

Political activist Kwame Ture', formerly known as Stokely Carmichael, and Harry Allen, director of public relations for the rap group Public Enemy, will be the keynote speakers at the 16th annual Minority Student Leadership Conference Friday and Saturday, March 13-14, at the Bernhard Center.

The theme for this year's conference is "The Names Have Changed, But the Game Is Still the Same." The event is designed for higher education faculty, staff and students, high school personnel, parents, educators, and community representatives concerned with building minority leadership, and for discussing issues facing minorities attending institutions of higher education. It is sponsored by the WMU Consortium for Ebony Concerns, Student Budget Allocation Committee and the Office of Minority Affairs Retention Unit in the Division of Minority Affairs.

In addition to the keynote speakers, the conference will feature Von H. Washington, theatre, and his wife Frances, in a play titled "I Probably Shouldn't Say It, But"

The conference will begin Friday with registration at 8 a.m., followed by a seminar on the breakdown in the "respect" factor and what has caused it from 9 to 11:30 a.m.

Allen will speak at noon Friday in the South Ballroom following lunch. He will examine the musical style and movement of "hip-hop," an African art form created by young African-Americans. A musical historian and hip-hop activist, Allen has been studying hip-hop since 1963 and has written about it for such publications as the Village Voice and Essence.

A series of workshops will run from 1 to 2:30 p.m. Friday and continue on Saturday from 9:30 to 11:30 a.m. and from 1 to 3 p.m.. The sessions will explore issues that are of

interest and concern to minority students, including entrepreneurship, male/female relationships, African-American inventors, black images in films, and test taking and leadership skills.

"I Probably Shouldn't Say It, But...." will be performed at 7 p.m. Friday in the South Ballroom. The production explores African-American male/female relationships, and features dramatic creations and literature written by Washington and other black writers. The topics examined include marriage, divorce, dating, economics, living together, living alone, and the politics of love and sex.

The performance is free and open to the public. A reception will follow in the ballroom.

After the Saturday morning workshops, a fashion show is scheduled during lunch from noon to 1 p.m. in the South Ballroom. The show is sponsored by Madeline's Modeling Agency of Kalamazoo, and will feature models from both the agency and WMU.

At 3 p.m., Ture' will speak in the South Ballroom on the conference theme as well as today's problems and challenges for African-Americans. He has spent more than two decades in the civil rights, Black Power and Pan-African movements. He now heads the All-African People's Revolutionary Party.

The conference, which concludes at 6 p.m. Saturday, also will feature exhibits displaying various works of art and African-American culture by artists from the Kalamazoo and Grand Rapids area.

Conference pre-registration fees are \$15 for WMU students who attend both days, and \$10 for one day; non-WMU students will pay \$30 for both days, and \$20 for one day. Adults and professionals will pay \$35 for both days, and \$25 for one day. On-site fees will be an additional \$10. For more information, persons may contact the Division of Minority Affairs at 7-4420.

Human Resources

'Innovating To Compete' videoconference to be presented

Organizations can improve their competitiveness — even during recessionary times — through innovative management of the workforce. Media services and the Department of Human Resources are sponsoring the local showing of a national videoconference, "Innovating To Compete," live, via satellite from 1 to 3 p.m. Wednesday, March 4, in 105 Bernhard Center.

The program will profile three companies, 3M, the Bell Atlantic Corp. and Corning Inc., that have met the challenge of innovative management. Top executives from the companies will share personal insights into how they view the changes inside their organizations. They will discuss empowering employees to create competitive advantages and bottom-line profits.

During the two question-and-answer sessions, Larry Senn, chairperson of the Senn-Delaney Leadership Group, and William Byham, chief executive officer of Development Dimensions International, will lead a

Jobs

The following list of vacancies is currently being posted through the Job Opportunity Program by employment services in the Department of Human Resources. Interested benefits eligible employees should submit a job opportunity transfer application or sign the appropriate bid sheet during the posting period.

S-01 and S-02 clerical positions are not required to be posted. Interested University employees may contact an employment services staff member for assistance in securing these positions.

(R) **Assistant Professor** (Tenure Track; Correction), I-30, Engineering Technology, 91/92-250, 2/25-3/2/92.

(R) **Assistant Professor** (Tenure Track; Correction), I-30, Engineering Technology, 91/92-254, 2/25-3/2/92.

(R) **Safety Officer**, X-04, Public Safety-Environmental Health and Safety, 91/92-292, 2/25-3/2/92.

(R) **Stores Laborer** (2 Vacancies), M-2.5, Physical Plant-Logistical Services, 91/92-293, 2/25-3/2/92.

(R) **Utility Food Worker** (.65 FTE; Aca-

On Campus



treatment. "I think the health center does a tremendous job in serving the student population," she says. "Everybody here is concerned about serving students and I like that. I think it's important." Once a WMU student herself, Ellis is a 1979 graduate of the PA Program and currently serves on its selection committee. She also holds a bachelor's degree in nursing from Grand Valley State University and a master's degree in administration from the University of Notre Dame. Before joining the WMU staff eight years ago, Ellis worked in hospital emergency rooms. She likes the opportunity to work with students in her current job. "The students are at an interesting phase in their lives — there's such a transition between the freshman and senior years," she says. "Sometimes when they come here they're at their rope's end. We're their support system away from home." Ellis is also active as co-chairperson of the Administrative Professional Association's compensation committee and last year completed the University's Professional Development Program. Lately, she's been spending her spare time boning up for her PA recertification examination, which she must take every six years.

PROVIDING PATIENT CARE — Seeing patients, conducting physical examinations, writing prescriptions and educating patients — it's all in a day's work for Marcia Ellis. She is one of three physician assistants in the Sindecuse Health Center. The PAs work under the legal supervision of a physician and handle just about "anything you'd go to a doctor's office for," according to Ellis. In addition to seeing some 25 to 30 patients a day, she serves on the center's nursing task force, and is working with that group to develop protocols and educational materials in order to standardize

Welsh to be honored Feb. 27

A retirement reception honoring Jack H. Welsh, public safety, is scheduled for 3 to 5 p.m. Thursday, Feb. 27, in the President's Dining Room of the Bernhard Center. The University community is invited to attend.

Women's history films planned

Two films in celebration of Women's History Month will be presented in noon-hour showings in March by the Women's Center. Both will take place in the Faculty Dining Room of the Bernhard Center.

"Portrait of Imogen Cunningham" is scheduled for noon to 1 p.m. Thursday, March 12. G. Gwen Raaberg, Women's Center, will introduce this film on the life and work of one of the 20th century's greatest photographers. Cunningham's career spanned 75 years and had a large influence on the aesthetics of modern photography.

"Maxine Hong Kingston: Talking Story" will be shown from noon to 1:30 p.m. Wednesday, March 25. Sushi Datta-Sandhu, political science, will introduce this film on the author of such works as "The Woman Warrior," "China Men" and "Tripmaster Monkey." Kingston discusses the principal themes and concerns in her books — Chinese and American culture, feminism and pacifism, and the importance of ghosts, mythology and dreams.

Exchange

FOR RENT — Portage (Woodbridge Hills) condo. Three bedrooms, two baths, 1,200 square feet. \$700/month with one-year lease. Call 372-4507.

FOR SALE — Mac Plus computer, 4mg RAM, one Mac 800k external drive, ImageWriter II and assorted software at \$799. Call CJG at 7-2588 or 375-3882.

Media

Two members of the University community will be guests in the coming weeks on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air on these Saturdays at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590) with the following speakers and topics: Miguel A. Ramirez, minority affairs, on Hispanic political clout, Feb. 29; and James B. Hammond, community health services, on health care reform, March 7.

discussion with the satellite audience. Senn will discuss changing management styles and corporate culture, and Byham will focus on empowerment and self-directed work teams. Both experts will tackle the issue of new corporate cultures and the need to regain a competitive edge in productivity and profitability.

There is no fee to attend, but advance registration is necessary. To register, call media services at 7-5305.

'Business Principles and Practices' seminar is March 10

If you have responsibilities for your department budget and fund accounting, the training and development seminar on "Business Principles and Practices: Budgeting and Fund Accounting" is for you. It will run from 8:30 to 11 a.m. Tuesday, March 10, in the Red Rooms of the Bernhard Center.

Baiba Z. Stepe, budgets, and Lowell P. Rinker, accounting, will present a detailed look at monthly accounting and operating reports, and how to manage and reconcile them. From 11 a.m. to noon, J. Karen Star,

budgets, will offer a mini session on the "Budget Master" software.

To register for this seminar, use the form in the training and development flyer or call Doris J. Moore at 7-3620.

March 11 seminar to focus on punctuation

If you've been attending the luncheon series on "Essential Communication Skills," you've learned how to create the right impression and how to write with confidence. Now you're ready for the third lesson, "Knowing Where to Pause: Punctuation."

This seminar will be presented from 12:10 to 12:45 p.m. Wednesday, March 11, in the Red Rooms of the Bernhard Center, by Joel P. Bowman and Bernadine P. Branchaw, both business information systems. Persons may bring a lunch and join them for a lively, informative discussion. Call Doris J. Moore at 7-3620 to reserve a place.

Planning for retirement?

The benefits office of the Department of Human Resources invites you to take control of your retirement now by attending a series of retirement planning sessions. On Thursday, March 12, in 204 Bernhard Center, WMU retirement benefits will be discussed.

The morning session from 10 a.m. to noon, conducted by Debra P. Johnson and Terri L. Sprague, both benefits, is reserved for C/T and AFSCME staff. Faculty and P/T/A staff are invited to the afternoon session from 1:30 to 3:30 p.m., which will be conducted by Richard K. Schaper, benefits, and Michael A. Weber, payroll.

Future sessions will focus on Social Security (March 30) and TIAA-CREF retirement (April 8). Spouses also are invited to attend this series.

Return the registration form on the flyer that has been distributed or call Doris J. Moore at 7-3620.

John Hancock claim kits, containing claim forms, I.D. card and benefits book, are being mailed this week to all University Plan (formerly Aetna) covered employees. If you have not received your kit by March 9, call the benefits office at 7-3630.

Calendar



MARTIN MEETS MALCOLM — A fictitious account of a confrontational dialogue between Martin Luther King Jr. and Malcolm X will be presented in the drama, "The Meeting," Thursday and Friday, Feb. 27-28, as part of the University's observance of Black History Month. The play by Jeff Stetson will begin at 7:30 p.m. both nights in the Dalton Center Recital Hall. From left, John McCants, director of the Kalamazoo Civic Black Theatre, portrays King, Elzie L. Granderson, a freshman from Detroit, plays Rashad, a bodyguard, and Von H. Washington, theatre, is Malcolm X. Although King's philosophy of nonviolent protest and the "by any means necessary" approach of Malcolm X represent two ends of the black struggle spectrum, the play explores the similarities as well as the differences between the two leaders who worked to achieve equality for African-Americans. Tickets are \$8 and are available through the Office of Minority Affairs, 201-A Ellsworth Hall, 7-3326.

Thursday, February 27

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

(and 28) Black History Month art exhibit, "Landscapes, Still Lifes and Abstracts," mixed media by James C. Palmore, Kalamazoo artist, Department of Human Resources, 1240 Seibert Administration Building, 8 a.m.-noon and 1-5 p.m.

(thru March 20) Exhibit, photographs of the Building Design Awards Program winners, West Michigan chapter of the American Institute of Architects, 3008 Kohman Hall, 8 a.m.-9 p.m.

(and 28) Exhibition, "A Blurb in the Medium," multi-media installation by Jennifer Hord, WMU art student, Multi-Media Room, Dalton Center, 10 a.m.-5 p.m.; closing reception, Friday, Feb. 28, 5-8 p.m.

Mathematics and statistics colloquia, Paul J. Sally Jr., University of Chicago, commons room, sixth floor, Everett Tower: "Who Are the Smart Kids and What Do We Do With Them?," 2 p.m.; and "The Character Theory of Reductive Groups," 4:10 p.m.

Retirement reception honoring Jack H. Welsh, public safety, President's Dining Room, Bernhard Center, 3-5 p.m.

*(and 28) Black History Month play, "The Meeting," with Von H. Washington, theatre, as Malcolm X, and John McCants, Civic Black Theatre, as Martin Luther King Jr., Dalton Center Recital Hall, 7:30 p.m.

Friday, February 28

Mathematics and statistics lectures by Robert L. Devaney, Boston University: "Chaos, Fractals and Dynamics," 170 Wood Hall, 2 p.m.; and "The Mathematics Behind the Mandelbrot Set," commons room, sixth floor, Everett Tower, 4 p.m.; refreshments, 3:30 p.m.

Psychology colloquium, "Helping Michigan's Welfare-Dependent Citizens Go To Work," Ronald Hutchinson and Grace Emley, Foundation for Behavioral Research, 3760 Knauss Hall, 4 p.m.

*(and 29) Hockey, WMU vs. Miami University, Lawson Arena, 7:30 p.m.

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

Saturday, February 29

*Men's basketball, WMU vs. Central Michigan University, Read Fieldhouse, 2 p.m.

Women's basketball, WMU vs. Central Michigan University, Read Fieldhouse, 4:30 p.m.

Monday, March 2

(thru 8) Spring Break.

(thru April 30) Exhibit, "Native Americans, Today and Yesterday," portraits of Native Americans by Michele Gauthier, St. Joseph artist, Department of Human Resources, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

Wednesday, March 4

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

Videoconference, "Innovating to Compete," featuring 3M, the Bell Atlantic Corp. and Coming Inc., sponsored by human resources and media services, 105 Bernhard Center, 1-3 p.m.

Saturday, March 7

Women's basketball, WMU vs. Eastern Michigan University, Read Fieldhouse, noon.

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

*Concert, the Irish Rovers, Miller Auditorium, 8 p.m.

Monday, March 9

(thru April 10) Exhibition of paintings by Bert Brouwer, student show juror, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.; slide lecture, Tuesday, March 10, 2302 Sangren Hall, 7 p.m., opening reception following in Gallery II.

Master class, Emma Johnson, clarinet, Dalton Center Lecture Hall, 7 p.m.

Faculty recital, "Voice Faculty Showcase," Dalton Center Recital Hall, 8 p.m.

Tuesday, March 10

Training and development seminar, "Business Principles and Practices: Budgeting and Fund Accounting," Baiba Z. Stepe, budgets, and Lowell P. Rinker, accounting, Red Rooms, Bernhard Center, 8:30-11 a.m.; "Budget Master" software presentation, J. Karen Star, budgets, 204 Bernhard Center, 11 a.m.-noon.

Presentation by candidate for the proposed School of Nursing, "Challenges and Opportunities in Nursing Education Now and in the Future," Sallie Tucker-Allen, lecturer, School of Nursing, Cardinal Stritch College, Milwaukee, Fetzer Center, 4 p.m.; reception following.

*Young Concert Artists Series, Emma Johnson, clarinet, Dalton Center Recital Hall, 8 p.m.

Wednesday, March 11

Training and development luncheon seminar, "Essential Communication Skills, Part III —

Knowing Where to Pause: Punctuation," Joel P. Bowman and Bernadine P. Branchaw, both business information systems, Red Rooms, Bernhard Center, 12:10-12:45 p.m.

School of Music Convocation Series concert, Emma Johnson, clarinet, Dalton Center Recital Hall, 2 p.m.

Master class, Maria Jette, soprano, Dalton Center Recital Hall, 3 p.m.

WESTNET workshop, introduction to the University libraries' computerized system, reference services classroom, 1070 Waldo Library, 3-4 p.m.; registration required by calling 7-5202.

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

"The Economics of Education" lecture-seminar series, Robert H. Meyer, assistant professor of economics, University of Wisconsin at Madison: seminar, "Educational Performance Indicators and School Report Cards: Concepts," 3760 Knauss Hall, 3 p.m.; lecture, "School Report Cards: Can Schools Be Held Accountable for Good Performance?," 3750 Knauss Hall, 8 p.m.

Thursday, March 12

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

WESTNET workshop, introduction to the University libraries' computerized system, reference services classroom, 1070 Waldo Library, 10-11 a.m.; registration required by calling 7-5202.

Training and development seminar, "Planning for Retirement: WMU Retirement Benefits," 204 Bernhard Center: Debra P. Johnson and Terri L. Sprague, both human resources, for C/T and AFSCME employees, 10 a.m.-noon; and Richard K. Schaper, human resources, and Michael A. Weber, payroll, for faculty and P/T/A employees, 1:30-3:30 p.m.

Women's History Month film, "Portrait of Imogen Cunningham," introduced by G. Gwen Raaberg, Women's Center, Faculty Dining Room, Bernhard Center, noon.

Writing workshop for the preparation of doctoral dissertations, specialist projects and master's theses, 205 Bernhard Center, 3-4 p.m.

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

University film series, "Fanny and Alexander" (Sweden, 1983), directed by Ingmar Bergman, 2302 Sangren Hall, 8 p.m.

*Admission charged

Rural health care (Continued from page one)

Although all of the health care disciplines represented in the project require students to undertake one or more semesters of field experience under the guidance of a professional in the same discipline, last fall marked the first time in many years that students had been placed in either of the two areas, which are located only 30 to 40 minutes from Kalamazoo. Project organizers and community professionals supervising the students say the new placement arrangements and the number of disciplines involved are paying dividends to the students, the professionals with whom they work and the community members they serve.

The Migrant and Rural Community Health Center in Bangor, which serves a client population that is about 60 percent migrant farm workers, has been a rotation site this year for a medical intern and students in WMU's Physician Assistant Program. The clinic also is pioneering a social work student placement and would like to add an occupational therapy intern in the future.

"We are very excited to be a part of this project," says Velma Hendershott, executive director of the center. "Our philosophy has always been that primary health care is more than just seeing a doctor. We've been happy to be able to tap into some of the other disciplines available and offer services in-house that we haven't been able to offer for many years, particularly in social work."

She says her staff and the physicians at the clinic have shown "nothing but enthusiasm" for the project, even though working with students means some extra time and effort on their part.

"Our staff is oriented to pitching in and doing a number of things. They have to be team players," Hendershott says. "The students are additions to the team and we've been delighted to have their help. The students also bring a whole new feeling of enthusiasm with them that they've been able to inject into our staff. It's been mutually beneficial."

The enthusiasm the student interns have generated at the center is typical of the response to the placements throughout the counties, according to Kathi Fuller of WMU, associate director of the project.

"We're filling a real need," she says. "I anticipate that these placement opportunities will continue for many years."

The benefits to the students are enormous, too, says Dean Janet I. Pisaneschi, health and human services. In a world undergoing major demographic changes, she says, the students have the opportunity to broaden their understanding of a very diverse population that includes Native American and Hispanic families.

"It's a very enriching experience for them," Pisaneschi says. "Just by working in a rural setting they have an opportunity to expand

their understanding of people who might have a different point of view or different values and they'll have a chance to see that education can happen in a more relaxed atmosphere. Students also benefit from getting to know different members of the team and learning what the other members do."

A key element to the entire project, according to Fuller, is that students and their University advisers are taking their direction from members of the community. Everyone involved is working at building an interdisciplinary community collaborative intervention model, she says, in which community members let the University team members know what the needs are. Surveys of key community members and constant interaction with community members who sit on the project's advisory board provide students and faculty with the community's views on what is needed.

Voss, who is a member of the project's community advisory board, says that the energy going into defining community roles and needs is one of the most refreshing aspects of the project.

"The amount of energy and support that every member of the team has brought into the project is wonderful," Voss says. "Everyone is willing to cooperate and identify the needs and try new ways to make sure those needs are met."

Two needs that local communities identified involve special populations. The need to focus on diabetes among the Native American population and the need for more emphasis on that group's substance abuse problems are being addressed by two special projects.

The WMU/MSU project is more fortunate than many of the other 17 similar federally funded projects, Fuller notes, because of the physical closeness of the large rural, underserved communities being targeted.

"Rural America can be 30 minutes away or three days away," she says. "Access is always a problem, but we don't have to deal with some of the transportation and housing problems some of our colleagues face."

But physical proximity does not remove all the barriers to University/community interaction. As close as those rural areas are, she notes, the University had never before established a network for field placements for its many students whose programs require such practical experience. For residents of the communities, the University and the city also can seem like a world apart.

Forging those new ties between the communities and universities may be the most important part of the project, Hendershott says.

"What I like best about this project are the linkages and networking that have been established. It's beneficial for everyone involved," she says.