

# WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Volume 18, Number 27

April 9, 1992

## Two faculty members, two students honored by MAGB

Two faculty members and two students at WMU were honored April 6 by the Michigan Association of Governing Boards of State Universities.

The awards are made annually "in recognition of a treasured Michigan resource and the promise it represents for our state's future."

The faculty members are: Gwendolyn Etter-Lewis, English; and E. Thomas Lawson, chairperson of religion.

The students are: John D. Fleckenstein Jr., a senior majoring in computer science from Kalamazoo; and Rebecca R. Hozak, a senior majoring in chemistry from Lennon.

The four were honored along with their counterparts at the state's other public universities at the MAGB's 11th annual awards convocation at the Kellogg Center on the Michigan State University campus in East Lansing.

Each awardee received a certificate from the MAGB and was recognized with a special resolution of the Michigan Legislature. Using MAGB criteria, student recipients are nominated by a committee representing the offices of the provost, secretary to the Board of Trustees, Faculty Senate and vice president for student affairs from among students who are designated as outstanding by their academic departments. Faculty recipients are nominated by the executive board of the Faculty Senate.

Etter-Lewis has been a WMU faculty member since 1986. She teaches courses in American dialects, the development of modern English, psycholinguistics and African American literature. She has written journal articles and delivered papers about cultural and gender differences in language use and about the status of African American women as pioneers in predominantly male professions.

In 1989, she won a Ford Foundation post-doctoral fellowship for her work collecting the oral narratives of American American women. Most recently, she was one of 30 scholars in the country chosen to be a 1991-92 National Academy of Education Spencer Fellow to continue her research on that topic. Her book chronicling the triumphs of women who overcame racial and gender prejudice, "My Soul Is My Own," will be published later this year. She also is co-editor of another book in preparation, "In Their Own Voices: Critical Essays By and About Women of Color."

Lawson, who has been at WMU since



Etter-Lewis



Fleckenstein



Hozak



Lawson

1961, this past fall received the University's highest honor for a faculty member, the Distinguished Faculty Scholar Award. He is credited with developing the curriculum that became the model for departments of religion at other universities. He is the author of a book, "Religions of Africa: Traditions in Transformation," and the co-author of another volume, "Rethinking Religion: Connecting Cognition and Culture."

Besides providing leadership to WMU's Department of Religion, Lawson has served in significant positions in a number of professional associations, including the North American Association for the Study of Religion and the American Academy of Religion. He has been on the editorial boards of several scholarly publications, and last year was named one of two executive editors of "Numen," an international journal of comparative religions. In addition, he has chaired WMU's Medallion Scholarship Committee since the prestigious award program began in 1983.

Fleckenstein has served as president of the Western Student Association, WMU's student government, since 1990. A student teacher at Kalamazoo Central High School this semester, he will graduate from WMU in April and hopes to be certified as a secondary education school teacher this spring. He then plans to pursue a master's degree in counselor education and counseling psychology with an emphasis in administration of student personnel services. While completing his degree, he will be involved in an internship program as an aide to the WMU vice president for student affairs.

Fleckenstein was the student coordinator of the 1991 Homecoming festivities and last summer served as a student orientation coordinator. He has been elected to membership in four honor societies and has made both the national and University dean's lists. He recently was selected as a Presidential Scholar,

WMU's highest honor for a senior, in the Department of Computer Science.

Hozak also was named a Presidential Scholar this year in the Department of Chemistry. She will graduate in April and plans to pursue a doctoral degree in biochemistry. Her eventual goal is to conduct research in industry. She already has a start on that goal after completing a summer internship at the Upjohn Co. in Kalamazoo. She also has been involved in research projects with faculty members in WMU's departments of chemistry and physics.

Hozak is a member of two honor societies, the Medical Science Association and the WMU Student Affiliates of the American Chemical Society, for which she has served as treasurer. She has received three awards for her work in chemistry and is a member of the Honors Student Association. In addition, she has been involved in a number of volunteer activities, including tutoring in chemistry and working in the emergency room at Borgess Medical Center.

## Brinkerhoff to weigh effectiveness of seminars offered to top level World Bank personnel

The World Bank has awarded a contract to a WMU training and evaluation specialist to determine the effectiveness of top level seminars the bank uses to train key personnel.

Robert O. Brinkerhoff, educational leadership, has been awarded a \$51,240 contract to spend three months evaluating two of the World Bank's flagship seminars and to brief the organization's training staff on how to build evaluation techniques into future seminars.

The World Bank, also known as the International Bank for Reconstruction and Development, is a specialized agency of the United Nations. The bank is designed to help in the reconstruction and development of territories of United Nations members by making loans, promoting private foreign investment and otherwise facilitating the investment of capital for production.

Brinkerhoff characterizes the organization's seminars as briefings by internationally known economists and educators designed to help the World Bank's staff prepare to implement loans in various parts of the world. The seminars are generally conducted at well known academic institutions. Brinkerhoff will do an in-depth evaluation of two seminars that recently took place at Stanford University and Cornell University.

"The World Bank's training division has

### Last News is April 16

Next week's *Western News* will be the last issue of the winter semester. The deadline for the April 16 issue is noon Tuesday, April 14.

The *News* will be published every other week during the spring and summer when classes are in session. Publication dates are: May 7, May 21, June 4, June 18, July 9, July 23, Aug. 6 and Aug. 20. The deadline is at noon on the Tuesday preceding the publication date.

## Candidates for dean to conduct forums

Three candidates for dean of students will be on campus in the coming weeks for interviews.

The candidates are: L. Tony Hawkins, associate dean of students at Purdue University in West Lafayette, Ind.; Douglas K. Lange, assistant dean in the Office of Student Organizations and Events at Vanderbilt University in Nashville, Tenn.; and Michael D. Shonrock, associate dean of students at Texas Tech University in Lubbock.

The University is seeking a replacement for Theresa A. Powell, who was promoted to vice president for student affairs. Sally V. Phippen, who has been serving as acting dean of students, plans to retire.

The candidates will present public forums as well as meet with various members of the University community.

During the public forums, the candidates have been asked to talk about themselves for five to ten minutes and then to answer questions from the audience. The forum schedule is:

- Hawkins, 3-4 p.m. Friday, April 10, 105 Bernhard Center;
- Shonrock, 3-4 p.m. Thursday, April 16, 105 Bernhard Center; and
- Lange, 3-4 p.m. Tuesday, April 21, West Ballroom, Bernhard Center.

The chairperson of the search committee is Stella I. Morado, Office of the Dean of Students. For more information or the candidates' vitae, persons may call her office at 7-2152.

developed these technical training seminars for the purpose of bringing in world class economists and educators to brief employees on such topics as the strategies that will be needed to help communist nations make a transition to a free market economy," Brinkerhoff says. "The World Bank is making loans to these countries and the people traveling there to implement the loans need to be well versed in such strategies."

Brinkerhoff, an internationally known expert on human resource development and evaluation of training programs, was approached by the World Bank in November and invited to submit a proposal for its consideration. The Washington, D.C.-based organization extended 20 such invitations last fall and by December had narrowed the field to three. Brinkerhoff wrote his proposal with Dennis Dressler, senior partner with Training Strategies Inc. of Kalamazoo, who is one of his former students. The two traveled to Washington in December to make a presentation to bank officials and Brinkerhoff was notified in February that the proposal had been selected for the contract.

According to Brinkerhoff, World Bank

(Continued on page eight)

### Pursuit published

This issue of *Western News* contains an insert produced by the Office of Public Information. *Pursuit* is published twice each academic year to provide an in-depth look at research and economic development activities at the University. This issue focuses on the University's work in both research and public service through its clinical and social service ties.



### WHEEL IN THE SKY

—The "Kamikaze," one of the rides at the carnival last weekend in the Read Fieldhouse parking lot, turned into a giant hubcap in this time exposure shot by Christopher C. Collins, a junior from Port Huron and student photographer in news services. Profits from the carnival, sponsored by several student organizations, were donated to the Greater Kalamazoo United Way.





**COMPARING RESEARCH NOTES** — Marjory Searing, right, the U.S. Commerce Department's deputy assistant for Japan, discusses with business faculty and staff some of the research presentations at the April 1 Dean's Research Conference in the Haworth College of Business. Searing was the guest luncheon speaker at the Fetzer Center event that featured 17 presentations on research being done by faculty and graduate students in the college. Talking with Searing were, from left, Satish Deshpande, management, Lowell E. Crow, associate dean, and Gail L. Stautamoyer, marketing. Deshpande and Stautamoyer both presented research during the conference. Participants also heard a speech by Robert Muir, president and chief executive officer of the Research & Technology Institute of West Michigan.

## Smith hopes '60s activism creates math understanding

When her doctoral-level mathematics skills weren't sufficient to answer her first-grader's school work questions, a WMU geologist decided it was time for some 1960s style activism.

The result is a Tuesday, April 14, Math Teach-in for Parents at Kalamazoo's Chime Elementary School that could serve as a model to help parent groups across the state take an active role in elementary math education and improve performance on Michigan Education Assessment Program (MEAP) tests.

The Chime teach-in, which will run from 6:30 to 8:30 p.m., will feature free transportation and babysitting, refreshments and door prizes — whatever it takes, says Marian M. Smith, geology, to get parents to take part and learn the basics of today's elementary school mathematics education.

"If we want to be able to help our children, we must brush up our own math skills and become familiar with the new terminology and techniques," Smith says.

Many parents are finding that today's concepts are the same, but the language and methods of instruction have changed drastically, she says.

"My graduate work involved heavy use of matrix algebra and statistics," Smith says. "My husband is a geophysicist. Neither one of us is a slouch when it comes to mathematics, but when we started seeing terms like 'doubles, doubles plus one equations,' we were lost."

When she approached her son's teacher with her concern, she discovered that the mysterious terms and unfamiliar phrases are simply different ways of looking at the mathematics that parents already know. All that most parents really need, she says, is a quick refresher course and a briefing on the concepts as they are covered at the various grade levels.

Smith has been working with Chime teachers, the school's Parent/Teacher Organization, James Riley, mathematics and statistics, and a group of WMU student volunteers who will

one day be teachers. They have developed a packet of materials that addresses a wide range of skills and activities designed to familiarize parents with current mathematics curricula and give them easy home activities to reinforce their children's mathematics education.

She also tapped her experience in developing grant proposals and approached the Upjohn Co. of Kalamazoo with a request for money to help supply transportation to the teach-in. The company chipped in \$400 for the effort and a bus has been hired bring parents to and from the school.

Parents attending the Chime teach-in will encounter theme tables devoted to such topics as whole numbers and numeration, geometry, statistics and probability, algebraic ideas, calculators and problem solving/logical reasoning. At each table, they will find grade appropriate information about the level at which the concepts are taught, the terminology used and some sample activities for home use.

"These will be presented in a way that is absolutely not intimidating," Smith says. "No lingo will be used — just straight talk."

Although volunteer students will be directing activities at each table during the Chime teach-in, Smith says the materials developed could be easily copied and used by any parent or school group wishing to put on a similar event. Representatives from parent groups in schools throughout the Kalamazoo and Portage public school districts have been invited to the teach-in to observe the event and take the ideas back for use at their own schools.

"I can really see this spreading throughout the districts and into many other areas as well," Smith says.

## Alavi edits proceedings of graph conference

The proceedings of an international conference in mathematics have been edited by a WMU faculty member.

Yousef Alavi, chairperson of mathematics and statistics, was the principal editor of the proceedings of the Second China-United States International Research Conference in Graph Theory, Combinatorics, Algorithms and Applications. The conference, which was managed by Alavi, took place in San Francisco in July 1989.

"Graph Theory, Combinatorics, Algorithms and Applications" is a 625-page collection of research work and presentations from the conference. It was published by the Society for Industrial and Applied Mathematics (SIAM).

Alavi was assisted in the editing by: Ronald L. Graham, adjunct director of the Mathematical Sciences Research Center of AT&T Bell Laboratories in Murray Hill, N.J.; Fan R.K. Chung, director of mathematical sciences at Bell Communications Laboratories in Murray Hill and professor of mathematics and computer science at Harvard University; and Frank Hsu, chairperson of mathematics and computer science at Fordham University in New York City.

The conference focused on current research trends in graph theory, combinatorics, algorithms and applications. Graph theory is

defined as an area of mathematics that explores the connection of points and lines and the relationships between objects. Its theory applies naturally to problems involving telephone and communication networks, chemical molecular structure, the DNA genetic code and the design of computer algorithms.

The volume consists of 58 contributions from the conference participants on research activities in both theory and application. Mathematicians will use the volume for reference and research.

The first China-U.S. International Conference on graph theory and its applications was conducted in China in June 1986 in an effort to bring Chinese and American researchers together to discuss findings in graph theory and promote research in the field. A third China-U.S. conference is being planned in China.

The second conference was sponsored by: WMU; San Francisco State University; the SIAM Activity Group on Discrete Mathematics; the Discrete Mathematics and Computer Science Organization at Rutgers University; and John Wiley and Sons Inc., international publishers of educational textbooks and other publications.

WMU and the Department of Mathematics and Statistics will play host to the Seventh Quadrennial International Conference on Graph Theory, Combinatorics, Algorithms and Applications this June 1-5 at the Fetzer Center.

The quadrennial conference series began at WMU in 1968 and is a major conference of its type in the world. More than 200 speakers and participants from some 15 countries attend the event. The University played host to the sixth international conference in 1988.

The directors of the seventh conference will be: Alavi; Graham; and Allen J. Schwenk, Joseph E. McCanna and Arthur T. White, all mathematics and statistics.

### Women's Center organizes campus rally and march

A campus rally and march in conjunction with the annual "Take Back the Night" activities in Bronson Park are being planned by the Women's Center for Saturday, April 11.

The events are designed to demonstrate a dedication to ending violence against women and children.

The campus rally will begin at 6:15 p.m. at Kanley Track. The WMU group will begin marching from the track to Bronson Park at 6:30 p.m. An awareness rally is set for 7 p.m. at the park. All these activities are open to women, children and men.

At 8 p.m., women and children only will be invited to begin the march. At the same time, there will be a rally for supportive men.

For more information, persons may contact the Women's Center at 7-2990.

### Retirement reception set

The Department of Education and Professional Development is planning a reception from 3 to 5 p.m. Thursday, April 16, in the President's Dining Room of the Bernhard Center to honor three of its faculty members who will be retiring.

The faculty members are Alfred Balkin, Mary Frances Fenton and Edward J. Heinig. There will be a presentation at 3:45 p.m. The University community is invited to attend.

## Fact File

### Western Michigan University Medical Expense Summary

	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92*
Hospital/Medical	4,437,840	4,955,498	5,862,582	6,678,837	7,947,271	9,200,000
Aetna Administrative	339,523	415,275	295,000	377,847	525,085	650,000
Aetna Stop/Loss	0	0	297,461	164,031	127,716	150,000
Health Maintenance	1,012,827	1,312,291	1,429,871	1,708,265	1,704,488	1,900,000
Insurance Staff	7,950	19,787	22,546	60,034	78,222	80,000
Benefacts	12,009	20,088	31,513	37,117	22,564	15,000
Wellness Programs	45,000	45,000	64,539	55,000	61,900	50,000
AIDS Education	0	5,000	5,000	5,000	5,000	
Consulting Services	0	0	0	5,390	15,213	30,000
Health Care Coalition	12,950	11,250	12,375	0	25,000	25,000
AFSCME Dental	49,719	29,745	30,988	0		
Mercer/Meidinger	22,545	106,847	0	0		
Medicare Catastrophic				44,509		
Total Expense	5,940,363	6,920,781	8,051,875	9,136,030	10,512,459	12,100,000
Increase From Prior Year		16.50%	16.34%	13.46%	15.07%	

Source: Office of Business Services

\* Budgeted

### WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Editor: Ruth A. Stevens; Staff Writers: Cheryl P. Roland, Michael L. Smith; Photographer: Neil G. Rankin.

Western News (USPS 362-210) is published by News Services, B-207 Ellsworth Hall, Western Michigan University, 1201 Oliver St., Kalamazoo, MI 49008-5165, weekly during fall and winter semesters and bi-weekly during spring and summer sessions, except during vacation periods. Second class postage paid at Kalamazoo, MI 49008-5165.

Postmaster: Send address changes to Western News, News Services, Western Michigan University, 1201 Oliver St., Kalamazoo, MI 49008-5165.

Western News is distributed without charge to faculty and staff members, retirees and friends of the University, and is available at several campus locations.

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.



## University connects Michigan citizens to variety of health and social services

From the hundreds of people who visit the University's internationally known Van Riper Speech, Language and Hearing Clinic to a handful of clients served by its new Psychology Clinic, citizens in communities surrounding WMU enjoy a bounty of physical and mental health resources unheard of in most communities of comparable size.

Each year the five clinics operated by the College of Health and Human Services alone serve more than 2,400 area citizens. Clinics from other colleges at the University serve nearly 2,000 additional clients. Public contacts with WMU health and social service interns and faculty in the field run into the tens of thousands.

Campus clinics specialize in the treatment of speech and hearing deficiencies, rehabilitation and mobility training for persons with low vision, occupational therapy rehabilitation, substance abuse treatment, day activities for developmentally disabled adults, psychological services, music therapy, sports medicine and counseling.

For the University, the clinics provide opportunities for students to observe professionals on the job and to work with clients under close faculty supervision. Clinics also provide a site for research by faculty and graduate students, furnishing data to support research that will improve the quality of life and health care for many more citizens.

"We are educating and training students who will eventually develop a broad range of services to assure that clients can reach their potential for achieving productive and satisfying lives," says Dr. Janet I. Pisaneschi, dean of the College of Health and Human Services. "To do that well, there has to be a lot of practice and it has to be done in a controlled setting with close supervision by faculty. In most cases that means a one on one situation."

Such practical experience for students translates into high quality services at low or no cost to area clients with a variety of needs. The majority of clients come from Kalamazoo County or within driving distance of WMU. Most come from middle and low income households. Having access to WMU resources means:

- A local businessman can minimize the effects of gradual hearing loss by learning lip reading in weekly sessions at the Van Riper Clinic.
- An unemployed person can get help handling the stress of being without a job as well as receive vocational counseling through the Counseling and Psychological Services Clinic.
- A high school basketball player can receive prompt electro-therapy and ice treatment for a sprained ankle through the Sports Medicine Clinic.
- A man with severe physical impairments can experience the satisfaction of composing music on a computer in the Music Therapy Clinic.

Besides the clinical contacts with the community, an even larger number of citizens in the state benefit from research projects, placement of interns for field training and other University efforts that serve a larger area.

### CDDA adds fourth Kalamazoo site to serve disabled adults

The Center for Developmentally Disabled Adults (CDDA), which celebrated its tenth anniversary last fall, has added a fourth Kalamazoo site to serve the county's profoundly and severely retarded adult population.

According to Carol M. Sundberg, CDDA director, the center's staff began serving 22 clients earlier this year at the new site, which is located at 751 Pleasant Ave. Other CDDA sites include the West Main School, 1627 W. Main St.; the Fletcher Center for Disabled Adults, 700 Fletcher St.; and the Douglass Community Association Northside Center, 1000 W. Paterson St.

The fourth site was added, Sundberg says, to accommo-

(Continued on following page)



Pisaneschi

Rural residents of Allegan and Van Buren counties suffering from a lack of basic health care services are the targets of a federally financed project that puts WMU health and human service interns and Michigan State University medical interns in rural communities to increase access to medical care, speech and occupational therapy, and counseling. The special needs of the migrant and Native American populations also are being addressed by the project.

Communities in every corner of the state are confronting the realities of adolescent substance abuse as a result of substance abuse surveys undertaken by WMU researchers in more than 270 school districts.

"We define the community we serve in very broad terms," Pisaneschi notes. The very local part of that community will have access to expanded and more convenient services in the future, she predicts, as the University pursues a goal of consolidating its clinical services in one area of campus to increase visibility and make it more convenient for clients.

"We really need our clinics in closer proximity because our clients have multiple needs," Pisaneschi says. "It is quite common for someone in occupational therapy to need speech therapy or the services of the low vision clinic."

A proposed School of Nursing at WMU as well as a proposed agreement between WMU and MSU's Kalamazoo Center for Medical Studies could result in increased services for the community, Pisaneschi says, although both remain in the proposal stage. The WMU-MSU/KCMS proposal could result in an ambulatory medical and health care clinic located on the WMU campus that would offer a wide array of services.

Expansion and consolidation of services could also provide the University with a better research base to use in tackling a number of problems for which research funding is available, Pisaneschi says.

"In providing a clinical setting that is more attractive and convenient for our clients, we would see larger numbers of clients with a greater variety of needs. This would give our students broader clinical experiences and also would give us opportunities to do good clinical research to find better treatment modalities," she says.

Consolidation of clinical services also would enhance the interdisciplinary contact between professionals and lead to a real integration of services. Such interdisciplinary cooperation is already stressed at the college level and is manifest by cross-department referrals of clients and a team emphasis in the rural health program.

"All of the health and human service disciplines have become more and more specialized," she says. "It is imperative that the many and diverse health care practitioners and social service professionals learn to work collaboratively so that the patient or client does not get fragmented or lost in the process of trying to obtain care."



**REAPING THE BENEFITS OF MUSIC AND ITS THERAPEUTIC EFFECT** —Working together in WMU's Music Therapy Clinic are Richland resident Arnold Polmanteer and his music therapist Pearl Abraham, a graduate student from Bangalore, India. Polmanteer is one of about 50 area clients served by the clinic each year. The clinic, established in 1980, offers therapy programs to meet a wide range of psychological and physical needs and gives music therapy majors a chance to work with clients in a faculty-supervised setting. WMU's music therapy program, in the School of Music, is one of the nation's oldest and one of only 18 in the country that offers both graduate and undergraduate training.



# Survey of Michigan teens shows substance abuse starts young, is above national average

Should drug and alcohol education begin as early as the second grade? That is one of the questions being raised in communities across the state as a result of a University effort to assess the impact of alcohol and other drugs on the state's student population.

While most University medical and social service efforts deal with client numbers ranging from the dozens to the hundreds, researchers in the Department of Sociology's Kercher Center for Social Research are alerting communities around the state to the alcohol and other substance abuse habits and attitudes of more than 150,000 Michigan high school students.

Working with federal Drug Free School funds funnelled through the Michigan Department of Education to local school districts, researchers under the direction of Dr. Stanley Robin, professor of sociology, have spent the past three years surveying students in grades eight, 10 and 12 about their substance use habits and attitudes.

To date, Robin says, 150,000 to 170,000 students in 270 school districts have participated. More than half of the state's districts have elected to take part in the survey at least once and many are asking for a second survey after a two-year interval.

Results detailing the findings in individual districts surveyed are confidential and the property of that district to disseminate as it wishes, Robin says. However, his preliminary compilation of the data from about 100,000 students surveyed reveals substance abuse by Michigan teens that is above the national average. Fully 85 percent of 12th-graders report they have used alcohol in the year prior to the survey.

"That is not entirely surprising," he says, "since national surveys indicate substance abuse is higher in the Midwest than in the rest of the country and substance abuse in the industrial Midwest is higher than in the rest of the Midwest." Such news, he reports, is hard for individual communities to accept. In some cases, he is asked to make a formal presentation of the survey results to the district administration or to the board of education at a public meeting.

"I get two major responses in the public meetings I've been in," Robin says. "The first is grave concern. The second major response is denial." For those showing concern, Robin says, the Department of Education has plans of action available that emphasize the idea that adolescent substance abuse is a community-based problem that must be addressed by schools, the clergy, medical personnel, social agencies, police, the courts and parents working together.

"Dare you not believe these data?" is my response to the occasional board member or parent who responds with denial," Robin says.

Among the facts hardest for many to swallow, Robin says, is that when responses from all of the eighth-, 10th- and 12th-graders surveyed are combined, data indicate that only about 1.5 percent of the students have never at least tried one "gateway" drug, such as alcohol, tobacco, marijuana or inhalants.

Also alarming to everyone concerned, he says, is the surveys' indication that the age at which students first experiment with such substances is much younger than anyone would expect. One recently surveyed district reported to local media that 31.2 percent of the eighth-graders surveyed said they first sampled alcohol in the fifth grade or before.

"If the survey questionnaire has one major flaw," he says, "it's the way we ask when they first used substances. The pile-up of student responses that say it was in fifth grade or before, indicates we should have been more detailed about early grades in asking the grade a student was in when it began."

"It's a nasty and uncomfortable thought that alcohol and substance abuse education is required in the second and third grade. How much burden do you place on the little tiny shoulders of children?" Robin asks. "The data indicate that we have to swallow our discomfort and teach kids about drugs and alcohol at about the same time we teach them about crossing the street."

Robin says that although the districts surveyed cannot be considered a representative sample simply because they are self-selected rather than chosen at random, he says he



Robin

and his colleagues have no reason to suspect that the self-selection has resulted in any bias. Geographically and demographically, he says, the state's school districts are proportionately well represented in the districts already surveyed. In comparing results from district to district, the responses have been fairly consistent in regard to substance use and attitudes about risk and substance use.

"The results show no great rural/urban differences, no great black/white differences and no differences between districts of different economic levels. Our preliminary analysis also corresponds with the University of Michigan's annual survey of high school seniors' substance use and attitudes," he says.

The survey questionnaire was put together in collaboration with the Michigan Department of Education, the Michigan Office of Substance Abuse Services and with Lloyd Johnston of the Institute for Social Research at the University of Michigan, which administers the annual national survey of high school seniors, "Monitoring the Future."

WMU graduate students in sociology, the other social sciences and education have been trained to administer the survey and to answer students' questions about the survey. They administer the test to groups of 75-100 students in the presence of school personnel.

"They adhere to strict protocols and we retrain our research associates periodically, so that training is always fresh and accurate," Robin says.

While the survey serves as a reference point for many communities to use to design substance abuse programs, the work has been a benefit to the University as well, Robin reports. "In the three years that we've been doing this, the contracts with the individual school districts have provided more than \$150,000 worth of graduate student support to Western Michigan University," he says.

## Psychology Clinic is newest campus service for local community

"People seeing the clinic for the first time feel a little like Dorothy after she's landed in OZ," says Dr. M. Michele Burnette, associate professor of psychology, when she describes the physical surroundings of the University's newest clinic. "They don't think they're in Wood Hall anymore."

Nearing the end of its first academic year of operation, the Department of Psychology Clinic serves patients on referral from professionals in the community, as well as a small number of walk-in clients.

According to Burnette, who is associate director of clinical training in the department, the clinic has served 160 area clients since it opened last summer in a dramatically renovated suite of rooms on the second floor of Wood Hall.

Clients, faculty and students go from the workday world of a 30-year-old classroom building to the ambiance of a modern professional suite in a matter of a few steps. The facility features five therapy rooms designed specifically for child and adult individual, group and family therapy and two observation rooms that allow students and faculty to observe therapy sessions. A large waiting area, an intake room and an office area for students working in the clinic also are part of the area.

The clinic, which is used for research and clinical training of students, serves a limited number of area clients. Services are limited to specific problem areas in which the department's faculty supervisors have expertise.

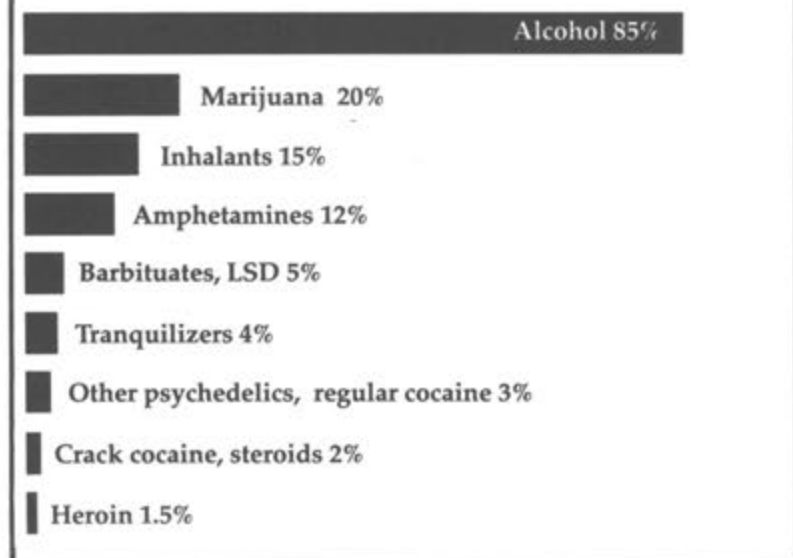
## CDDA (Continued from previous page)

date the addition of 30 new clients coming into the CDDA program from the Kalamazoo Total Living Center.

The CDDA now offers speech and language therapy, occupational therapy, community living skills training and recreational activities to 133 adults aged 26 and up. When it opened its doors at the West Main facility in 1981, the center served 15 clients.

Sundberg says the newest site, which had been under development for several months, focuses on small group and individual opportunities for integration of clients into the community. Placing clients in volunteer positions is the primary method of integration now, Sundberg says, but in the future job opportunities may also be pursued.

"Group outings into the community are also an important part of the programming at the Pleasant Avenue site," says Sundberg, noting that University athletic events, shopping trips on public transportation and trips to the Cheff Center for the Handicapped in Augusta are among regular outings for clients.



**ABUSE BY THE NUMBERS** — Students in the 12th grade reported having used a number of drugs during the year prior to being surveyed. The above drug use percentages came from a preliminary compilation of about 100,000 student surveys already completed by WMU researchers. In addition to the substances reported above, about 25 percent of the 12th-grade students reported using cigarettes in the 30 days immediately prior to the survey.

*"The data indicate that we have to swallow our discomfort and teach kids about drugs and alcohol at about the same time we teach them about crossing the street."*

*Dr. Stanley Robin,  
survey director*



## New professionals could come from community

# Rural health project aims at student recruitment

One University project aimed at increasing rural populations' access to primary health care, could be called a long term effort — one of its goals may not be realized for more than a decade.

The Interdisciplinary Team Rural Health Training project is a partnership between WMU, Michigan State University/Kalamazoo Center for Medical Studies, and Allegan and Van Buren counties in West Michigan. Currently, 29 health and social service students are taking part in internships in rural areas, fulfilling a major goal of the effort by increasing both the number of professionals in the community and the variety of services available to the rural population.

The second goal of the project will take a little longer to meet. It involves exposing community school children to the idea that they can be part of that professional health care community. A decade from now, children from the community may be taking part in similar internships and be on their way to rural health care careers.

According to Kathi Fuller, associate director of the project, the effort seems to attract students from rural backgrounds. Encouraging such students to consider careers in rural communities and convincing rural youngsters that health care careers can be pursued in their own hometowns are two vital components of the overall project, she says.

To accomplish that goal, University and community members are developing a variety of ways that school children can meet and maintain close contact with university students headed for health or social service careers and see young professionals at work in their communities.

Andrew Johnson Sr., a graduate student in social work, organized a health fair that brought children and families from the Pullman and Grand Junction Elementary Schools pouring into the Pullman gymnasium for an afternoon of fun and information on April 7.

Collaborating with the Van Buren and Allegan Health Departments and with Pullman Health Systems, Johnson put together a free community event that featured information booths on services available through the three agencies, immunization booths, blood pressure and diabetes screening, vision and hearing screening, tetanus shots and information on the Women and Infant Children Program.

The fair was scheduled for an entire afternoon, with children attending during their last hour of school and families attending as they picked children up from school or later in the afternoon.

Johnson says the main focus was to give families an idea of the services that are available and information about how to access those services. Popcorn and balloons lent a festive air of celebration for children attending.

"It offered some of the older children a chance to start thinking about health careers and how to go about preparing for those careers as well," he says.

Gari Voss, principal at both Pullman and Grand Junction Elementary Schools, has proposed a pen pal project that would link elementary students with University students. One outcome of such a project, she says, would be to make the University seem less foreign to rural youngsters by providing them with a friendly contact there.

Two other social work students, senior Amy E. Young and graduate student Richard K. Wooster, have started a support program for young parents after detecting a need for greater parenting skills among some of their client families at the Allegan County Health Department.

An occupational therapy graduate student completed her master's thesis research project at Pullman Elementary. In a

project aimed at improving handwriting skills, Amy E. Matthews worked with an experimental activity group and a control group. The positive results can be easily transferred to the classroom, she reports. A more subtle result is the positive contact between two groups of students and a University student actively interested in their well-being.

Such exposure to a health care team comprised of professionals with a variety of specialties is expected to encourage community young people to consider medical and social service careers in similar settings, Fuller says. Seeing WMU and MSU students at work delivering services in a rural setting will give youngsters insight into how health care is provided in a non-urban setting and start them thinking of career possibilities they may never have encountered.



**THE FOCUS IS ON RURAL CHILDREN** — Pullman Elementary School first-grader Laramie Gregg, above, seems oblivious to the Cable News Network television camera that followed him through a recent speech therapy session with WMU student Heather L. Drayton of Grand Rapids. Children like Gregg, however, are part of the big news surrounding the Interdisciplinary Team Rural Health Training project that is a cooperative venture between WMU, MSU and two West Michigan rural counties. At right, Drayton explains the importance of her frequent contact with Gregg and other children in the community to the CNN news crew. A major goal of the project is to give rural youngsters positive contact with health and social service professionals.



## Blind rehabilitation to be featured in upcoming *National Geographic*

Famous for decades among the world's blind rehabilitation specialists, WMU's Department of Blind Rehabilitation will have a more general spotlight focused on it in an upcoming issue of *National Geographic*.

According to Dr. William Wiener, chairperson of the department, an article featuring the WMU program has been in the works since late 1990 when William Long, senior writer for the magazine, visited the campus for two days. He attended classes, met with faculty and observed students teaching skills to clients.

To experience how people cope when they have lost vision, Long volunteered during his first visit to be blindfolded while attempting daily living activities such as cooking. He also toured the Kalamazoo streets with a sighted guide using basic cane techniques.

Long returned for a second visit with a photographer and worked extensively with Wiener in developing the article text. The magazine has slated the article for a mid-1992 issue.

The department, which was established in 1961, is the oldest university program in orientation and mobility and rehabilitation teaching in the nation. It has been considered a leader in the areas of low vision, electronic travel aids, gerontology, multiple disabilities, adaptive technology and computer technology and has been instrumental in developing national and international standards and services.

The department runs a low vision clinic which provides opportunities for students to work with the visually impaired.

## *Pursuit* looks at research, economic development

*Pursuit* is published twice each academic year by the Office of Public Information. The purpose of *Pursuit* is to provide an in-depth look at research and economic development activities at the University. For more information about the publication, contact Cheryl P. Roland, assistant director of news services in the Office of Public Information, at (616) 387-4100.



# University Substance Abuse Clinic thrives in off-campus location

*"If the clinic has one vision statement, it's that 'There is no wrong way to help someone recover.'"*

*James Kendrick  
clinic director*

With just 18 months of history in direct client service and a location that's anything but "collegiate," the University Substance Abuse Clinic is one of the newest and most unusual clinical ties to the local community.

Located in a downtown Kalamazoo office building at 122 W. South St., the only immediately visible tie with the University is in the clinic's name. That relatively low-key approach is exactly the reason the unit has been so successful, says James Kendrick, clinic director.

"We're an experiment that's worked well," Kendrick says, citing the clinic's growth from just four clinicians and a handful of clients to an organization that is responsible for treating more than 320 clients through state and federal contracts as well as a growing private clientele. Treatment for persons involved with crack cocaine, alcohol and a host of other substances are daily fare at the clinic that also provides field experience for WMU students headed for careers in substance abuse counseling.

Contractual agreements call for the clinic to maintain an off-campus location in order to continue receiving funds to treat many of its clients. The location has made it easier to reach those who need the clinic's services.

Kendrick says that many of the clinic's clients come from parts of Kalamazoo's population that have been traditionally distanced from the University. The clients would not come to the clinic if it was physically located on campus.

"For some of our clients it wouldn't matter, but for a significant number of them we have to bridge that gap," he says.

Clinic staff member Sandra Fields-Neal agrees and says the downtown location is important when it comes to reaching those most in need of treatment.

"The physical distance provides a psychological distance that allows our clients to feel comfortable coming here," she says.

The clinic's contractual clients include 125 persons in a Cocaine Indigency Program, who come by referral from agencies and professionals from all over the city. Another 125 clients are inmates of Michigan Department of Corrections facilities who are treated by clinic staff members at corrections sites and 70 are part of a federal parole and probation program.

Clinic staff members also act as consultants to the county's Maternal Support Service, which enrolls at-risk pregnant women who are referred for substance abuse treatment by local clinics and private practitioners.

"We ask three things of our clients," Kendrick says. "They have to show up, show up straight and be willing to make a commitment to try overcoming their abuse problems."

In return, he says, the clinic offers the services of a mature staff willing to try a variety of treatment plans.

"If the clinic has only one vision statement it is that 'There is no wrong way to help someone recover.' We have no preconceived notions about treatment. We've built a team that can provide all kinds of substance abuse treatments," he says.

Fields-Neal notes that eight full-time and nine part-time clinicians are "very, very different from each other." Those differences lead to spirited exchanges between clinicians over the most effective course of treatment.

The differences also are being noted by members of the community they serve, she says, as individuals who have had a good experience working with a particular clinician pass that name on to friends. Fields-Neal's specialty is treating crack cocaine addicts and black and biracial families. Other clinicians specialize in such areas as treating adult children of substance abusers and multiple offender drunk drivers or evaluating substance abuse in families during child custody disputes.

"The word gets out and they ask for you by name," Fields-Neal says. "Word of mouth brings in a lot of new clients."

Such success is a double edged sword, according to Kendrick, who says the clinic's boom business reflects the enormity of the substance abuse problems that exist in the community.

The clinic's success also provides some real world experience for WMU students working toward certification in substance abuse counseling through the University's Specialty Program in Alcohol and Drug Abuse. Six students each semester spend 20 to 40 hours a week at the clinic sitting in on sessions to observe the clinical staff at work. They also counsel clients on their own under close supervision of the regular staff.

The variety of treatment styles offered by clinic staff and the diverse client population also make the clinic a natural site for future research comparing the effectiveness of treatments, Kendrick says. He hopes to start logging clinical data on computer files for future analysis. The clinic already has provided one doctoral student in counselor education and counseling psychology with material for his dissertation research.

Last fall, the clinic launched a private treatment component that Kendrick says may treat as many as 150 clients in its first year. The clinic will soon be listed as a provider for Preferred Health Plan subscribers and is in the process of being accredited to offer treatment to Blue Cross/Blue Shield and Medicare/Medicaid patients.

The variety of treatments the clinic offers will play a big role in the private component growth as well, Kendrick predicts, because the needs of both the client and the referring agency can be easily matched with the expertise of clinic staff.

Kendrick is an employee of the University as are four faculty members who serve part-time as clinicians and supervise student interns in their client contacts. The remaining clinic staff members are either part-time University employees or part-time clinical instructors who work at other locations besides the clinic.



## Occupational therapist examines long-term recovery rates for carpal tunnel victims

Carpal tunnel syndrome, a crippling nerve problem of the arm and wrist that sidelines hundreds of thousands of office and industrial workers, is the focus of new WMU research that could improve recovery rates for sufferers.

Dr. Richard G. Cooper, chairperson of the Department of Occupational Therapy, found that although most people treated surgically for the condition return to work in about 10 weeks, full strength may not return to the affected wrist until six months after surgery.

Carpal tunnel syndrome is common in jobs that call for fast repetitive motions that strain wrist and arm tendons. More common among women than men, the condition strikes typists, meatcutters, violinists and a host of industrial workers. CTS is officially classified as a repetitive motion illness.

Cooper spent nine months following the progress of 45 patients after carpal tunnel surgery performed by Dr. Alan Halpern, a Kalamazoo orthopedic surgeon. After recovering from the surgery, the patients spent up to three months undergoing occupational therapy administered through



**Cooper**

Borgess Medical Center Rehabilitation Services. Therapy included strength and range of motion exercises, education about the proper way to use the wrist and adaptation of the workstation.

Cooper says his research is notable for the length of time each patient was monitored. Most previous studies have followed patients only through the completion of occupational therapy treatment.

"This is the first study we could find anywhere where people were followed for an extended period of time after surgery," he says. "We tracked people for a full six months after therapy ended. We found that although the symptoms of CTS are alleviated very quickly after surgery and most people feel like they are back to normal, full general strength did not return for about six months."

His findings raise the question of whether CTS sufferers are more likely to experience a recurrence by returning too quickly to job tasks that require significant amounts of strength. He hopes to pursue that question in a larger study by following patients from multiple surgeons in a wider geographic area. He also would like to pursue the question of patient motivation after finding that patients over the age of 40 recovered more fully and returned to work sooner than those under 40.

Cooper's doctoral research was presented at the February meeting of the American Academy of Orthopedic Surgeons in Washington, D.C.



## Graduate students to be honored April 14 for contributions to scholarly, artistic productivity

Twenty-six graduate students will be honored for their contributions to the scholarly and artistic productivity of WMU at a reception and dinner Tuesday, April 14, at the Fetzer Center.

The event will be preceded at 4 p.m. by the fifth annual Graduate Research Forum, also in the Fetzer Center. The forum, sponsored by the Graduate College and the Graduate Student Advisory Committee, is open to the public. It will feature presentations by the five 1991-92 winners of WMU's \$10,000 Research Fellowships. Topics will range from physicians' attitudes on medical service quality to "coastal cells" and their effect on shoreline changes along the Great Lakes.

This is the seventh year that the Graduate Research and Creative Scholars awards will be made by the Graduate College and the Graduate Studies Council of the Faculty Senate.

Departments were asked to identify outstanding students at the master's, specialist and doctoral levels who were enrolled in the University between January 1991 and April 1992. Those students are designated as Department Graduate Research and Creative Scholars.

The department scholars were then evaluated by a special selection committee of the Graduate Studies Council and 12 were se-

lected for the additional honor of University Graduate Research and Creative Scholar.

The 26 students will receive certificates of recognition at the dinner and their accomplishments will be highlighted in a publication. The 12 students earning all-University awards also will have a notation placed on their permanent transcripts and in the commencement program.

In addition to the students, faculty members who they have identified as instrumental in their educational experience will be honored during the program.

### Writing specialists to meet

About 100 writing specialists are expected on campus Friday and Saturday, April 10-11, for the 14th annual conference of the East Central Writing Centers Association.

The event will run from noon to 9 p.m. Friday and from 8:15 a.m. to noon Saturday in the Bernhard Center. The theme of the conference is "Writing Centers: Collaborative Commitments."

Delivering the keynote address at a Friday evening banquet will be Arthur Young, holder of the Campbell Chair in Technical Communication at Clemson University. He will speak on "College Culture and the Challenge to Collaboration."

Siham A. Fares, Writing Lab, is serving as chairperson of the conference. For more information or to register, persons may contact Fares at 7-4446 or the Office of Conferences and Institutes at 7-4174. There is a registration fee for the conference.

## Media Services

"Multimedia in Language and Literacy" is the next program in the 1992 Apple Education TV Series sponsored by University computing services and the Division of Media Services. Scheduled for 1 to 2 p.m. Thursday, April 16, in 3302 Sangren Hall, this teleconference will show how Macintosh combines sound, graphics and video to help people learn new languages and enhance their reading and writing skills. To register call the Media Lab at 7-5054.

"Today's Life Choices," a series of 30-minute video programs is available for playback or loan to faculty and staff. These 11 documentaries explore the critical choices related to today's challenging issues of education, medical morality and environmental concerns. For a complete description of the program titles, call media utilization at 7-5001. To arrange for a loan, call the Media Resource Center at 7-5070. These programs also are currently being shown on EduCABLE, Channel 7. For a complete schedule, call the EduCABLE office at 7-4997.

The 1992 spring program season for *Deep Dish TV*, the national community satellite network, continues into June on EduCABLE, Channel 7. Transmitted through the facilities of media services, this free satellite programming provides a national forum for programs made by community groups and independent producers. Upcoming programs include "Women and Discovery," "Hands Off Cuba!," "Siempre Trabajando" and "News You Can Use." For specific information on campus telecast times, call the EduCABLE office at 7-4997.

## Zest for Life

It's finally spring and what better time of year to get into shape! Let Zest for Life help you fit into those warm weather clothes by participating in a regular exercise program. The Zest for Life Fitness Room is available for those of you who prefer a more individualized workout or who need a more flexible workout schedule.

If you prefer an instructor led exercise option, we will be offering: *Total Fitness — Aerobics, Step Into Fitness — Low Impact Aerobics, Aqua Fitness — Water Exercise, Yoga Stretch and Tone, Chair Exercise, Racewalking — For the Experienced Racewalker and Take a Walk Break — For the Recreational Walker.*

There also will be a *Quit for Life Stop Smoking Program*, a *Weight Management Program* and a *Take Care of Your Back Program* available spring session. Check the Zest for Life spring/summer brochure for specific days and times, or call the Zest for Life Office at 7-3262 if you have questions.

## Human Resources

### Seminar planned on building relationships

A session on "Building Relationships" from 12:10 to 12:45 p.m. Wednesday, April 15, in the Red Rooms of the Bernhard Center will complete the four-part "Essential Communication Skills" seminars. Presenters Joel P. Bowman and Bernadine P. Branchaw, both business information systems, will summarize the elements and skills necessary for developing meaningful communication. The seminars have been sponsored by the Administrative Professional Association, Cleri-

cal/Technical Organization and Department of Human Resources.

### Performance review workshop set

Sometimes it's almost as difficult to give the positive messages of a job well done as to deliver the negative reports. In a workshop on "Performance Review" from 8:30 to 11:30 a.m. Thursday, April 16, presenter Ann E. Houser, human resources, will suggest ways to conduct an appraisal.

Supervisors will learn how to com-

municate with an employee whose work has been satisfactory, comparing actual performance with performance measures, to recognize good work and to develop solutions for problem areas. This seminar will be repeated on May 6 and May 12, at the same time and location.

### Deming to be telecast presenter April 21

The World-Class Quality Leadership telecast series will present W. Edwards Deming, whose economic philosophy of Total Quality Management has revolutionized Japanese industry, from 10:50 a.m. to 3 p.m. Tuesday, April 21, in the Red Rooms of the Bernhard Center.

It was Deming, in his role of economic consultant to Japan, who gave Japanese industrial leaders their key to economic success: "Stop making junk! Use your technology to produce quality products and you'll lead the world."

"The New Economics," Deming-style, proposes to improve the economic position of the Western world by transforming Western aims and values. Deming's is a system that lays the groundwork for transformation from the present style of management in industry, education and government to a system of "optimization," to improve and develop as far as possible and to make the best and most effective use of our resources.

Hear what this internationally-known speaker and writer has to say as the presenter of the fourth telecast of the World-Class Quality Leadership series. In session one from 10:50 a.m. to noon, Deming will list the "Elements of Profound Knowledge." He will discuss the "New Economics for Management" in session two from 12:45 to 1:45 p.m. After a brief recess, questions submitted by participants during the lunch break will be answered.

The telecast is sponsored by the Department of Human Resources, and comes to WMU live via satellite from George Washington University in Washington, D.C.

On Tuesday, April 14, Peter R. Scholtes will be the presenter on "Total Quality Management — Teamwork in the Quality Era" (see the April 2 *Western News*). Future presentations in the "Quality Leadership" telecasts include: Philip B. Crosby on "Completeness: Managing for the 21st Century" Tuesday, April 28; and Peter F. Drucker on "The New Productivity Challenges and Do You Know Where You Belong?" Tuesday, May 7.

To register for these seminars, call Doris J. Moore, human resources, at 7-3620.

## On Campus



last few years was working with students on Sunseeker to make the solar car's transmission. Hall has been at WMU since 1968, when he came here to earn his bachelor's degree in secondary education/industrial education. He went on to earn a master's degree in education and taught high school for a few years. He is beginning his 14th year in his current job. In addition to supervising the labs, he occasionally has an opportunity to teach a lab. He is pictured here near a milling machine in the machine tool technology lab in Kohrman Hall.

## 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.

(N) Assistant Professor (Tenure Track), I-30, Management, Grand Rapids Regional Center, 91/92-324, 4/7-4/13/92.

(N) Assistant Professor (Tenure Track), I-30, Finance and Commercial Law, Grand Rapids Regional Center, 91/92-325, 4/7-4/13/92.

(R) Certification Coordinator (Term Ends 9/30/92), P-02, School of Community Health Services, 91/92-328, 4/7-4/13/92.

(N) Secretary III (.5 FTE; 20 Hours/Week; Term Ends 9/30/92), S-06, School of Community Health Services, 91/92-329, 4/7-4/13/92.

(R) Carpenter, M-5, Physical Plant-B/E Maintenance, 91/92-330, 4/7-4/13/92.

(N) Apprentice Refrigeration Repairperson, M-68, Physical Plant-B/E Maintenance, 91/92-343, 4/7-4/13/92.

(N) Apprentice Environmental Control Person, M-58, Physical Plant-B/E Maintenance, 91/92-344, 4/7-4/13/92.

(R) Library Assistant I, S-04, Waldo Library, 91/92-346, 4/7-4/13/92.

## Media

Paul L. Maier, history, discusses the question of who killed Jesus on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, April 11, at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590).

## Libraries

If you are a student who began your studies later in life or if you are returning to college to complete a degree that will improve your job skills, you are a nontraditional student. The University libraries now offer assistance that can help you make more effective use of your time when doing research.

Dennis K. Strasser, University libraries, is the new nontraditional student services librarian. Based in the Education Library in Sangren Hall, he is responsible for planning programs and providing classroom or individualized instruction and assistance to the growing number of students who fit the nontraditional student profile. Generally, this includes both graduate and undergraduate students over age 25. Many nontraditional students are bewildered by the number of computerized sources available in the University libraries. These students now have an advocate to provide information and guidance.

University faculty are welcome to contact Strasser to arrange classroom or library visits for their classes. Faculty also may arrange to receive individualized WESTNET computer training. Students who need assistance in doing research or using the WESTNET library computer system may contact Strasser at 7-5230 to make an appointment for individualized instruction.



# Calendar

## Thursday, April 9

(thru 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.

(and 10) Days of Remembrance display of posters from the Simon Wiesenthal Center, Lee Honors College lounge, 8 a.m.-5 p.m.

Training and development seminar, "MPERS Member Investment Plan Meetings," for employees with MPERS retirement not currently enrolled in MIP, Elizabeth Thompson, MIP regional leader from MPERS: 208 Bernhard Center, 9-10:30 a.m. and 6-7:30 p.m.; and Faculty Dining Room, Bernhard Center, noon-1:30 p.m.

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

(and 10) Exhibition of paintings, John DeRyke, BFA candidate, and Lena Hibma, MFA candidate, Student Art Gallery, East Hall, 10 a.m.-5 p.m.; closing reception, April 10, 6-9 p.m.

(and 10) Exhibition, Photography Student Show, Space Gallery, 2700 Knauss Hall, 10 a.m.-4 p.m.

Days of Remembrance presentation of undergraduate research on the Holocaust, Lee Honors College lounge, 3 p.m.

Doctoral oral examination, "Contingency-Shaped Behavior and Rule-Governed Behavior: A Comparison in Terms of Speed of Acquisition, Generalization and Maintenance," Ronald Ramirez-Henderson, psychology, 353 Wood Hall, 3:30 p.m.

Mathematics and statistics lecture, "Greatest Common Divisors and Least Common Multiples of Graphs," Lisa Hansen, graduate student, Michigan State University, commons room, sixth floor, Everett Tower, 4 p.m.

Presentation by candidate for faculty position in the proposed School of Nursing, Diane Hamilton, assistant professor, College of Nursing, Medical University of South Carolina, 105 Bernhard Center, 4 p.m.

Meeting, Friends of the University Libraries, instructional services room, Waldo Library, 4:30 p.m.

University film series, "The Adventures of Baron Munchausen" (England, 1989), directed by Terry Gilliam, 2302 Sangren Hall, 6 and 8:45 p.m.

Women's Center panel discussion, "Mainly for Men: Men Talk About Their Sexuality," led by Donald VanHoeven, campus minister, Faculty Lounge, Bernhard Center, 7 p.m.

\*(thru 11) University Theatre production, "A Midsummer Night's Dream," Shaw Theatre, 8 p.m.

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

### Friday, April 10

\*(and 11) 14th annual conference of the East Central Writing Centers Association, Bernhard Center: April 10, noon-9 p.m.; April 11, 8:15 a.m.-noon.

Dance showing and junior jury showing, Orchesis Dance Society, Dance Studio B, Dalton Center, noon.

Women's tennis, WMU vs. the University of Toledo, Sorensen Courts, 1 p.m.

\*Baseball, WMU vs. Mercy College of Detroit, Hyames Field, 3 p.m.

Public forum by candidate for dean of students, L. Tony Hawkins, associate dean of students, Purdue University, 105 Bernhard Center, 3-4 p.m.

Psychology colloquium, "Psychometrics in the Defense of Cookies," Bradley E. Huitema, psychology, 3760 Knauss Hall, 4 p.m.

Meeting, Educational Leadership Association, 3310 Sangren Hall, 5 p.m.



**HISPANIC HERITAGE DAY** — About 270 persons attended events in the Bernhard Center April 3 in observance of Hispanic Heritage Day. High school students from the surrounding area and WMU students had an opportunity to hear Luciano Hernandez IV, right, a 1989 WMU graduate and the first Hispanic elected to the Holland City Council, speak on "Achieving Your Dreams." Meeting with Hernandez were, from left: Miguel A. Ramirez, minority affairs; Adam Mancilla, a senior at Zeeland High School; and Christina Jaimes, a junior at Fennville High School. Hernandez also spoke at an evening banquet honoring graduating Hispanic high school seniors from throughout Michigan.

## Brinkerhoff (Continued from page one)

interest in WMU was piqued by his department's graduate program in training and development and its focus on how to make training more effective. Brinkerhoff is the lead instructor in that program.

"Our approach is to use evaluation to get more out of a training program," Brinkerhoff says. "You can build evaluation into a program to be assured of getting value out of the effort."

Besides measuring the effectiveness of their current seminars, Brinkerhoff says the World Bank staff has asked for a demonstration and information on how to develop evaluation approaches that would make all of their training programs achieve maximum results.

In evaluating the two flagship seminars,

Brinkerhoff and Dressler will survey all 100 seminar participants and do in-depth interviews with 30 of the participants. They also will do in-depth surveys with World Bank management personnel in their attempt to assess the impact of the seminars as currently presented.

A WMU faculty member since 1978, Brinkerhoff is the author of seven books on evaluation of training and measuring organizational productivity. He has traveled to Europe, Australia and South Africa as an international consultant. As past director of WMU's Evaluation Training Consortium Project, he designed and delivered evaluation training to more than 500 personnel preparation programs.

\*Concert, Chamber Music Society of Lincoln Center featuring Dawn Upshaw, soprano, Miller Auditorium, 8 p.m.

\*Jazz concert, New York Voices, Dalton Center Recital Hall, 8 p.m.

(and 11) Concert, New Sounds Festival '92, Dalton Center Multi-Media Room, 8 p.m.

## Saturday, April 11

Women's tennis, WMU vs. Bowling Green State University, Sorensen Courts, 1 p.m.

"Take Back the Night" campus rally, Kanley Track, 6:15 p.m.; march to Bronson Park, 6:30 p.m.

\*Concert, the BBC Big Band featuring George Shearing, piano, Miller Auditorium, 8 p.m.

## Sunday, April 12

(thru May 15) Exhibition, "More Roadside Attractions," photographs by John Howarth, Kalamazoo artist, Lee Honors College, 8 a.m.-5 p.m.; opening reception, April 12, 4-6:30 p.m.

(thru 17) Exhibition, "Mit Licht und Seele," multi-media installation by Jenifer Panter, WMU art student, Multi-Media Room, Dalton Center, 10 a.m.-5 p.m.; reception, Friday, April 17, 5-8 p.m.

\*Dance concert, graduating senior presentations, Dance Studio B, third floor, Dalton Center, 2 p.m. and 7 p.m.

School of Music annual Concerto Concert, featuring the University Symphony Orchestra directed by Robert L. Whaley and two soloists, Miller Auditorium, 3 p.m.

## Monday, April 13

Conference for Undergraduate Research, Red Rooms, Bernhard Center, 9 a.m.-noon and 1-4 p.m.

(thru May 10) Exhibit, "The Abbey of St. Gall: A Cultural Center," grand tier, Miller Auditorium, weekdays, 10 a.m.-4 p.m.; special hours May 7-9, 10 a.m.-10 p.m.

(thru 16) Exhibition, paintings by Terry Noonkester, BFA candidate, Space Gallery, 2700 Knauss Hall, 10 a.m.-4 p.m.; opening reception, April 13, 7-9 p.m.

(thru 17) Exhibition, paintings by Tom Rueff, M.A. candidate, and photography by Christine Folck, BFA candidate, Student Art Gallery, East Hall, 10 a.m.-5 p.m.

\*Baseball doubleheader, WMU vs. Chicago State University, Hyames Field, 1 p.m.

Slide lecture, "Rubens and the Engendering of Art," Svetlana Alpers, professor of art history, University of California at Berkeley, 2750 Knauss Hall, 7:30 p.m.

## Tuesday, April 14

10th Conference on Senior Engineering Design Projects, Bernhard Center, 9 a.m.-4 p.m.

Training and development World-Class Quality Leadership Series seminar, "Total Quality Management — Teamwork in the Quality Era," Peter R. Scholtes, Red Rooms, Bernhard Center, 10:50 a.m.-3 p.m.

Fifth annual Graduate Research Forum, Fetzer Center, 4 p.m.

## Wednesday, April 15

Training and development luncheon seminar, "Essential Communication Skills, Part IV — Building Relationships," Joel P. Bowman and Bernadine P. Branchaw, both business information systems, Red Rooms, Bernhard Center, 12:10-12:45 p.m.

(thru 22) MFA degree show, drawings by Sydnee Goldstein, Gallery II, Sangren Hall, 10 a.m.-5 p.m.; opening reception, April 15, 5-7 p.m.

Biological sciences seminar, "Development of Fibrinogen Receptor Antagonists as Novel Anti-Thrombotics," Ron Shebuski, director, cardiovascular diseases research, the Upjohn Co., 5270 McCracken Hall, 4 p.m.

Russian Film Festival, "See You in Tahiti" (1992), directed by Valentin Mishatkin, 1114 Brown Hall, 7 p.m.

## Thursday, April 16

Training and development seminar, "Performance Review," Ann E. Houser, human resources, 204 Bernhard Center, 8:30-11:30 a.m.

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

Public forum by candidate for dean of students, Michael D. Shonrock, associate dean of students, Texas Tech University, 105 Bernhard Center, 3-4 p.m.

Retirement reception honoring Alfred Balkin, Mary Frances Fenton and Edward J. Heinig, all education and professional development, President's Dining Room, Bernhard Center, 3-5 p.m.; presentation, 3:45 p.m.

Computer science colloquium, "Designing Wormhole Routing Algorithms for Direct Networks," Chris Glass, doctoral candidate at Michigan State University, 3420 Dunbar Hall, 4 p.m.; refreshments, 3:45 p.m.

\*Admission charged

## Month-long exhibit to feature historical artifacts from monastery founded in the seventh century

The history of an abbey founded in the Middle Ages will come alive at WMU beginning Friday, April 10, with a month-long exhibit at Miller Auditorium.

Titled "The Abbey of St. Gall: A Cultural Center," the exhibit features such pieces as replicas of ivory carvings and color sections of famous manuscripts from the monastery, which began in the seventh century and still exists today in Switzerland.

The show was unveiled last year in Washington, D.C., and sponsored by the Swiss government in observance of the 700th anniversary of the formation of the league of nations that won their independence from Hapsburg rule and eventually became the country of Switzerland. The exhibit is now on a three-year tour of the United States and Canada.

WMU was chosen as a host site because of its world renowned Medieval Institute as well as the International Congress on Medieval Studies, which takes place at WMU each spring. This year's congress is set for May 7-10.

A preview of the exhibit and a reception with Swiss Consul General Friedrich Vogel serving as host will take place at 5 p.m. Friday, April 10, in the grand tier lobby of Miller Auditorium. That event is by invitation only.

The first opportunity for public viewing of the display will be during the intermission and after the concert by the Chamber Music Society of Lincoln Center, which begins at 8

p.m. Friday in Miller.

Regular hours for the exhibit will be 10 a.m. to 4 p.m. weekdays through May 6. Special hours during the international congress will be 10 a.m. to 10 p.m. Thursday through Saturday, May 7-9.

Abbeys like the one at St. Gall were important as centers for the maintenance of the cultural traditions of antiquity, according to Otto Grundler, Medieval Institute. The monks copied manuscripts and started major libraries and schools.

"The monasteries became vehicles for introducing to barbaric Europe the culture of Rome and Greece," he said. "They were important and influential as dispensers of knowledge, culture and education."

The exhibit consists of 54 panels that show various periods in the abbey's history through documents retrieved from its archives. There also are eight lighted plexiglass panels that contain color sections from famous manuscripts. In addition, four cases display such items as entire books, replicas of ivory carvings and a full model of the abbey.

The exhibit is in collaboration with Pro Helvetica, the Arts Council of Switzerland and the Embassy of Switzerland and is made possible in part through the generosity of ITW Finishing Systems and Products and Lufthansa Airlines. The tour is being circulated by the Trust for Museum Exhibitions in Washington, D.C. It is being sponsored at WMU by the Medieval Institute and the Department of Art.