Effective planning will be the key to the continued advancement and development 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 recreation, intercollegiate athletics project

The University is not required to pay prevailing wage on construction projects. The state law requires that prevailing wage be paid on all construction projects under union contracts.

"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."

A third key strategy is to increase income. "One reason the student pays 29 percent is that, on balance, we have had rather meager years from the state," he said.

During the same seven-year period, another key strategy was to cut costs and fund operating budget increased 59 percent. That budget is a combination of state appropriations, tuition income, indirect costs from research and other income.

"If that occurs, we lose too much income, and we can't do that," he said. "Therefore we have been asked to increase our fund raising 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 buildings."

A third key strategy is to increase income from the indirect cost of research, Haenicke 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 $2 million a year by the year 2000. The total for 1990-91 was $1.593,000.

Haenicke referred to several charts during his presentation. The University's total state appropriations had increased 32 percent between 1985-86 and 1991-92. "You see that, otherwise, we might be talking about even larger percent increases," he said.

"When I came here, students paid 29 percent of their own budget. And the state gave us 70 percent," Haenicke said. "Now, the student pays 39 percent of our budget and the state contributes 31 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. "First, we must operate better. 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.

"Also, that means, 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.

"We 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 on issues. I want to use you to tell me whether you would have other priorities."

"We will, 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.
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. Dobrosenski of Dearborn and Nate Johnson 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 spent 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.

The Board of Trustees approved the retirement 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. Fichten, 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. Fichten 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 an 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 emeritus 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, Sinclaire Health Center, 14 years, effective Oct. 2, 1992; Rosa B. Harris, custodial services, 26 years, effective May 29, 1992; Sarah R. Holland, Davis Hall dining. Contracts (Continued from page one) the pouring of concrete footings and foundation walls for the Gary Center addition, VeneKlasen Concrete Construction Co. of Grand Rapids, $464,600; the placement of cast concrete piles by auger to support a foundation for the addition to the Gary Center, Hardman Construction Co. of Ludington, $408,700; and the demolition of the west classroom section and relocation of site utilities in the Gary Center and Read Fieldhouse, physically separating student recreation and intercollegiate athletics space, Bierlein Demo- tion contractors of Kalamazoo, $389,276.

These contracts were recommended by the A.E. Jtik 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 athletics club

Members of the Administrative Professional Association, their spouses and their friends are invited to 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. Board awards 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 funding, which are scheduled for the 1992-93 academic year are now being accepted for consideration.

Preparations may be made by faculty, 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, chair of the committee, 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 Southwest 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 Honor 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 Willets, director of choral activities at the University of Alabama. Residents can now apply for cultural events funding
Scholars from around the world will gather to present their views on “The New Europe and the World” on Monday and Tuesday, March 23-24, at University Center.

U.S. Sen. Carl Levin will be the keynote speaker at the international symposium. He will address such issues as the economy of Vietnam. The symposium’s first panel discussion will begin at 9:45 a.m. Monday with presentations by three scholars: “The Meaning of Demonization in the New Europe” by Sobolewska-Myslik of Jagiellonian University in Krakow, Poland; “Exclusionary De- troit” by Professor Christoph Rösch of the University in Frankfurt, Germany; and “Strategic Changes in Southeastern Europe” by Ognjan Minev of the University of Sofia in Bulgaria.

The second panel discussion will begin at 11:15 a.m. Monday and will feature topics and presenters: “Turkey and the New Europe” by Yordan, A. Arbya, professor of the Institute for International Studies in Bulgaria; and “Strategic Changes in Southeastern Europe” by Ognjan Minev 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**

Hop-hop will give way to be-bop as local senior citizens and WMU students gather for an evening of dancing and reminiscing about proms of bygone days, will take place from 3 to 6 p.m. in the East Ballroom of the Bernhard Center.

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

“We’re expecting about 350 senior cit- izens for the prom,” Moore, the prom’s chairman said.

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, the Residence Hall Asso- ciation, the Office of Residence Life, the Western Student Association, the WMU’s Office of Institutional Advancement, 91/92-311, 3/17-6649, or sign the appropriate bid sheet during the event.

**Earth Day observance to focus on energy solutions**

Global warming, acid rain, and oil im- ports and spills will be among the topics at WMU’s annual Earth Day celebration on April 22.

Titled “Energy: Solutions for Today,” the event is sponsored and coordinated by the WMU’s Environmental Studies Center at 7-2716. For more information, persons may contact Dr. Moore at 7-6409 or the WMU Environmental Studies Center at 7-2716.

**Nominations sought for Academy of Volunteers**

The Academy of Volunteers was created by theWMU President and Mrs. Haenicke. An appointment, call 7-2638.

The first 100 persons selected will be honored at a black-tie recognition dinner Friday, June 12, hosted by the WMU Foundation, at 7-6164.

Those raising volunteers.

The generation of March 24, in the Red Rooms of the Bernhard Center.

**On Campus**

A PEOPLE PERSON — The contact with people is what keeps Brenda A. Brewer happy in her job as an admin- istrative secretary to the dean of the College of Arts and Sci- ences. She is responsible for answering the telephone, welcoming college and greeting visitors. She also monitors travel ex- penditures for the college, develops departments and areas, does a fair amount of word pro- cessing for the dean, and serves as editor of “For the Record,” the publication that highlights college achievements by students and staff members in the college.

Another project she handles is processing applications from the dean to send new students who show an interest in the college’s programs and sugges- tion, as the secretary as the college’s curriculum commit- tee, “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 faculty and student office and joined the college on July 1, 1988. “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 husband, who assisted her in the ministry at the Bethel Star Community Church of God in Christ in Kalamazoo; and her 28-year-old daughter, who will graduate soon from dental assistant school.

**Devan to speak on international business trends**

Devan has been a consultant with Ernst & Whinney since 1986, a research associate with the Insti- tute of Southeast Asian Studies in Singapore and an economist with the Monetary Author- ity of Singapore.

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

**Human Resources**

**Reservations requested for Mad Hatters Dinner**

Faculty and staff members are re- minded that the Mad Hatters, an annu- al social event, will be held Saturday night at the symposium, as well as the luncheon and dinner in connection with it. The cost for the luncheon is $10 and the dinner is $15. Because seating is limited, persons should call 7-6164 or join the college as possible by calling Ziring at 7-5680.

The proceedings of the symposium will begin with a 9:45 a.m. Monday with presen- tation about the event at the seminar, “Performance: Options and Opportunities,” sched- uled for 8:30 a.m. to noon Wednesday, March 25, in 204 Bernhard Center. Ann Kramer, human resources, will explain WMU’s poli- cies and procedures relating to paying and discuss steps you can follow to successfully advance your pay opportunities.

This seminar, open to all non-bargaining staff members, will include helpful infor- mation for both new and old employees. To enroll, contact Larry J. Moore at 7-3628.
Thursday, March 19

(31) Women’s History Month display, atrium area, third floor, Waido Library.

*6th annual Faculty Research and Publication Fair. (and 20) Exhibit, photographs of the Building Design Awards Program winners, West Michigan chapter of the American Institute of Architects, 3008 Kelman Hall, 8 a.m.-9 p.m.

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


Mathematics and statistics colloquium, "Nonlinear Canonical Correlation Analysis With a Simulated Annealing Solution," Winson Taam, Oakland University, commons room, Thursday, March 26, 11:30 a.m.-1 p.m.

Spring Into Wellness Week: March 19 Step Into Spring/Wellness Walk, leave from the Sincicde 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. Sheppart, psychology, 355 Wood Hall, 2 p.m.

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

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

Computer science colloquium, "Uncas-Based Multicast Communication in WormholeRouted 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 Doctoral oral examination. "Lying: A Failure of Autonomy and Self- "Doctoral oral examination, "The Impact of a Stress Management Training Program on Gay and Lesbian Awareness Days concert, "Sistrum," 25-member women’s chorus from Student recital, Brian Steckler, piano, Dalton Center Lecture Hall, 4 p.m.

Mathematics and statistics colloquium, "Nonlinear Canonical Correlation Analysis With a Simulated Annealing Solution," Winson Taam, Oakland University, commons room, Thursday, March 26, 11:30 a.m.-1 p.m.


(31) 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, 210 Bernhard Hall, 4 p.m.

Center for the Study of Ethics in Society lecture, "Lying: A Failure of Autonomy and SelfRespect," Jane Zimbardo, professor of philosophy, University of Dayton, 3770 Knau Hall, 7:30 p.m.

(31) Annual Women’s Day dinner, "Marian ch, University Center, 212 Bernhard Hall, 7 p.m.

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

Monday, March 23

*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, 7:30-8 a.m.

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

*3rd annual Whitney M. Young Jr. Scholars Program, "Minority Immigrants’ Adaptation in the United States: A Case of Asian-Americans," Hiroshi Hirayama, professor of social work, University of Tennessee at Knoxville, West Ballroom, Bernhard Center, 7:30 p.m.

*Workshops for persons interested in starting or developing a small business, Fetzer Center, 6 p.m.; registration required by calling 7-2725.

American Red Cross blood drive, South Ballroom, Bernhard Center, 4 p.m.

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

Biological sciences seminar, "The Vascular Pharmacology of ATP-Sensitive Potassium Secs 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.

PROFESSORS OF THE DAY — Persons from several business firms became shortterm professors at WMU during 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.

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

*Visiting Scholars Program brown bag lunch from 11:30 a.m. to 12:45 p.m. Monday, March 23, on "Social Support and Adaptation Patterns in Hmong Refugees." Hirayama’s speech is being sponsored by the Visiting Scholars and Artists Program and organized by the School of Social Work.

He also will lead a discussion at a brown bag lunchroom from 11:30 a.m. to 12:45 p.m. Monday, March 23, on "Social Support and Adaptation Patterns in Hmong Refugees." Hirayama’s speech is being sponsored by the Visiting Scholars and Artists Program and organized by the School of Social Work.

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

*Social work 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.

Hiroshi Hirayama, professor of social work at the University of Tennessee at Knoxville, will speak on "Immigrants’ Adaptation in the United States: A Case of Asian-Americans" at 7:30 p.m. in the W.E. Ballroom of the Bernhard Center.

In addition to the speech, the program will feature the recognition of minority students for their scholarly 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.

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