

# WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Volume 18, Number 28

April 16, 1992

## Spring means growth of fences, road barriers due to construction of rec, athletics facilities

Construction fences and road barricades will be springing up on campus in the coming weeks, due to the \$50 million renovation and expansion of WMU's facilities for student recreation and intercollegiate athletics.

Kanley Track, near the Read Fieldhouse/Gary Center complex, closed April 13. The old track will be demolished and a new track, which will conform to National Collegiate Athletic Association regulations, will be constructed. Lighting for the track already has been completed. The track will re-open in mid-August.

On Sunday, April 26, the electricity in Hillside East and Hillside West will be disconnected for about five hours between 7 a.m. and 7 p.m. There also may be a temporary power disruption in these buildings: French Hall, Davis Hall, Zimmerman Hall, Read Fieldhouse, Gary Center, Moore Hall and Elmwood Apartments.

Persons in those buildings should take precautions by unplugging electrical equipment such as computers, televisions, stereos and microwaves.

A fence will be erected around Hillside East and Hillside West the week of April 27. There will be gates to allow pedestrians into the buildings until they are vacated. Those buildings will be demolished to make way for an addition to the Gary Center. Parking lot #16 at the corner of Western Avenue and South Hays Drive will be closed April 27 until the completion of the project in spring 1994.

The occupants of Hillside East will move to Walwood Union/Hall on the East Campus during the week of May 18. Those offices are the McKee Alumni Center, the WMU Foundation and the School of Public Affairs and Administration.

The occupants of Hillside West will be moving to Walwood Union/Hall about a month later. Those offices are testing and evaluation services, the Medieval Institute and the Institute of Cistercian Studies.

At the end of May, Western Avenue between West Michigan Avenue and South Hays Drive will be permanently closed.

Sometime between April 27 and May 8, Oliver Street will be closed between Stadium Drive and Western Avenue. The exact closure date will be announced later. The road, along with parking lot #13 on the east side of the Read Fieldhouse/Gary Center complex, will be closed until late July or early August.

Traffic will be re-routed down Stadium Drive to West Michigan Avenue, or on Western Avenue to South Hays Drive to South Dormitory Road, which has been closed but will re-open to ease the traffic flow around the construction site.

Also beginning Monday, April 27, the tennis courts in Goldsworth Valley near the apartment complex will be demolished and 10 new tennis courts will be constructed. A fence will be erected around the site and there will be increased truck traffic on Goldsworth Drive until the courts are completed in mid-August.

## Biggest group of graduates in WMU history expected for commencement

"Pomp and circumstance" are more popular than ever, if WMU's April 25 commencement ceremonies are any indication.

Of the 2,300 eligible to receive degrees, some 1,800 are expected to attend the commencement — the largest group in the University's history to participate in the ceremonies.

While enrollment has been increasing in the last few years, the number of graduates still doesn't measure up to 1972, when 2,453 students received degrees from WMU. But that year, only 931 students or 38 percent attended the ceremony.

So what accounts for the nearly 80 percent turnout expected this month? Registrar Dennis Boyle attributes the increase to several factors.

"I believe parents wish to see their students go through the ceremony," he says. "Many of them have put a lot of money into their children's education and they want something meaningful to mark the occasion of graduation."

"In addition," he continues, "our ceremony moves along and is usually finished in under one and a half hours. People like the fact that they're not going to have to tie up a lot of time."

In order to handle the crowd in Read Fieldhouse, the University has split the April commencement into two ceremonies for the past few years. Students from the colleges of business, engineering and applied sciences, fine arts and health and human services as well as the General University Studies Program in the Division of Continuing Education will attend the 10 a.m. ceremony. The 1 p.m. ceremony will include students from the colleges of education and arts and sciences.

Boyle notes that this will be the last commencement conducted in Read Fieldhouse for more than a year, due to construction on the renovation and expansion of WMU's facilities for student recreation and intercollegiate athletics. Future ceremonies will be moved to other locations, such as Miller Auditorium.

During the morning ceremony, the University will confer an honorary doctor of public service degree on William E. LaMothe, chairman emeritus of the Kellogg Co. of Battle Creek.

Music for the ceremonies will be performed by the Western Brass Ensemble conducted by Robert L. Whaley, music. The national anthem and the alma mater will be sung by WMU's chapter of Phi Mu Alpha Sinfonia professional music fraternity. The graduates will be welcomed as new alumni of the University by Patrick L. Laughlin, president of the WMU Alumni Association. President Haenicke will preside over the ceremonies.

Stanley L. Scott of the Word of Faith Christian Center in Detroit will give the invocation and benediction at the morning ceremony. He is the father of Shauna Scott, who will be receiving her bachelor's degree in accountancy. Presenting the invocation and benediction at the afternoon ceremony will be the Rev. Darwin Kuhl of the West Carmel Congregational Church in Bellevue. His daughter, Anne V. Kuhl, will be receiving her bachelor's degree in criminal justice.

A total of 1,807 bachelor's, 490 master's and specialist and 12 doctoral degrees will be awarded. No tickets are required for the ceremonies.

### Regalia hours scheduled; tickets offered to emeriti

Candidates for the April 25 commencement are reminded that they can secure regalia in the basement of East Hall at these times: 10 a.m. to 6 p.m. Tuesday, April 21; noon to 7 p.m. Wednesday, April 22; and 8 a.m. to 1 p.m. Saturday, April 25.

Emeriti of the University who wish to attend the ceremonies should call Dennis Boyle, registrar, at 7-4310 to obtain a ticket in the reserved section.

## Library and computing center to be dedicated

The University will dedicate its \$19.3 million expanded and renovated Waldo Library and its new \$7.6 million computing center in public ceremonies at 1:30 p.m. Friday, April 24.

The program will take place on the south steps of the complex. In case of bad weather, the ceremony will be conducted in the rotunda of Waldo Library. An open house and reception will follow, and guided tours of the two facilities will be available.

Principal participants will be: President Haenicke; George A. Franklin of Kalamazoo, chairperson of the Board of Trustees; Richard F. Chormann, president and chief operating officer of the First of America Bank Corp. of Kalamazoo and co-vice chairperson of the WMU Foundation; architect Harold O. Sibley, executive vice president of the WBDC Group of Grand Rapids; and Harold G. Reinke Jr., president of the Reinke Construction Co. of South Bend.

Dean Charlene Renner, University libraries, and Harley D. Behm, University computing and communication services, will share the emcee duties.

Ground was broken for the project in April 1989 and construction was completed last summer. The complex has become a new campus landmark, featuring a distinctive clock tower connecting the two buildings that was designed by the makers of England's Big Ben.

Waldo Library's 104,000-square-foot addition was financed by a \$15 million state appropriation and \$4.3 million in private donations, including a \$1 million gift from Mary U. Meader of Kalamazoo to name the building's rotunda in memory of her father, William Harold Upjohn. A philanthropist and a civic leader, Upjohn was the general manager and vice president of the Upjohn

Co. of Kalamazoo. He died in 1928.

The 62,000-square-foot computing center was financed by the sale of bonds. In addition to University computing services, the building houses the Department of Telecommunications.

(Continued on page four)



**PRESIDENTIAL SCHOLAR** — Ginny L. Garlock, second from right, was one of 41 seniors honored as Presidential Scholars at a convocation April 7 at the Fetzer Center. The Presidential Scholar in the Department of Biological Sciences, she is congratulated here by, from left: Ellen K. Page-Robin, community health services, president of the Faculty Senate; Karim Essani, biological sciences, Garlock's faculty guest at the event; and President Haenicke. Garlock, who is from Ovid, plans to earn her master's degree and possibly a doctoral degree as well as to pursue a career in biomedical research. The Presidential Scholar awards are WMU's highest honor to a senior. The winners are nominated by the faculty members of the department in which they have a major on the basis of general academic excellence, achievement in the department's programs and intellectual and/or artistic promise.

### Board meeting set for April 24

The Board of Trustees is scheduled to meet Friday, April 24. Times, places and agenda items for the full board and committee meetings were not available at *Western News* press time.

### Next News published May 7

This is the last issue of *Western News* for the winter semester. 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.

### Open office hours are today

President Haenicke will conduct open office hours from 10 to 11:30 a.m. Thursday, April 16, to provide students, faculty and staff members with the opportunity to stop by and visit with him on any topic of concern.

Haenicke plans to be available in his office, 3060 Seibert Administration Building.

Individuals may visit without making an appointment and will not be restricted in time unless others are waiting. In that case, a time limit of 10 minutes will be imposed.

Persons may call the Office of the President at 7-2351 to make sure Haenicke is on campus prior to visiting during the allotted time.





**AWARD WINNERS** — Several clerical/technical and professional/technical/administrative employees were recognized with awards at the annual spring luncheon April 8 sponsored by the Clerical/Technical Organization and the Administrative Professional Association. The recipients and their awards were: (standing from left) Marilyn K. Rowe, College of Arts and Sciences, APA Outstanding Professional Award; Anne E. Thompson, human resources, C/TO Outstanding Support Award; Joan E. Ashley, physical plant, APA Outstanding Professional Award; Dawn J. Papesh, University Wellness Programs, APA Most Valuable Person Award; Marilyn S. Kritzman, residence hall facilities, APA Leadership Award; Julie A. Wyrwa, student volunteer services, APA Outstanding New Professional Award; (seated from left) Cindy L. Werner, funds management, C/TO Outstanding Service Award; Carolyn E. Cox, environmental health and safety, C/TO Outstanding Service Award; Linda J. Doremus, Bernhard Center, C/TO Go for the Gold Award; Robert W. Sprick, WMU apartments, APA Service Award; and Ruth A. Stevens, news services, APA Service Award.

## Book helps international students learn to write

For international students at U.S. universities, writing essay examinations and term papers can seem like impossible tasks. These students now have a new book by a WMU staff member to help them succeed in such efforts.

"Writing as a Personal Product" was written by Laura Latulippe, Career English Language Center for International Students. Published by Regents/Prentice Hall of Englewood Cliffs, N.J., the book is intended to help non-native students overcome some of the barriers that they face as they learn to use English for various academic writing tasks.

"Writing is difficult for most of us, especially writing that is assigned and evaluated by a professor," Latulippe says. "It is even more difficult for students who are writing in a language that is not their native tongue."

The book is designed specifically for non-

native English speakers whose English writing proficiency is about one semester away from the level needed to enter an American university. Latulippe was inspired to produce the volume after finding that many textbooks for teaching such writing were inadequate. Without a textbook that met all the requirements, she decided to write her own.

"The book encourages students to take responsibility for their writing," Latulippe says. "They learn to choose and narrow topics that will maintain their interest throughout the many revisions needed to complete an effective composition. The book will help students determine the best way to reach their audience as well."

The book includes checklists for editing and lists of errors to avoid with each kind of writing task. The collection of pre-writing exercises, journal entries and the various drafts of final papers that students accumulate will serve as a source of topics and ideas for future university writing tasks, she says.

Latulippe's book will be used in writing courses taught at WMU through CELCIS. This is the second book she has written targeted at developing proficiency levels. The other, titled "Developing Academic Reading Skills," was published in 1987.

Latulippe heads a staff of seven language specialists with advanced training in teaching English as a second language. CELCIS offers intensive language instruction for international students who desire to increase their proficiency in English in order to pursue higher education in the United States. Latulippe joined the CELCIS staff in 1976 and has been director of the center since 1984.

## Grant will finance Washington's own company

Von H. Washington, theatre, has been awarded a grant of \$3,500 from the Arts Council of Greater Kalamazoo to finance his own theatre production company.

The Irving S. Gilmore Emerging Artist Grant will enable Washington to represent himself through his own company, called Washington Productions Inc., rather than employ the services of a professional talent agency. The grant also will subsidize expenses for the company's road performances.

The company, consisting of Washington and his wife Frances, performs on stage in cities throughout Michigan and surrounding states, working with material that references African-American life. It also produces performances on video for education, civic and social organizations.

"I will be able to pay for expenses for such things as promotions, recordings, production costs and wardrobe costs," Washington says. "The money from the Arts Council will go a long way toward helping my company."

The Emerging Artist Grant is given each

## National leaders in integrating arts into schools to speak at three-day conference here in May

Integrating art programs into schools in a way that will make children excited about all learning is the theme of a three-day conference at the University Thursday through Saturday, April 30-May 2.

"Education 2000 — The 'New' ABCs: Arts, Basics and Creativity" is the title of the conference expected to attract more than 200 educators from across the region to the Fetzer Center. Participants will hear nationally recognized speakers in arts education and attend workshops showing how to effectively implement an arts and creativity-infused curriculum in elementary and middle schools.

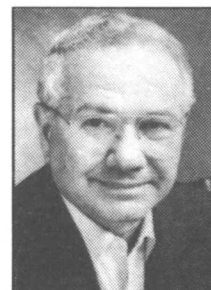
A series of keynote addresses by some of the country's leading proponents of arts education are scheduled throughout the conference. Two of those presentations will be free and open to the general public.

Howard Gardner, professor in Harvard University's Graduate School of Education, will deliver one of the public addresses. Gardner, who is internationally known for his theory of multiple intelligences, will speak on "The Education of Multiple Intelligences and Artistic Intelligence," at 8 p.m. Friday, May 1, in the Dalton Center Recital Hall.

Elliot W. Eisner, professor of education and art at Stanford University, will deliver the conference's other public keynote address. He will speak on "The Role of the Arts in the Invention of Mind" at 1:15 p.m. Thursday, April 30, in the auditorium of the Haworth College of Business building.

Among other keynote speakers addressing conference participants will be conference director Alfred Balkin, education and professional development. He and Paul T. Wilson, education and professional development, will present "Literacy Now: Breaking the Language Barrier Through Song." Charles Fowler, director of Natural Cultural Resources Inc. of Washington, D.C., will speak on "The Necessity for the Arts." Michael Moore, director of Arts Unlimited and associate professor of history at Bowling Green State University and a Lincoln Center associate, will discuss "Lincoln Center — Westward Hol: Aesthetics and Things." Gardner also will deliver a second address to conference participants on "Creativity: Yesterday, Today and Tomorrow."

Balkin, a prolific writer on multi-disciplinary education and creativity, is best known for his innovative children's songs



Eisner



Gardner

that have been used on the Captain Kangaroo television show. He says the conference is designed to provide inspiration and direction for education decision makers, from the boardroom to the classroom, who want to use art and creativity to make children get excited about learning.

"Most people think of the arts as the frills in elementary education," he says. "I refer to the arts as the thrills in education. This conference is about using the arts to energize language, social studies, mathematics and science. We want to show those who make decisions about what is taught in schools how to use what children love — the arts — to teach children what they must know in the general curriculum."

Joining the keynote speakers on the conference program will be principals from arts magnet schools around the country as well as arts practitioners in dance, music, visual arts and theatre. Among education institutions represented will be Arizona State University, the Fillmore Arts Center in Washington, D.C., the Visual and Performing Arts Magnet Program in Kansas City, the Friends School in Detroit, the Vandenberg Creative Arts Academy in Grand Rapids, the Lafayette Creative Arts Academy in Benton Harbor and Duxberry Park Alternative Elementary School in Columbus, Ohio.

The conference is sponsored by WMU's colleges of education and fine arts in cooperation with the Michigan Alliance for Arts Education and it is supported by a grant from the Michigan Council for the Arts and Cultural Affairs.

The cost of the conference is \$85 for MAAE members and \$95 for non-members. Conference participation is limited to the first 250 persons who register. For more information, persons should contact the Office of Conferences and Institutes at 7-4174.

## Smith to be honored at BGSU commencement

Robert L. Smith, communication, has been selected as one of the "Accomplished Graduates of the Fine and Performing Arts" by Bowling Green State University and its Alumni Association Board of Trustees.

Smith, along with 20 other alumni, will be honored during BGSU's spring commencement May 8-9. He holds bachelor's and master's degrees from BGSU, where he majored in theatre and speech.

A WMU faculty member since 1964, Smith served as director of the University Theatre until 1975. He directed and acted in 55 productions, including professional work with the Missouri Repertory Theatre in Kan-

sas City and 11 seasons with the Kalamazoo College Festival Playhouse.

During his career, he has performed in nearly 200 productions and directed some 100 plays, musicals and operas. This spring, he directed the faculty readers theatre for the third annual WMU Shakespeare Festival.

## Entries due Friday, April 17 for faculty/staff golf league

Entries are due at noon Friday, April 17, for the faculty/staff golf league sponsored by campus recreational activities.

Play will be on Wednesday afternoons at Ridgeview Golf Course, and will begin May 6.

The league will consist of two-player teams. Persons without partners may contact campus recreational activities at 7-3760 for assistance in finding another player.

The cost is \$4 for the entry fee as well as \$7.50 for green fees each week.

## Textbook requisitions needed to determine buyback prices

Faculty members are asked to make sure their textbook requisitions and course material requisitions for the spring, summer and fall semesters are submitted to the WMU Bookstore in the Bernhard Center as soon as possible.

The next used book buyback will be conducted Monday through Saturday, April 20-25, in 105 Bernhard Center. The used book buyers can offer students 50 percent of the list price for textbooks that are going to be required for classes in successive terms. If there is no information on file regarding future textbook adoptions, the buyer can only offer wholesale prices, which usually run about 75 percent less.

## WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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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.



## Volunteers needed for sports training camp

The Department of Blind Rehabilitation is seeking volunteers to help out at the fifth annual Sports Training Camp for Youths With Visual Impairments Tuesday through Sunday, May 5-10.

More than 100 volunteers are needed at the training and competition sites, which include the WMU campus, Harpo's Lanes and the Comstock High School track.

Some 55 blind and visually impaired youngsters will attend the camp to learn or practice competitive sports and recreation skills including wrestling, karate, swimming, powerlifting, gymnastics, goal ball, beep baseball, ice skating, bowling and track and field events. Volunteers will be used as guide

runners, drivers, gymnastics spotters, scorekeepers, timers, lifeguards and errand-runners.

The camp is sponsored by the Michigan Blind Athletic Association and the Department of Blind Rehabilitation. For more information, persons may call the department at 7-3455 or Maureen Lockland-Cartmill, volunteer coordinator, at 385-4977.

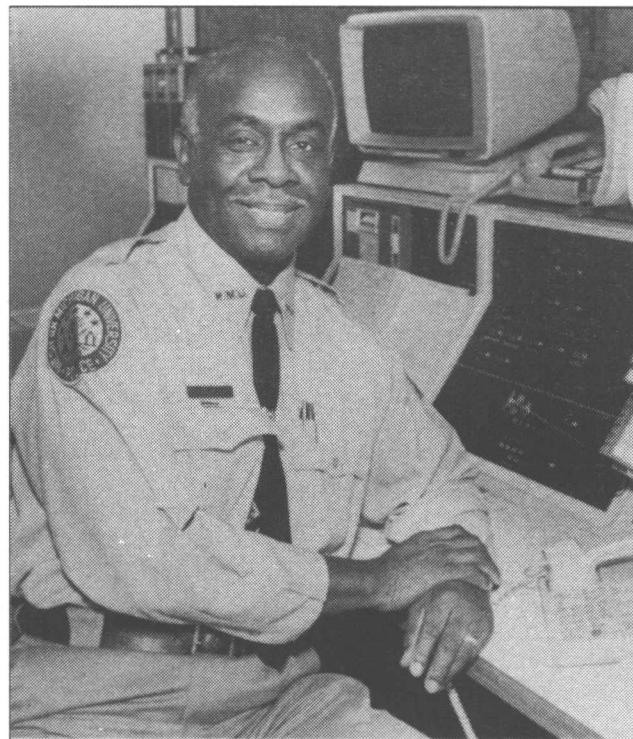
## Tennis coaches offer lessons to faculty and staff members

Faculty and staff members interested in learning to play tennis are invited to join a class offered by WMU varsity tennis coaches Betsy Kuhle and Jack Vredevelt in conjunction with campus recreational activities.

The classes will run from 5:30 to 7 p.m. Monday through Friday, May 18-22, and are designed for beginners or near beginners. They will take place at the Sorensen Courts, or at the Gary Center courts in case of rain.

The cost is \$50 for the five-session clinic. Enrollment is limited to the first 20 participants who reserve their spot by payment by Wednesday, May 13. For more information, persons may call Kuhle at 7-8645 or Vredevelt at 7-8646.

## On Campus



**HE HAS A FEEL FOR THE PHONE** — Irvin R. Hawkins says people might recognize his voice, but not many know what he looks like. A dispatcher in the Department of Public Safety, he handles the calls coming into the department from the University community. He's responsible for dispatching officers if there's a complaint. He also monitors the security alarms on campus from the DPS office now located at 511 Monroe St. In addition, he handles calls from the police call boxes located throughout campus. "I like communicating with other people," says Hawkins, who has

worked in public safety for 24 years. "I meet and talk with a lot of people that I never see face to face. I've made a lot of friends by phone."

## Service

These employees are recognized for five, 10, 15, 20 and 25 years of service to the University in April:

**25 years** — Peter W. Krawutschke, chairperson of languages and linguistics; and William K. Smith, Waldo Library.

**20 years** — William M. Farmer, physical plant-B/E maintenance; and Lowell P. Rinker, Office of the Vice President for Business and Finance.

**15 years** — Luann Bigelow, geography.

**10 years** — Beverly G. McCall, Perkins Loans.

**Five years** — Terry R. Bettiga, physical plant-B/E maintenance; Bonnie E. Bowden, Waldo Library; Arlene K. Buchanan, physical plant-building custodial and support services; Eugenia Buchanan, Valley I dining service; Gilbert L. Douglas, physical plant-B/E maintenance; Dean Faith Gabelnick, Lee Honors College; Mark Guilbault, physical plant-building custodial and support services; William Harris, physical plant-B/E maintenance; Timothy M. Holysz, physical plant-L/G maintenance; William S. Homola, physical plant-B/E maintenance; Albert A. Leroy, physical plant-B/E maintenance; Jacqueline R. Moorehead, cashiering; Richard Nabors, physical plant-B/E maintenance; Rosalie J. Nelsen, institutional advancement; Barbara Poore, physical plant-building custodial and support services; Annette M. Reese, continuing education; Wanda M. Schubert, Paper Technology Foundation; Valerie K. Simmons, Burnham dining service; Curtis Steward, physical plant-B/E maintenance; Jacqueline Wadsworth, Henry/Hoekje/Bigelow dining service; Anna E. Walter, Perkins Loans; and Bonnie K. Wright, Davis dining service.

## Exchange

**FOR SALE** — Contemporary couch and loveseat. Only two years old. Mauve and gray-blue flower pattern. \$800 or best offer. Call 7-6158, or 383-4505 after 5 p.m.

## Jobs

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

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

(R) **Instructor** (One-Year Appointment), I-40, Business Information Systems, 91/92-331, 4/14-4/20/92.

(R) **Instructor** (One-Year Appointment), I-40, Business Information Systems, 91/92-332, 4/14-4/20/92.

(R) **Instructor** (One-Year Appointment), I-40, Business Information Systems, 91/92-333, 4/14-4/20/92.

(R) **Instructor** (One-Year Appointment), I-40, Business Information Systems, 91/92-345, 4/14-4/20/92.

(R) **Assistant Professor** (One-Year Appointment), I-30, Education and Professional Development, 91/92-348, 4/14-4/20/92.

(R) **Assistant Professor** (One-Year Appointment), I-30, Education and Professional Development, 91/92-349, 4/14-4/20/92.

## Human Resources

### Summer schedules announced

Summer's coming — Memorial Day, Fourth of July and flextime! All University employees will observe Memorial Day as a legal holiday on Monday, May 25, and Independence Day on Friday, July 3, because July 4 falls on a Saturday. There will be no classes in session, and all offices and units except those designated essential services will be closed.

### Flextime begins June 1

Although the University's regular business hours of 8 a.m. to 5 p.m. remain unchanged, summer flextime may be arranged from the first Monday in June through the last Friday in August, under certain conditions. This year, the availability of flextime will run from June 1 through Aug. 28. The immediate supervisor and the unit vice president must approve all requests for flextime

arrangements.

Flextime conditions require that offices are staffed to remain fully operational from 8 a.m. to 5 p.m., and all employees are scheduled to work during core hours of operation from 9 a.m. to 3:30 p.m. Flexible hours are 7 to 9 a.m. and 3:30 to 5:30 p.m.; lunch period may be scheduled for one-half hour or one hour, between 11:30 a.m. and 1 p.m. Those offices designated as essential for students and prospective students will follow the policies for extended hours governing their areas.

### Managing conflict seminar offered

Mary Jane Mapes, a dynamic speaker with 18 years of experience in education and training, will present a day-long seminar Wednesday, April 29, titled "**Managing Conflict: A Way to Negotiate Win/Win Outcomes.**" This seminar will run from 8:30 a.m. to 4:30 p.m. in 204 Bernhard Center. It is open to all employees. There is a \$100 fee, which includes materials, lunch and snacks at breaks.

Participants will learn creative strategies to increase their ability to influence, motivate and lead people to win/win resolutions. Mapes' appearance is sponsored by the training and development office of the Department of Human Resources.

### Final telecasts set in World-Class Quality Leadership Programs

The last programs in the World-Class Quality Leadership Programs will be shown in the coming weeks. "**Completeness: Managing for the 21st Century,**" with Philip B. Crosby will be screened Tuesday, April 28, and "**Business and Management: The New Productivity Challenges, and Do You Know Where You Belong?**" with Peter F. Drucker will be shown Thursday, May 7. Both programs are scheduled from 10:50 a.m. to 3 p.m., in the Red Rooms of the Bernhard Center and are open to all employees. The telecasts come live via satellite from George Washington University in Washington, D.C., and are sponsored by the Department of Human Resources.

To succeed in the 21st century, organizations must be managed as a whole to develop successful relationships with employees, suppliers and customers, according to Crosby. He explains his concept of Total Quality Management to answer problems managers face every day on the quest of complete and pragmatic management. Crosby applies his vast experience gained in quality management positions at Martin Marietta and ITT, and in his own consulting firm.

Drucker sees the "new productivity challenges" in the areas of knowledge (education) and service. According to Drucker, these two arenas have very low productivity levels, and require distinctly different approaches and policies from those used in manufacturing, construction or transportation. He cites statistics that tell us today only one-fifth of the labor force in developing

countries is engaged in making and moving things, as opposed to four-fifths 120 years ago. By the year 2010, he estimates the figure will be down to one-tenth.

Drucker's professional experience ranges from teaching politics and philosophy at Bennington College to working as an economist for an international banking house. He has written extensively on politics and economics. He is an editorial columnist for the Wall Street Journal.

On Tuesday, April 21, W. Edwards Deming will be the presenter on "**The New Economics**" (see the April 9 Western News).

### Bardwick to speak here May 11-12

What has happened to our work ethic? Have American workers become too complacent to do their jobs? Have our children learned to depend too much on the generosity of their parents? Have we all become too comfortable? To all of these questions, Judith M. Bardwick answers a resounding, "YES!"

All professional/technical/administrative employees are invited to hear Bardwick speak on "**Danger in the Comfort Zone**" from 1:30 to 5 p.m. Monday, May 11, or from 8:30 a.m. to noon Tuesday, May 12. Both presentations will take place in the Fetzer Center. Bardwick is appearing as part of the Professional Development Program.

Bardwick is president of her own management consulting firm and is recognized as a leading expert on the subjects of plateauing, excessive or inadequate security, and gender. Among her many clients are IBM, Eastman Kodak, AT&T and Exxon. Her appearance is sponsored by the Administrative Professional Association and the Department of Human Resources.



### U.S. Savings Bond Week is April 20-24

Although U.S. Savings Bonds may be purchased any time, once a year the Department of Human Resources makes a special effort to inform employees about this convenient payroll savings plan.

According to Barbara S. Liggett, associate vice president for human resources, all WMU employees will receive a mailing during the week of April 20-24 explaining the many benefits and ease of regular saving by buying U.S. Bonds. Savings Bonds offer safety, market-based competitive interest rates when held at least five years, exemption from state and local income tax, and deferral of federal tax until the bonds are cashed. Because they can be held for as few as six months or as long as 30 years, bonds are ideal for both short- or long-term savings needs.

To register for the seminars mentioned in this column, call the Department of Human Resources at 7-3620.



# Calendar

## Thursday, April 16

(thru May 8) 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.

(thru May 15) Exhibition, "More Roadside Attractions," photographs by John Howarth, Kalamazoo artist, Lee Honors College, 8 a.m.-5 p.m.

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

(and 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.

(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.

Exhibition, paintings by Terry Noonkester, BFA candidate, Space Gallery, 2700 Knauss Hall, 10 a.m.-4 p.m.

(and 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.

(thru 22) MFA degree show, drawings by Sydnee Goldstein, Gallery II, Sangren Hall, 10 a.m.-5 p.m.

President Haenicke's open office hours, 3060 Seibert Administration Building, 10-11:30 a.m.

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

Doctoral oral examination, "The Financial Implications of School District Consolidation in Michigan," William P. LeTarte, educational leadership, Tate Center, 3210 Sangren Hall, 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.

Physics colloquium, "Angular Differential Cross Sections for H (2p) Formation in 25-100 keV P + He Collisions," David G. Seely, Albion College, 1110 Rood Hall, 4 p.m.; refreshments, 3:30 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.

Mathematics and statistics colloquium, "The Role of the Statistician in Addressing Technical Issues of National Interest," Ron Iman, Sandia National Laboratories, commons room, sixth floor, Everett Tower, 5:15 p.m.

## Friday, April 17

No classes.

Men's tennis, WMU vs. Miami University, Sorensen Courts, 2 p.m.

Psychology colloquium, "Current Research in Child Clinical Psychology," Kevin J. Armstrong, psychology, 3760 Knauss Hall, 4 p.m.

## Saturday, April 18

Men's tennis, WMU vs. Ball State University, Sorensen Courts, 1 p.m.

## Monday, April 20

(thru 23) Exhibition, Graphic Design, Space Gallery, 2700 Knauss Hall, 10 a.m.-4 p.m.; opening reception, April 20, 5-7 p.m.

(thru 24) Exhibition, ceramics by Rene Clark, BFA candidate, and sculpture by Lori Snyder, BFA candidate, Student Art Gallery, East Hall, 10 a.m.-5 p.m.; closing reception, April 24, 7-9 p.m.

## Tuesday, April 21

Training and development World-Class Quality Leadership Series seminar, "The New Economics," W. Edwards Deming, Red Rooms, Bernhard Center, 10:50 a.m.-2:45 p.m.

\*Management development seminar, "Effective Business Writing," Fetzer Center, 12:30-4:30 p.m.

\*Baseball doubleheader, WMU vs. the University of Toledo, Hyames Field, 1 p.m.

Public forum by candidate for dean of students, Douglas K. Lange, assistant dean, Office of Student Organizations and Events, Vanderbilt University, West Ballroom, Bernhard Center, 3-4 p.m.

## Wednesday, April 22

Doctoral oral examination, "The Construction of the Right to Development: The United Nations, Human Rights and Economic Development," Nader I. Said, sociology, 2508 Sangren Hall, 10 a.m.

## Friday, April 24

Meeting, Board of Trustees, times and locations to be announced.

\*(and 25) Baseball doubleheader, WMU vs. Ohio University, Hyames Field, 1 p.m.

Dedication of Waldo Library addition and computing center, 1:30 p.m.

(and 25) Softball doubleheader, WMU vs. Kent State University, Ebert Field: April 24, 2 p.m. and April 25, 1 p.m.

Doctoral oral examination, "Improving Service Quality Through Self-Monitoring," John P. McDonough III, psychology, 283 Wood Hall, 3 p.m.

Psychology colloquium, "Detection of Sexual Cues: An Analysis of Sexually Coercive and Noncoercive College Students," Rita Kenyon-Jump and M. Michele Burnette, psychology, 3760 Knauss Hall, 4 p.m.

Retirement reception for R. Claire Callan, Barbara A. Rider, Geraldine Riley and Doris A. Smith, all occupational therapy, President's Dining Room, Bernhard Center, 4-6:30 p.m.

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

## Saturday, April 25

Commencement, Read Fieldhouse, 10 a.m. and 1 p.m.

Men's tennis, WMU vs. Eastern Michigan University, Sorensen Courts, 1 p.m.

## Sunday, April 26

Softball doubleheader, WMU vs. the University of Akron, Ebert Field, 1 p.m.

## Monday, April 27

Men's tennis, WMU vs. Kalamazoo College, Sorensen Courts, 3 p.m.

## Tuesday, April 28

Training and development World-Class Quality Leadership Series seminar, "Completeness: Managing for the 21st Century," Philip B. Crosby, Red Rooms, Bernhard Center, 10:50 a.m.-3 p.m.

Softball doubleheader, WMU vs. Eastern Michigan University, Ebert Field, 2 p.m.

## Wednesday, April 29

\*Training and development seminar, "Managing Conflict: A Way to Negotiate Win/Win Outcomes," Mary Jane Mapes, 205 Bernhard Center, 8:30 a.m.-4:30 p.m.

## Thursday, April 30

\*(thru May 2) Conference, "Education 2000 — The 'New' ABCs: Arts, Basics and Creativity," Fetzer Center, all day.

## Friday, May 1

(and 2) Softball doubleheader, WMU vs. Ball State University, Ebert Field: May 1, 2 p.m.; and May 2, 1 p.m.

## Monday, May 4

Spring session classes begin.

## Tuesday, May 5

\*Management development seminar, "Effective Strategies for Communicating in International Markets," Roberta M. Supnick, business information systems, Fetzer Center, 8:30 a.m.-4:30 p.m.

## Wednesday, May 6

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

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

Softball doubleheader, WMU vs. the University of Detroit/Mercy, Ebert Field, 3:30 p.m.

## Thursday, May 7

\*(thru 9) Third Coast Writers' Conference, Knauss and Brown halls, all day.

\*(thru 10) 27th International Congress on Medieval Studies, Goldsworth Valley, Fetzer Center, Haworth College of Business building, all day.

Training and development World-Class Quality Leadership Series seminar, "The New Productivity Challenges and Do You Know Where You Belong?," Peter F. Drucker, Red Rooms, Bernhard Center, 10:50 a.m.-3 p.m.

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

\*Admission charged

## Women's Center seeks peer educators for fall

The Sexual Assault Education Project (SAEP), a program of the Women's Center, is recruiting men and women students to work as peer educators on campus. Faculty and staff can assist in the effort by bringing this opportunity to the attention of students and by suggesting possible candidates to Linda J. Lumley, Women's Center.

After undergoing about 30 hours of training as a group, SAEP peer educators present a one-and-a-half-hour workshop on acquaintance and date rape to students at WMU. Working in teams, peer educators present programs in residence halls, to fraternities, sororities and other student organizations, and at special programs open to the entire student body.

Peer educators are required to make a two-semester commitment to the program. Those selected in April will begin training in September. Participants will have the option of either serving in a volunteer capacity or receiving two academic credits each semester by enrolling in an independent study

course. The Women's Center is especially interested in receiving applications from men and minority students.

Currently, the SAEP has a team of four male and four female peer educators who were trained in January. During February and March, they presented 15 programs to about 500 students. Six of these students will continue working with the SAEP during the fall semester and will help train a new group of six peer educators.

Faculty and staff who would like copies of a flyer describing this service opportunity should contact Lumley at 7-2990.

## Retirement reception set

The University community is invited to a retirement reception for four faculty members in the Department of Occupational Therapy from 4 to 6:30 p.m. Friday, April 24, in the President's Dining Room of the Bernhard Center. Those to be honored are R. Claire Callan, Barbara A. Rider, Geraldine Riley and Doris A. Smith.



## Under the umbrella

Spring showers on campus have prompted the return of umbrellas with feet, like this creature captured on film in the Knauss/Dunbar/Friedmann amphitheatre.

## Dedication (Continued from page one)

Waldo Library was built in 1958 and named for the University's first president, Dwight B. Waldo. The building originally seated 2,000 users and housed 500,000 volumes. The facility was expanded to 153,000 square feet in 1967, but it proved insufficient to accommodate WMU's growing print and non-print materials. By 1989, seating had been reduced to 820 and many materials were located in other campus facilities.

Now Waldo Library has 257,000 square feet housing a growing collection of more than 2.8 million items and featuring 1,900 student study stations, improved public service areas, 38 faculty research carrels, on-line computer catalogs and database terminals. The new facility accommodates two important collections formerly located in other buildings: the 100,000-item Business

Library; and the rare books, manuscripts and incunabula comprising the Cistercian Studies Library.

"The new harmonious furnishings welcome patrons to the public service areas, with carpeting subduing the noise created by the library's more than 140,000 monthly visitors," Renner says.

The computing center is one more way WMU is taking the lead in integrating state-of-the-art technology with daily campus life, according to Behm. The University also was at the forefront in 1983 when it implemented a computer literacy requirement for all of its students. One of the highlights of the new computing center is a Faculty Resource Center that provides support staff, advanced computer equipment and a wide selection of software for faculty use.