

# WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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March 19, 1992

## Effective planning key to University's future, Haenicke tells Faculty Senate

Effective planning will be the key to the continued stability and enhancement of the University in the next three to five years, President Haenicke told the Faculty Senate in a wide-ranging presentation March 12.

He discussed his plans for physical resource and budget management as the first two of four major areas he said he expects to cover with the senate in the months ahead. Presentations on enrollment trends and academic programs are to follow.

More detailed accounts of the president's presentations will be published in later issues of the *Western News*.

"I'm occasionally accused by some people around the University that I have no plan," he told senators during his two-hour presentation, reiterating his preference for a clear sense of direction and flexibility that are not "bogged down" in detail.

"That accusation is, of course, not true or we probably wouldn't have a fraction of what we've accomplished in the last several years," he said. "It just wouldn't be there."

Haenicke provided four "strategic considerations" related to the University's physical resources: maintain the physical plant "despite bad budget years"; place a "very high priority" on the renovation of classrooms, laboratories and offices; build no new residence halls; and acquire no new land.

Emphasizing the need for regular maintenance, Haenicke declared: "We should say, even if bad budget years come — and they have always come — that we should main-

tain our physical plant very well. That is clearly very different from what we did in earlier years, when we cannibalized the maintenance budget.

"But those years were especially bad, as some of you will remember, and we don't have the same kind of catastrophe lying ahead of us today," he said. "It is costly to delay maintenance, and we all know that."

Haenicke also said he wants to focus on the improvement of interior spaces. "Let us set a very high priority on the renovation of classrooms, labs and offices," he said, proposing that a specific annual budget be established for this purpose despite bad budget years.

A third "intention" of his is not to build new residence halls, because of "enrollment trends" and "student choices," including a preference of many juniors and seniors to live off campus. "Rather than building new residence halls, we should keep our residence halls extremely well maintained so that they are an attractive environment," he said.

A fourth strategy or "maxim," as he described it, is not to acquire new land. "The University owns too much land already," he said, listing such properties as Asylum Lake, the Kleinstuck Preserve, the Lee Baker Farm and the Arcadia property.

"The city has pushed us forcefully in the early years of my tenure here to bring land back onto the tax rolls," he continued. "I have gone in that direction and I expect to go in that

direction. We should study in the next several years very carefully what we consider excess property, and we should then decide whether we want to develop that property or have it sold.

"I don't think we should be the owners," he said, adding that he believes the University "should not try to preserve land or any other real estate we have unless this land is directly and importantly related to the research and teaching needs of the University."

In discussing his plans for budget management, Haenicke provided three strategic considerations to stabilize the University's budget in the face of no increase in state funds: cost control with an emphasis on position control; enrollment management, which he described as "crucial" with the prospect of declining enrollment and the University's increased reliance on tuition income; and increased indirect cost recovery from research.

A key part of the cost-control effort is the "position control project" he has instituted, first among staff positions but more recently among all positions.

"Everything is as in the past, except that the last signature must come from my office," he said. "This is the most tedious and impractical and inadvisable procedure that I can think of, but I have tried everything else and it doesn't work."

It doesn't work, he said, not because of greed or stupidity but because positions really are needed. "We are very tightly staffed around here," he said.

"We simply need one mean guy who says no, and it can only be me," he said. "I do not cherish that position, but I have to do it. There is no other way of getting our hands on the control of the budget."

Also crucial to the budget is enrollment management, Haenicke said, because "we cannot afford to tolerate the predicted enrollment declines of 2.84 percent this fall, 5.25 percent the following year and so on."

"If that occurs, we lose too much income,

and we can't do that," he said. "Therefore we have to make significant efforts with retaining market share, which we seem to lose. We have to intensify recruitment of international students, and we have to think of new delivery systems, and that includes summer school, continuing education and, yes, Campus III-like activities."

A third key strategy is to increase income from the indirect cost of research, Haenicke said, pointing to more than \$1 million in indirect costs that faculty members currently generate through their research efforts.

"That is \$1 million we didn't have seven years ago, and it is \$1 million that the faculty themselves worked into their budgets through their own efforts," he said.

"Those areas which can generate indirect cost income and have not yet begun to do so will have to be energized so that this money can be doubled," he said, calling for an increase in sponsored research to \$20 million a year by the year 2000. The total for 1990-91 was \$12 million.

Haenicke referred to several charts during his presentation, including one that showed state appropriations had increased 32 percent between 1985-86 and 1991-92. "You see that, on balance, we have had rather meager years from the state," he said.

During the same seven-year period, another chart showed, the University's general fund operating budget increased 59 percent. That budget is a combination of state appropriations, tuition income, indirect costs from research and other income.

"When I came here, students paid 29 percent of the budget and the state gave us 70 percent," Haenicke said. "Now, the student pays 39 percent of our budget and the state contribution is down to 57 percent."

"That is a figure which must sink into everybody's mind — that our institutional budget is now 39 percent supported by student tuition income," he stressed.

"This means two things to me," he continued. "One, that students pay too much. My rule of thumb always has been that tuition should never be more than 30 percent in a public institution. We are now way beyond that."

"It also means that, of course, in the future of our University, we have to pay extreme attention to enrollment, because enrollment is going to affect our budget significantly, and we depend on tuition income to a very great extent," he said.

"We have to be very careful, in our deliberations in the next several months, because the temptation is, of course, very great to have a big tuition increase," Haenicke said.

Haenicke concluded his remarks with a list of spending priorities for the University. It included these five areas for the next "three or four" budget years: support of the University libraries and library acquisitions; retention of students; increased support for computing center operations; faculty and staff salaries; and increased support for research.

"I have a very distinct need to share these things that go on in my head, in my planning, and it really makes me feel better if I occasionally have an opportunity to talk with you about them," Haenicke told senators. "I want to use you as a sounding board, to test where you stand, to see what ideas you have and for you to tell me whether you would have other priorities."

"While it might be tedious and lengthy, I think this is definitely one of those responsibilities of a faculty that wants to be strongly engaged in shared governance, that you share all of the tedious information that leads to administrative decisions," he said.

## Five construction contracts awarded for work on recreation, intercollegiate athletics project

Five construction contracts totaling \$3.9 million have been approved for work on the \$50 million project to renovate and expand the University's student recreation and intercollegiate athletics facilities.

The contracts, which do not call for the payment of prevailing wage, were approved March 13 by the Board of Trustees. The Michigan Department of Labor calculates the prevailing wage for each county, which is usually equal to the rates negotiated in local union contracts.

State law requires that prevailing wage must be paid on all construction projects financed in whole or in part by state funds. The University is not required to pay prevailing wage on this project because it is funded by student fees.

The project includes a major addition to the Gary Center. The new complex, expected to be the best such facility in the Mid-American Conference, includes a recreation swimming pool with an adjoining "swirl" pool, sand volleyball courts, a 45-foot climbing wall and a fitness room with 150 exercise machines.

The complex will contain 240,000 square feet, the equivalent of four football fields or five acres.

About a dozen persons spoke at the board meeting, including elected representatives of several campus groups. Among the speakers were John D. Fleckenstein Jr., a senior from Kalamazoo, president of the Western Student Association; Michael W. Little, physical plant, president of Local 1668 of the American Federation of State, County and Municipal Employees; and Shirley C. Woodworth, communication, president of the WMU chapter of the American Association of University Professors.

Little and Woodworth opposed the recommendation that prevailing wage not be paid. Fleckenstein supported it. The difference in cost to the University is estimated at between \$2.9 million and \$3.8 million if con-

tracts do not include prevailing wage provisions.

The work and contractors include:

- the purchase and installation of structural steel for the Gary Center addition, Steel Supply & Engineering Co. of Grand Rapids, \$1,593,000;

(Continued on page two)



**TURNING THE DIRT** — Many members of the University community braved the chilly weather March 13 to attend the groundbreaking ceremony for the estimated \$50 million renovation and expansion of the University's facilities for student recreation and intercollegiate athletics. Staffing the shovels at the event were, from left: Carl D. Roehling, senior vice president at the project's architectural and engineering firm, Smith, Hinchman & Grylls Associates Inc. of Detroit; John D. Fleckenstein Jr., president of the Western Student Association; President Haenicke; Theresa A. Powell, vice president for student affairs; and George A. Franklin of Kalamazoo, chairperson of the Board of Trustees. The project includes a major addition to the Gary Center that will be constructed on land now occupied by the Hillside buildings. The addition will contain a new recreational swimming pool, academic laboratories and classrooms, as well as offices for the Department of Health, Physical Education and Recreation, Office of Campus Recreational Activities, Zest for Life and University Wellness Programs.





**VISIT BY LEGISLATORS** — Three state legislators who are members of the House Colleges and Universities Committee visited campus March 16 to review the University's mission statement and curriculum offerings in order to identify WMU's uniqueness. President Haenicke, second from left, greeted state representatives James A. Kosteva of Canton, left, Agnes M. Dobronski of Dearborn and Nate Jonker of Clio upon their arrival in the Bernhard Center. The group heard presentations on the University's budget, on capital outlay concerns and on economic development topics. The legislators also attended a roundtable discussion with college deans and a luncheon with representatives of various employee groups. They concluded their visit, one of several they're making to the state's public universities, with a tour of campus.

## Board approves retirements of 14 faculty, staff members

The retirements of two faculty members and 12 staff members were approved March 13 by the Board of Trustees.

Among the staff members who plan to retire are: Dennis Boyle, registrar; Sally V. Pippen, acting dean of students; and Geoffrey A. Smith, dean of the Division of Continuing Education.

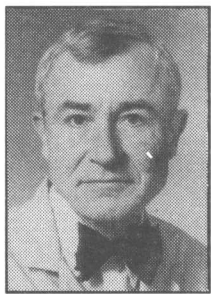
Boyle has been on the staff since 1965 and plans to retire May 31, 1993. Before being named registrar in 1975, he served as director of registration and as coordinator of scheduling and space utilization. Pippen joined the staff in 1964 as a residence hall director, and served as a counselor and instructor before being named director of residence hall life in 1972. She has been acting dean of students since 1991 and will retire April 24, 1992. Smith joined the staff in 1978 as associate dean of the Division of Continuing Education and was promoted to his present position in 1988. He plans to retire March 6, 1993.

The faculty members granted retirement with emeriti status, along with their years of service and effective dates, are: Nita H. Hardie, chairperson of science studies and associate professor of political science, 28 years, effective May 31, 1992; and Philip H. Kramer, social work, 23 years, effective Jan. 1, 1993.

The other staff members retiring are: John A. Fochtman, Sindacus Health Center, 14 years, effective Oct. 2, 1992; Rosa B. Harris, custodial services, 26 years, effective May 29, 1992; Sarah R. Holland, Davis Hall din-



Boyle



Fochtman



Hardie



Harris



Holland



Kramer



Laws



MacLean

ing service, 27 years, effective May 29, 1992; Donna Laws, custodial services, 27 years, effective May 29, 1992; Joseph T. MacLean, WMU Bookstore, 22 years, effective May 29, 1992; Joyce B. Nichols, Sara Swickard Preschool, 21 years, effective May 29, 1992; Carol K. Robbins, funds management, 28 years, effective May 29, 1992; Carl F. Shuster, paper and printing science and engineering, 18 years, effective May 29, 1992; and Lloyd W. Wester, freight/postal/delivery, 33 years, effective March 29, 1992.

intercollegiate athletics space, Bierlein Demolition Contractors of Saginaw, \$389,276.

These contracts were recommended by the A.J. Etkin Co. of Farmington Hills, the construction management firm the University has retained to coordinate most of the project. The firm was retained because of the complexity of the project.

At the same time the board approved a contract for the installation, abandonment and relocation of site utilities in the Gary Center and Read Fieldhouse area with the Van Haren Electric Co. of Grand Rapids for \$879,075. This contract was tabled at the board's last meeting Jan. 31 to allow time for public comment.

The board approved the project in March 1991. It will be financed by tax-free bonds supported by student fees, which the board approved in April 1991. The entire project is expected to be completed by December 1994.

### APA to meet March 20 at Parkview Hills clubhouse

Members of the Administrative Professional Association, their spouses and their friends are invited to attend a social gathering from 5 to 8 p.m. Friday, March 20, at the Willow Lake Clubhouse in Parkview Hills. The cost is \$3 at the door.

## Barnhart named acting director of placement, Belson reappointed as University ombudsman

Marcia A. Barnhart has been named acting director of career planning and placement services.

Her appointment, effective Feb. 20, 1992, was approved March 13 by the Board of Trustees. She replaces Debora K. Gant, who had been serving as acting director since June 1991. Gant's return to her previous position as associate director of career planning and placement services, effective Feb. 19, 1992, also was approved by the board.

A search currently is being conducted to find a permanent replacement for Chester C. Arnold, the director of career planning and placement services who retired last May.

Barnhart has been coordinator of education and health and human services placement in career planning and placement services since 1989. A former program coordinator in the WMU Women's Center, she also has served as director of career planning and placement at Glen Oaks Community College and as associate director of continuing education at Nazareth College.

In other action, the Board of Trustees approved the reappointment of Beverly A. Belson as ombudsman, effective Aug. 17,



Barnhart



Belson

1992, to June 30, 1995. She has served in that position since 1986 and continues to hold a concurrent tenured appointment as a professor of counselor education and counseling psychology.

The trustees also approved a return to the faculty for Dennis D. Pence as associate professor of mathematics and statistics, effective July 1, 1992. He will be leaving a half-time appointment as associate director of computing and communication services he has held since 1990 and returning to full-time faculty status.

In addition, the board granted a leave of absence to Nora B. Mansour, physics, effective Aug. 17, 1992, to April 24, 1993, and a sabbatical to Steven N. Lipkin, communication, for the 1992-93 academic year.

### 5.5 percent increase proposed for room and board rates

Room and board rates are scheduled to increase by 5.5 percent and apartment rental rates by 3 percent at WMU this fall, pending final action in April by the Board of Trustees.

The board tabled the proposed increase at its meeting March 13 to allow time for public comment. Final action is expected at the board's next meeting April 24.

The typical student choosing 20 meals per week in a residence hall would pay \$3,827 for fall and winter semesters, an increase of \$199 or 5.5 percent over last year's total of \$3,628.

"The expenses that we expect to have a significant effect on the 1992-93 budget include compensation, inflation, supply needs and debt service," said Robert M. Beam, vice president for business and finance.

The University operates 22 residence halls, seven dining facilities and 585 apartments in three complexes, housing about 27 percent of its students, Beam said. About 80 percent of residence hall occupants are freshmen and sophomores.

### Committee seeks proposals for cultural events funding

The University Cultural Events Committee is seeking proposals for partial funding of activities that will enhance the cultural environment on campus. Proposals for events scheduled for the 1992-93 academic year are now being accepted for consideration.

Proposals may be submitted by students, faculty or staff. Each proposal must include pertinent information and be endorsed by the head of the appropriate unit.

For guidelines and applications, persons should contact Carl W. Doubleday, music, who chairs the committee, at 7-4681.

### 2,000 voices to raise the roof at Miller Auditorium tonight

More than 2,000 voices will unite during the concluding concert of the Southwestern Michigan Vocal Festival at 7 p.m. Thursday, March 19, in Miller Auditorium.

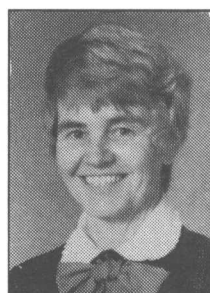
One of the largest, oldest and most successful high school choral festivals in the United States, this year's day-long event will draw participants from 48 schools — the largest number since the festival began in 1935.

The evening concert will feature the largest chorus since 1965, in addition to performances by the 1992 Honors Choir, the WMU Chorale and guest ensembles from the Department of Dance.

The event, sponsored by the School of Music, is designed to provide an experience in mass singing of good repertoire under the leadership of an inspiring conductor. This year's guest director is Sandra Willetts, director of choral activities at the University of Alabama.



Nichols



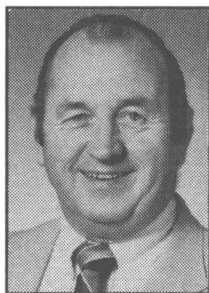
Pippen



Robbins



Shuster



Smith



Wester

### Reception set for Wester

The University community is invited to attend a retirement reception for Lloyd W. Wester, freight/postal/delivery, from 2 to 4 p.m. Tuesday, March 31, in the Faculty Lounge of the Bernhard Center. He will retire this month after 33 years of service.

## WESTERN NEWS

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## Scholars to gather for conference on Europe; Levin to deliver keynote speech March 23

Scholars from around the world will gather to present their views on "The New Europe and the World" Monday and Tuesday, March 23-24, at the University.

U.S. Sen. Carl Levin will be the keynote speaker at the international symposium. He will speak at 9:10 a.m. Monday on "The United States and the New Europe" in the Fetzer Center.

The symposium's first panel discussion will begin at 9:45 a.m. Monday with presentations by three scholars: "The Meaning of Democracy in the New Europe" by Katarzyna Sobolewska-Myslik of Jagiellonian University in Krakow, Poland; "Exclusionary Democracy in the New Europe" by William A. Ritchie, political science; and "Central Europe and the New Europe" by Dezso Kovacs of the Center for Regional Studies in the Hungarian Academy of Sciences.

The second panel discussion will begin at 11:15 a.m. Monday and will feature these topics and presenters: "Turkey and the New Europe" by Yordanka Z. Bibina of the Institute of Balkan Studies in Bulgaria; and "Strategic Changes in Southeastern Europe" by Ognyan Minchev of the University of Sofia in Bulgaria.

A 12:30 p.m. luncheon will follow the Monday morning presentations. The speaker will be Timothy Light, former president of Middlebury College and current distinguished visiting professor in the Office of the WMU President.

A 2 p.m. Monday panel will include presentations on: "Institutional Development in Current East European Political Systems" by Lyubov Minchev of the University of Sofia in Bulgaria; and "The Meaning of German Reunification" by Richard Stinshoff of the University of Oldenburg in Germany.

The final panel discussion on Monday will begin at 3:30 p.m. and will feature:

## Students and seniors will kick up their heels at fourth annual Senior Prom on Wednesday

Hip-hop will give way to be-bop as local seniors rule the dance floor at WMU's fourth annual Senior Prom Wednesday, March 25.

The Senior Prom, designed to bring local senior citizens and WMU students together for an evening of dancing and reminiscing about proms of bygone days, will take place from 7 to 10 p.m. in the East Ballroom of the Bernhard Center.

According to Karrie A. Moore, an Elk Rapids senior and one of the organizers of the student-run event, the prom has grown in popularity with both seniors and students since its inception in 1989 when it attracted about 250 senior citizens.

"We're expecting about 350 senior citizens and about 100 students," Moore says.

The free event will feature the music of the swing era played by the Phoenix Big Band of Kalamazoo, a 15-piece group featuring "big band" music. There will be refreshments and photo keepsakes for those attending.

The event is being sponsored by Draper-Siedschlag halls, the Residence Hall Association, the Office of Residence Hall Life, the Western Student Association, the Office of

## Nominations sought for Academy of Volunteers

The WMU Foundation is seeking the names of alumni, friends and community members who serve the University as fundraising volunteers.

The foundation is asking faculty and staff members to nominate those who give of their time and energies to the University for induction into the Academy of Volunteers. Those selected will be honored at a black tie recognition dinner Friday, June 12, hosted by President and Mrs. Haenicke.

Forms are available from the foundation and are due Friday, March 27. For more information, persons may contact Susan L. Porter, WMU Foundation, at 7-6164.

## Donate blood March 20

Faculty and staff members can still sign up for the WMU blood drive scheduled for 9 a.m. to 2:45 p.m. Friday, March 20, in the South Ballroom of the Bernhard Center. For an appointment, call 7-2638.

"U.S.-Japan Postwar Military Relations" by Takao Takahara of Meiji-Gakuin University in Japan; and "The Chinese View of the New Europe" by M. Scot Tanner, political science.

All Monday panels and the luncheon will take place in the Fetzer Center.

The day will conclude with a reception and dinner at 7 p.m. in the President's Dining Room of the Bernhard Center. President Haenicke will make remarks following the dinner. Music will be provided by the Russell Brown Brass Quintet.

The symposium will continue on Tuesday in 3020 Friedmann Hall. A panel session will take place at 9:30 a.m. and include presentations on: "The Democratization of the Soviet Union or Making the Bear Dance" by Alfred G. Meyer of the University of Michigan; "Post-Soviet Economies: A Contrast With Europe '92" by Jeanine D. Braithwaite of Kalamazoo College; and "The Geopolitics of Europe's Future" by Lawrence Ziring, political science and Institute of Government and Politics.

The general public is invited to attend the free symposium, as well as the luncheon and dinner in connection with it. The cost for the luncheon is \$10 and for the dinner is \$15. Because seating is limited, persons should make reservations as soon as possible by calling Ziring at 7-5680.

The proceedings of the symposium will be edited for publication in a volume to be released before the end of the year by the Institute of Government and Politics, which is convening the event with assistance from the Council for International Exchange of Scholars.

The symposium is being sponsored by the Department of Political Science, College of Arts and Sciences and European Studies Committee.

the Dean of Students, the Campus Activities Board and the WMU Alumni Association.

For more information about the event, persons may call Moore at 7-6409 or the Draper-Siedschlag office at 7-4790.

## Earth Day observance to focus on energy solutions

Global warming, acid rain, and oil imports and spills will be among the topics at WMU's annual Earth Day celebration Wednesday, March 25.

Titled "Energy: Solutions for Today," the event is sponsored and coordinated by the WMU Environmental Studies Center and Kalamazoo area businesses. It is scheduled for 10 a.m. to 5 p.m. in 208 and 209 Bernhard Center.

A special presentation of "After the Warming," a video produced by the Public Broadcasting Service, will follow the day's event. The video will be shown at 5 p.m. in 212 Bernhard Center.

Earth Day is observed each year on April 22. First observed in 1970 with the message "Give Earth a Chance," the purpose of the day is to focus attention on reclaiming the purity of the air, water and living environment. WMU's event is being held early because the national observance falls during the University's exam week.

Activities will include speakers who will address such issues as solar energy and solar vehicles, energy efficient homes, land devel-

## Media

G. Gwen Raaberg, Women's Center, offers an analysis of the status of women on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, March 21, at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590).

## Exchange

**FOR SALE** — Toshiba 24-pin dot matrix printer (P321SL); 72 cps letter quality print speed, 216 cps in draft; 32 KB buffer; a variety of resident fonts; hardly used; includes 12 new ribbons and two font cards. \$300 or best reasonable offer. Call 7-3407 (days) or 345-6541 (evenings).

## On Campus

**A PEOPLE PERSON** — The contact with people is what keeps Brenda A. Brewer happy in her job as an administrative secretary to the deans in the College of Arts and Sciences. She's responsible for answering the telephone in the college and greeting visitors. She also monitors travel expenditures for the college's 22 departments and areas, does a fair amount of word processing for the deans and serves as editor of "For the Record," the publication that covers achievements by faculty and staff members in the college. Another project she handles is processing letters from the dean sent to new students who show an interest in the college's programs. In addition, she serves as secretary of the college's curriculum committee. "I love the people contact," Brewer says. "I'm absolutely a people person."

Before joining the WMU staff in 1988, Brewer worked as an office manager for a doctor's office in Battle Creek and as a secretary at Borgess Medical Center. She began her employment at WMU in the provost's office and joined the College of Arts and Sciences staff in August 1990. "We're kind of like a family here and I appreciate that," she says. Brewer is a member of the executive board of the Clerical/Technical Organization. When not at work, she enjoys spending time with her family: her husband, who assists in the ministry at the Bethel Star Community Church of God in Christ in Kalamazoo; and her 20-year-old daughter, who will graduate soon from dental assistant school.



## Devan to speak on international business trends

"The Fastest Growing Places in the World: Business in Singapore and Malaysia" is the title of a lecture to be presented at 3 p.m. Thursday, March 19, in 3050 Haworth College of Business building.

Janamitra Devan, assistant professor of business at Middlebury College and the son of a former president of Singapore, will be the speaker.

His specialty is surveying corporate market intelligence and transnational investments in the United States, Indonesia, Thailand, Malaysia, Singapore and the Philippines. He

has designed and taught courses in international business, corporate finance, and business strategies in East Asia.

Devan has been a consultant with Ernst & Whinney, a research associate with the Institute of Southeast Asian Studies in Singapore and an economist with the Monetary Authority of Singapore.

His lecture is being sponsored by the Office of International Affairs and the Haworth College of Business.

## Human Resources

**'Pay and Performance' seminar March 25**

Are you in the dark about the University's job classification and pay practices for non-bargaining staff? Here's your chance to learn all about it at the seminar, "*Pay and Performance: Options and Opportunities*," scheduled for 8:30 a.m. to noon Wednesday, March 25, in 204 Bernhard Center. Ann E. Houser, human resources, will explain WMU's policies and procedures relating to pay, and discuss steps you can follow to successfully advance your pay opportunities.

This seminar, open to all non-bargaining staff members, will include helpful information for both new and old employees. To enroll, contact Doris J. Moore at 7-3620.

## Reservations requested for Mad Hatters show

Faculty and staff members are reminded that the Mad Hatters, an educational theatre troupe, will present a performance for them at 12:10 p.m. Tuesday, March 24, in the Red Rooms of the Bernhard Center.

The performance is designed to promote understanding of people with special needs or disabilities. Because seating is limited, reservations are required by calling the Department of Human Resources at 7-3620. Persons who have signed up but have found that they cannot attend are asked to call and cancel.

A second performance, geared primarily for students but open to the entire University community, is planned for noon Wednesday, March 25, in the auditorium of the Haworth College of Business building. No reservations are required for the second performance sponsored by Handicapped Student Services.



# Calendar

## Thursday, March 19

(thru 31) Women's History Month display, atrium area, third floor, Waldo Library.

\*36th annual Pulp and Paper Conference, Fetzer Center, all day.

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

(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.

Doctoral oral examination, "Appeal and Vulnerability Patterns in Girl Victims of Incest," Ruth Mausert-Mooney, psychology, 283 Wood Hall, 8:30 a.m.

Doctoral oral examination, "Spatial Visualization and Leadership in Teaching Orthographic Projection: An Alternative To the Glass Box," Mark A. Curtis, educational leadership, Tate Center, 3210 Sangren Hall, 9 a.m.

(thru April 10) Exhibition of paintings by Bert Brouwer, chairperson of art, Albright (Pa.) College and student show juror, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

(thru April 2) Annual WMU Student Art Exhibition, Multi-Media Room, Dalton Center, Mondays thru Saturdays, 10 a.m.-4 p.m.; opening reception and awards ceremony, Friday, March 20, 5-7 p.m.

(thru 21) Seventh annual Spring Into Wellness Week: March 19 Step Into Spring/Wellness Walk, leave from the Sindecuse Health Center (in case of bad weather, Read Fieldhouse), noon.

Doctoral oral examination, "The Impact of a Stress Management Training Program on Symptoms of Fibromyalgia," Robert J. Sheppard, psychology, 353 Wood Hall, 2 p.m.

Lecture, "The Fastest Growing Places in the World: Business in Singapore and Malaysia," Janamitra Devan, assistant professor of business, Middlebury College, 3050 Haworth College of Business building, 3 p.m.

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

Computer science colloquium, "Unicast-Based Multicast Communication in Wormhole-Routed Direct Networks," Lionel M. Ni, Michigan State University, 3420 Dunbar Hall, 4 p.m.; refreshments, 3:45 p.m.

Presentation by candidate for faculty position in the proposed School of Nursing, Virginia Passero, instructor of maternal/newborn nursing, Bronson Methodist Hospital School of Nursing, 211 Bernhard Center, 4 p.m.

University film series, "That Obscure Object of Desire" (France-Spain, 1977), directed by Luis Bunuel, 2302 Sangren Hall, 6 and 8:30 p.m.

54th annual Southwestern Michigan Vocal Festival concert conducted by Sandra Willetts, featuring the University Chorale and ensembles from the Department of Dance, Miller Auditorium, 7 p.m.

(thru 21) Gay and Lesbian Awareness Days: March 19 lecture by Anne Marie Coleman, Ann Arbor city council member who sponsored that city's domestic partnership ordinance, 2750 Knauss Hall, 7 p.m.

Center for the Study of Ethics in Society lecture, "Lying: A Failure of Autonomy and Self-Respect," Jane Zembaty, professor of philosophy, University of Dayton, 3770 Knauss Hall, 7:30 p.m.

(thru April 19) Third annual Shakespeare Festival: March 19 informal discussion, "'A Midsummer Night's Dream': The Text and Stage Designs," John Jensen, stage designer, 10th floor, Sprau Tower, 8 p.m.

\*Campus Activities Board presents Bernie's After Hours, comedian Peter Berman, North Ballroom, Bernhard Center, 9 p.m.

## Friday, March 20

Spring Into Wellness Week University/American Red Cross blood drive, South Ballroom, Bernhard Center, 9 a.m.-2:45 p.m.

\*Commission on the Status of Women's "Woman of the Year" luncheon, West Ballroom, Bernhard Center, noon.

Mathematics and statistics colloquium, "Nonlinear Canonical Correlation Analysis With a Simulated Annealing Solution," Winson Taam, Oakland University, commons room, sixth floor, Everett Tower, 4:10 p.m.; refreshments, 3:45 p.m.

Student recital, Tom Golden and Raymond Stretch, trumpet, Dalton Center Recital Hall, 4 p.m.

Student recital, Tracy Christmas, oboe, and Paulette Levy, piano, Dalton Center Lecture Hall, 5 p.m.

Gay and Lesbian Awareness Days documentary showing, "Paris Is Burning," 2750 Knauss Hall, 8 p.m.

## Saturday, March 21

\*Spring Into Wellness week "Dance for Heart," Oakland Gym, 10 a.m.-noon.

Men's gymnastics, WMU vs. Kent State University, Gary Center Gym, 2 p.m.

Women's gymnastics, WMU vs. Ball State University, Gary Center Gym, 2 p.m.

Student recital, Brian Steckler, piano, Dalton Center Lecture Hall, 4 p.m.

Student recital, Colleen A. Riley, flute, Dalton Center Lecture Hall, 6 p.m.

Student recital, Kathleen Veenstra, soprano, Dalton Center Recital Hall, 8 p.m.

Gay and Lesbian Awareness Days concert, "Sistrum," 25-member women's chorus from Lansing, 2750 Knauss Hall, 8 p.m.

## Sunday, March 22

Student recital, Scott Terrell, organ, Dalton Center Recital Hall, 2 p.m.

Student recital, Teresa A. Lams, clarinet, Dalton Center Lecture Hall, 2 p.m.

\*Musical, "Kiss Me Kate," North East Opera Theatre, Miller Auditorium, 3 p.m.

Student recital, Greg Jasperse, piano, Dalton Center Recital Hall, 4 p.m.

Student recital, Terry Macak, flute, Dalton Center Lecture Hall, 4 p.m.

Student recital, Adam Wurst, baritone, and Darlene Horsch, soprano, Dalton Center Recital Hall, 6 p.m.

Student recital, William Skiba, trumpet, Dalton Center Recital Hall, 8 p.m.

## Monday, March 23

(and 24) Institute of Government and Politics symposium, "The New Europe and the World": Monday, Fetzer Center, 9 a.m.-5 p.m.; Tuesday, 3020 Friedmann Hall, 9:30-11 a.m.

Doctoral oral examination, "A Comparison of Junior High Schools to Middle Schools With Respect to Achievement and Attendance," Darrell Clay, educational leadership, Tate Center, 3210 Sangren Hall, 10 a.m.

Visiting Scholars Program brown bag lunch, "Stress, Social Support and Adaptation Patterns in Hmong Refugee Families," Hisashi Hirayama, professor of social work, University of Tennessee at Knoxville, Red Room C, Bernhard Center, 11:30 a.m.-12:45 p.m.

Shakespeare Festival workshops with Miriam Gilbert, professor of English, University of Iowa, and expert on Shakespeare in performance: "Shakespeare: The Language of Gesture, Movement and Feeling," York Arena Theatre, 9 a.m.; and "Shakespeare: Finding the Drama in 'Difficult' Language," 10th floor, Sprau Tower, 3:30 p.m.

## Tuesday, March 24

\*Breakfast meeting for alumni and friends, "The University's Commitment to the Health of Our Community," Dean Janet I. Pisaneschi, health and human services, Fetzer Center, 7:30 a.m.

Shakespeare Festival sessions with Miriam Gilbert, professor of English, University of Iowa, and expert on Shakespeare in performance: workshop/demonstration, "Shakespeare and Styles of Acting," York Arena Theatre, 9 a.m.; and illustrated lecture, "Stagings of 'A

Midsummer Night's Dream': Most Rare Visions," 3750 Knauss Hall, 3:30 p.m.

Department of Human Resources seminar featuring the Mad Hatters, educational theatre troupe, Red Rooms, Bernhard Center, 12:10-1 p.m.; reservations required due to limited seating, call 7-3620.

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

Presentation by candidate for faculty position in the proposed School of Nursing, Jean Nagelkerk, assistant professor of nursing, University of Tampa (Fla.), 212 Bernhard Center, 4 p.m.

21st annual Whitney M. Young Jr. Scholars Program, "Minority Immigrants' Adaptation in the United States: A Case of Asian-Americans," Hisashi Hirayama, professor of social work, University of Tennessee at Knoxville, West Ballroom, Bernhard Center, 7:30 p.m.

## Wednesday, March 25

\*20th annual Seminar for Secretaries and Office Personnel, Fetzer Center, 7:55 a.m.-4 p.m.

Training and development seminar, "Pay and Performance: Options and Opportunities," Ann E. Houser, human resources, 204 Bernhard Center, 8:30 a.m.-noon.

Earth Day celebration, "Energy: Solutions for Today," 208 and 209 Bernhard Center, 10 a.m.-5 p.m.; video, "After the Warming," 212 Bernhard Center, 5 p.m.

Women's History Month film, "Maxine Hong Kingston: Talking Story," introduced by Sushi Datta-Sandhu, political science, Faculty Dining Room, Bernhard Center, noon.

Handicapped Student Services seminar featuring the Mad Hatters, educational theatre troupe, auditorium, Haworth College of Business building, noon.

Biological sciences seminar, "The Vascular Pharmacology of ATP-Sensitive Potassium Channels," Kauch Meisheri, senior research scientist, cardiovascular research, the Upjohn Co., 5270 McCracken Hall, 4 p.m.

\*Workshop for persons interested in starting or developing a small business, Fetzer Center, 6 p.m.; registration required by calling 7-2714.

Russian Film Festival, "Strike" (1924), directed by Sergei Eisenstein, 1114 Brown Hall, 7 p.m.

Senior Prom, East Ballroom, Bernhard Center, 7-10 p.m.

Student recital, Gloria Kot, flute, Dalton Center Recital Hall, 8 p.m.

\*(thru 28) University Theatre production, "Burn This," York Arena Theatre, 8 p.m.

## Thursday, March 26

Business meeting, Administrative Professional Association, Red Rooms, Bernhard Center, 11:30 a.m.-1 p.m.

Handicapped Student Services Race to Access, Miller Auditorium plaza, noon.

Doctoral oral examination, "The Effect of Leadership Styles on Hospital Labor Productivity," Anthony Tersigni, educational leadership, 2102 Sangren Hall, 1:30 p.m.

University film series, "Effi Briest" (Germany, 1974), directed by Rainer Werner Fassbinder, 2302 Sangren Hall, 8 p.m.

Shakespeare Festival performance, "If Music Be the Food of Love," WMU Opera Workshop and voice students, 1119 Dalton Center, 8 p.m.

\*Campus Activities Board presents Bernie's After Hours, hypnotist Tom Deluca, North Ballroom, Bernhard Center, 9 p.m.

### \*Admission charged



**PROFESSORS OF THE DAY** — Persons from several business firms became short-term faculty members at WMU during the Haworth College of Business' Professor of the Day Program March 11. In addition to leading classes, they attended a luncheon with President Haenicke and Dean Darrell G. Jones, Haworth College of Business. Pictured are: (standing from left) Michael C. Busch, president of Busch and Co. in Grand Rapids; Haenicke; James A. Smith, vice president for investments at Prudential Securities in Kalamazoo; and James S. Neubecker, deputy auditor general in the Michigan Office of the Auditor General in Lansing; (seated from left) Jones; Thomas J. Thomasma, president and chief executive officer at the Telemark Corp. in Sturgis; and J. Robert Aubuchon, executive vice president of Kellogg U.S. Food Products, a part of Kellogg USA Inc. in Battle Creek.

## Social worker to discuss immigrants' adaptation

The issues immigrants face in adapting to a new country will be the topic for the keynote speaker at the 21st annual Whitney M. Young Jr. Scholars Program Tuesday, March 24, at the University.

Hisashi Hirayama, professor of social work at the University of Tennessee at Knoxville, will deliver an address on "Minority Immigrants' Adaptation in the United States: A Case of Asian-Americans" at 7:30 p.m. in the West Ballroom of the Bernhard Center.

In addition to the speech, the program will feature the recognition of minority students for their scholastic achievement and significant service activities.

Hirayama is nationally known for his work in the area of refugee resettlement and immigrant adaptation to the United States. His particular focus is on Asian immigrants.

He also will lead a discussion at a brown bag luncheon from 11:30 a.m. to 12:45 p.m. Monday, March 23, on "Stress, Social Support and Adaptation Patterns in Hmong Refugee Families" in Red Room C of the Bernhard Center.

The Whitney M. Young Scholars Program was established by the WMU School of Social Work in 1971 as a memorial to Young, an internationally known social worker who died that year. At the time of his death, he was the executive director of the National Urban League. As president of the National Association of Social Workers, Young was the convocation speaker at the dedication of WMU's School of Social Work in 1968.

Hirayama's speech is being sponsored by the Visiting Scholars and Artists Program and organized by the School of Social Work.