

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Special Edition

November 21, 1990

Five finalists for provost to visit campus

Five finalists for the position of provost and vice president for academic affairs will be on campus for two-day interviews between Nov. 26 and Dec. 18.

This special edition of *Western News* is designed to familiarize members of the University community with the candidates and provide a schedule of their public appearances.

The candidates and the dates of their visits to campus are:

* Nancy Smith Barrett, dean of the Samuel J. Silberman College of Business Administration at Fairleigh Dickinson University, Dec. 10-11;

* Otto F. Bauer, vice chancellor for academic affairs at the University of Nebraska at Omaha, Dec. 6-7;

* Susan S. Lipschutz, senior associate dean of the Horace H. Rackham School of Graduate Studies at the University of Michigan at Ann Arbor, Dec. 17-18;

* Jerry H. Robbins, dean of the College of Education at Georgia State University, Nov. 29-30; and

* Max J. Skidmore, dean of the College of Arts and Sciences at the University of Missouri at Kansas City, Nov. 26-27.

Brief biographies about them appear elsewhere in this issue.

Curricula vitae are available for review in each college dean's office and at all branch libraries and the temporary Waldo Library facility on the lower level of the Bernhard Center.

During the interview process, each candidate will be asked to comment on the topic,

"Higher Education in the 1990s," in an open forum, which will be followed by a question-and-answer period and a public reception. Each forum will be videotaped. Copies of the videotape will be available through Waldo Library's Bernhard Center location and the president's office.

The search for a new provost began this past summer following the resignation of George M. Dennison, who left WMU to become president of the University of Montana. He had been provost and vice president for academic affairs since 1987.

A. Bruce Clarke is serving as the University's chief academic officer during the search for Dennison's replacement.

The search committee is being chaired by President Haenicke. Other members are: Dennis Boyle, registrar; Nancy L. Fletcher, a graduate student; Ruth M. Heinig, communication; Dean Darrell G. Jones, Haworth College of Business; E. Thomas Lawson, chairperson of religion; Carson J. Leftwich, an undergraduate student; George S. Miller, education and professional development; W. Mae O'Neal, University libraries; Ellen K. Page-Robin, community health services and sociology; and Linda L. Patterson, special assistant to the president.

The committee received some 115 applications for the position and narrowed the field to 11 candidates who were interviewed in Chicago in October. From those candidates the committee selected the five who are coming to campus. Haenicke hopes to have a recommendation ready for the January Board of Trustees meeting.

Backgrounds of candidates include teaching and administrative experience

Here are the biographies of the five finalists for provost and vice president for academic affairs:

Nancy Smith Barrett, dean of the Samuel J. Silberman College of Business Administration at Fairleigh Dickinson University in Teaneck, N.J., since 1989, has previously held positions at American University in Washington, D.C., as well as in the federal government.

At American University, she served as chairperson of the Department of Economics, a post she held twice (1974-75 and 1983-89), where her specialties included macro- and micro-economic theory. In 1981 she was special assistant to a member of the Civil Aeronautics Board and before that was deputy assistant secretary for policy, evaluation and research in the U.S. Department of Labor from 1979 to 1981.

She was a principal research associate at the Urban Institute from 1977 to 1979, a senior staff member for the Council of Econo-

mic Advisers in 1977 and a member of the Carter-Mondale transition team in 1976-77. In 1975-76 she was deputy assistant director for fiscal analysis in the Congressional Budget Office. She was a visiting professor at the University of Gothenburg in Sweden in 1973.

Barrett earned a Ph.D. degree in 1968 and an M.A. degree in 1965, both in economics from Harvard University. She received her B.A. degree in economics, summa cum laude, from Goucher College in 1963. She is the author of two books, the co-author of another and the writer of many articles for scholarly journals.

Otto F. Bauer, vice chancellor for academic affairs at the University of Nebraska at Omaha since 1979, has held administrative positions at five institutions. He also has held concurrent appointments as a faculty member in speech and communication.

At Bowling Green State University, he was

University community invited to hear candidates at forums

Here are the times, dates and places for the public forums for the candidates for provost and vice president for academic affairs:

* 4 p.m. Tuesday, Nov. 27, Kirsch Auditorium, Petzer Center — Max J. Skidmore.

* 4 p.m. Friday, Nov. 30, Kirsch Auditorium, Petzer Center — Jerry H. Robbins.

* 4 p.m. Friday, Dec. 7, Shaw Theatre — Otto F. Bauer.

* 4 p.m. Monday, Dec. 10, Shaw Theatre — Nancy Smith Barrett.

* 4 p.m. Tuesday, Dec. 18, Shaw Theatre — Susan S. Lipschutz.

Each public forum will be followed by a reception.

In addition, the candidates will meet with students at 11 a.m. on the day of their public forums in conference rooms on the third floor of the Seibert Administration Building.

The candidates also will meet separately with special University constituency groups, including the provost's staff, the Deans Council, President Haenicke and his staff, the Organization of Chairs and Directors, the American Association of University Professors and the Faculty Senate.

assistant vice president of student affairs, assistant dean of the Graduate School and director of graduate admissions and fellowships, among other positions between 1961 and 1971. A member of the faculty at the University of Wisconsin at Parkside from 1971 to 1979, he served as vice chancellor from 1971 to 1976 and as acting chancellor in 1974-75.

He served for a year as a visiting professor and special assistant to the chancellor of the University of Wisconsin at Madison in 1976-77. In 1969-70 he was an American Council on Education fellow in academic administration at the University of California at Berkeley and served for a time as acting vice chancellor for student affairs.

Bauer, whose academic interests include public address, group communication and American history, earned Ph.D., M.A. and B.S. degrees from Northwestern University between 1953 and 1959. He has traveled abroad extensively, written a number of

(Continued on page two)

Biographies (Continued from page one)

articles, been a consultant and last year was named a member of the board of the North Central Association of Schools and Colleges, the academic accrediting agency for this part of the country.

Susan S. Lipschutz has been senior associate dean of the Horace H. Rackham School of Graduate Studies at the University of Michigan at Ann Arbor for the last year.

Previously, she was the school's associate dean for academic affairs from 1986 to 1989. She also served as assistant to the president at the U. of M. from 1981 to 1986.

Lipschutz's other experience includes holding positions at Albion College. She was associate dean of the faculty from 1978 to 1980 and director of interdisciplinary studies from 1975 to 1977. In addition, she was assistant director of the Humanities Program in the Classical Era of German Civilization at the University of Denver in 1972-73.

In addition to these administrative assignments, Lipschutz has held teaching positions on the philosophy faculty at all of these institutions. Her specialties include political and social philosophy and 19th century German philosophy.

Lipschutz earned a Ph.D. degree in 1969 and an M.A. degree in 1965, both in philosophy from the University of Michigan. She received her B.A. degree in philosophy, magna cum laude, from Smith College in 1963. She is the author of many articles and papers for professional journals and conferences. She also has served as a consultant and, in 1980-81, was an American Council on Educa-

tion fellow in academic administration.

Jerry H. Robbins, dean of the College of Education and professor of educational administration at Georgia State University since 1984, has held administrative positions at three institutions.

Robbins came to Georgia State as associate vice president for academic affairs in 1979. He held several interim posts, including interim dean of education in 1983, before becoming dean. He was dean of the College of Education at the University of Arkansas at Little Rock from 1974 to 1979. He was an American Council on Education fellow in academic administration at Georgia State in 1977-78.

From 1965 to 1974 he was at the University of Mississippi, becoming chairperson of the Department of Educational Administration and Foundations of Education in 1970. Before that he worked for the Arkansas School Study Council and was a teacher and principal in Arkansas and Missouri.

Robbins, whose recent interests include the reform movement in teacher education, earned an Ed.D. degree in 1965 and an M.Ed. degree in 1962, both in educational administration from the University of Arkansas. He received his B.A. degree in mathematics from Hendrix College in Arkansas in 1960. He has traveled and studied abroad extensively, is the author or co-author of several books and many articles, has served as a consultant and is a member of the board of examiners of the National Council for Accreditation of Teacher Education.

Max J. Skidmore has been dean of the College of Arts and Sciences and professor of political science at the University of Missouri at Kansas City since 1985. His academic specialties include American government and political ideologies.

Previously, he was dean of the College of Liberal Arts and Sciences and professor of political science at Eastern New Mexico University from 1982 to 1984 and head of the Department of Political Science and Philosophy at Southwest Missouri State University from 1968 to 1982.

In 1978-79, Skidmore took a leave from SMSU to serve as director of the American Studies Research Centre in Hyderabad, India, and Distinguished Fulbright Lecturer in American Studies.

Skidmore also was director of the Program in American Studies and associate professor of political science at the University of Alabama from 1965 to 1968. Between 1959 and 1965, he served in management positions in the U.S. Department of Health, Education and Welfare.

Skidmore earned a Ph.D. degree in American studies/political science from the University of Minnesota in 1964 and an M.Ed. degree in educational administration from the University of Missouri at Columbia in 1956. Also in 1956, he earned a B.S. degree in vocal music and a B.S. degree in education from Southwest Missouri State University. He is the author of five books, the co-author of three others and has written many articles.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Volume 17, Number 12

November 29, 1990

The president comments

I am writing to you today because alarming reports have been published recently about the fiscal condition of the state of Michigan. All of us need to consider the potential impact of this situation on our University budget.



President Haenicke

It appears that, due to a declining economy, tax revenues have fallen behind projections leaving the state budget with a deficit of at least \$300 million for the fiscal year that ended Sept. 30, 1990. Predictions are that the current state fiscal year, which began Oct. 1, 1990, will show a deficit of \$1 billion for a total of \$1.3 billion. The incoming administration of Governor-elect John Engler will need to deal swiftly with this serious problem.

We have reason to believe that these new budget projections are fairly accurate and not part of the political rhetoric of the gubernatorial campaign. In fact, precious little was said about the deficit during the campaign itself.

On Wednesday, Nov. 14, the presidents of Michigan's public universities were summoned to appear before the Higher Education Subcommittee of the House Appropriations Committee to be told that

the fiscal situation of the state was precarious. Members of the committee expressed severe concern that the reduction in property taxes promised by Governor-elect Engler might aggravate the revenue picture. We were told further that the cuts necessitated by the budget shortfall would be imposed by the Legislature across the board with no special exemption for higher education. (Since our meeting with the committee, House Speaker Lewis Dodak has confirmed this position, proposing across-the-board cuts for all state institutions.)

The presidents assured the committee members that they would do their best to cooperate with the state to get us through and eventually out of this difficult situation. At the same time we repeated our pleas for special consideration for higher education. During the last six months, the presidents have led a broad public information campaign throughout the state emphasizing the need to increase funding for higher education in order to enhance Michigan's chances for a brighter economic future. However, the committee members reminded us of the significant needs of most other state agencies, particularly social services and corrections.

There is no question that we must anticipate deep cuts in our state allocation. I cannot, at this time, predict the severity of the cuts. We find ourselves in an administrative transition period, and it is difficult to assess to what extent the governor-elect can honor his campaign pledge to exempt the higher education budget from reductions. It is my hope and my expectation that Governor-elect Engler will not propose across-the-board cuts and that higher education will indeed receive special consideration. But even if my optimistic expectation holds, the size of the anticipated state budget deficit will not allow us to escape cuts.

At this time, we have no conclusive information. The later the cuts are announced, the harder it will be for WMU to effect savings in the current fiscal year. Therefore, I hope that we receive word soon so that we can make definite plans with as much time left as possible in fiscal year 1990-91. We also do not know whether or not the cuts will be one time or to base. To base or permanent budget reductions would, of course, present a much greater hardship for our University.

What to do? Most important, we must not panic but react thoughtfully. We have instituted sound, to some minds even conservative, fiscal policies that will allow us

to plan for minor budget shortfalls. This one may well be major, but clearly we will weather this storm, too. It will take our best joint efforts, it will take acceptance of individual and departmental hardship and a commitment to the realities of the situation. We will not submit to the hectic confusions of crisis management. We will not resort to layoffs. We shall put our heads together and jointly plan a course through an admittedly very difficult situation.

To prepare for the anticipated budget reductions, I will hold back most scheduled additions to current funds. I will also instruct the vice presidents to review carefully with me all current vacant positions and all positions that will fall vacant in the near future. Since 80 percent of our expenditures are in the personnel category, we must look for savings here if we want to avoid any layoffs. Cost reduction will have to come mainly by natural attrition. I will also ask all members of my staff to develop for my review suggestions for further savings.

I am asking you today to keep a cool head and to help our University to work its way out of this problem. We are facing a difficult situation, but I am confident that we will get through it if all of us stick together, set self interest aside and work for the common good of our University.

As soon as definite information is available to me, I shall confer with campus leadership and the appropriate governance groups to solicit their good counsel. In the meantime, you have my assurance that I will do my best to protect instruction and critical support services so that the quality of our educational efforts remains high.

New admissions requirements will help ensure success for students, Haenicke tells Board

Producing a more successful crop of students at WMU and the other state institutions is the goal of a new set of admission requirements designed by the Presidents Council of State Universities.

President Haenicke shared the document, titled "Designing Your Future: Advice for High School Students," with the Board of Trustees at its Nov. 16 meeting in Detroit.

"The chief academic officers of the 15 public universities in the state have deliberated over the last two years on how they could advise students intent on entering the higher education system with regard to preparation for academic studies," he said.

The document recently was approved by the presidents of the state universities and will apply to high school students graduating in 1995 and after. It lists several subject areas and the number of years of courses that will be required or recommended in those areas for regular admission to the state universities.

Currently, university admissions staffs look primarily at grade point averages and American College Test scores. While officials at WMU weed out the "non-academic" courses and refigure the grade point averages, that isn't always the case, Haenicke said. The result is that many students who are not prepared for university work are admitted.

Haenicke explained that the intent of the document is not to make high school life harder for students. The purpose, he said, is to better prepare students for the rigors of university academics so that they can handle the work and earn a degree.

"We want students to have these courses so that they can go full swing into the academic subjects on the college level," he said. "We want them to have greater success and stay in college. The greatest tragedy in my eyes is always the student

Open forums scheduled for provost candidates

The University community is reminded that finalists for the position of provost and vice president for academic affairs will be on campus for two-day interviews in the coming weeks.

A special edition of *Western News* containing information about the five candidates and their visits was published Nov. 21. In addition, curricula vitae are available for review in each college dean's office and at all branch libraries and the temporary Waldo Library facility on the lower level of the Bernhard Center.

During the interview process, each candidate will be asked to comment on the topic, "Higher Education in the 1990s," in an open forum, which will be followed by a question-and-answer period and a public reception.

Max J. Skidmore, dean of the College of Arts and Sciences at the University of Missouri at Kansas City, was here Nov. 26-27. The other candidates and the dates of their public forums are:

- Jerry H. Robbins, dean of the College of Education at Georgia State University, Friday, Nov. 30;

- Otto F. Bauer, vice chancellor for academic affairs at the University of Nebraska at Omaha, Friday, Dec. 7;

- Nancy Smith Barrett, dean of the Samuel J. Silberman College of Business Administration at Fairleigh Dickinson University, Monday, Dec. 10; and

- Susan S. Lipschutz, senior associate dean of the Horace H. Rackham School of Graduate Studies at the University of Michigan at Ann Arbor, Tuesday, Dec. 18.

All of the public forums will begin at 4 p.m. in Shaw Theatre, except Robbins' forum, which will be in the Kirsch Auditorium of the Fetzer Center.

Wagenfeld to present scholar colloquium

Morton O. Wagenfeld, sociology and community health services, will present his Distinguished Faculty Scholar Colloquium at 4 p.m. Thursday, Dec. 6, in Red Room A of the Bernhard Center.

Wagenfeld, who was presented with the Distinguished Faculty Scholar Award at the Academic Convocation in October, will speak on "The Snake Pit and the Pendulum: Psychiatry's Quest for Identity."

The award, WMU's highest honor for a faculty member, carries with it the opportunity for the recipient to participate in a colloquium.

The event will be preceded by a reception at 3:30 p.m. in Red Room B of the Bernhard Center. The speech will be broadcast at 6:30 that evening on WMUK-FM (102.1), the University's public radio station.



Holiday spirit

The Division of Student Services helped get the campus in the holiday spirit with a tree lighting ceremony Nov. 26 outside the Bernhard Center. Members of the University community were invited to gather around the tree, sing carols and sip hot chocolate.



FESTIVE FLOWERS -- Just in time for the holiday season, the Clerical/Technical Organization is selling poinsettias. Displaying the festive flowers here are, from left, co-chairpersons of the sale Carolyn E. Cox, environmental health and safety, and Nancy E. Cretsinger, continuing education, and order coordinator Carolyn Parker, residence hall facilities. The group is offering red, white or pink flowers at \$6 per plant. Flyers with order forms have been distributed and persons should return those to Parker or call her at 7-4742 by Thursday, Dec. 6. Ordered plants may be picked up in the Bronco Mall from noon to 2 p.m. and 5 to 6 p.m. Monday and Tuesday, Dec. 10-11.

Hannah says WMU, Detroit important to each other

WMU is almost as big a part of Detroit as Detroit is of WMU, according to an inventory presented to the Board of Trustees during its meeting there Nov. 16.

"People simply don't understand how involved WMU is in Detroit or how many people from Detroit are involved in WMU," said Susan B. Hannah, assistant vice president for academic affairs, who compiled the inventory.

"In reality, WMU and Detroit are very important to each other," she said. "Just ask some of our 13,000 alumni who live in the Detroit area. They make up 15 percent of all WMU alumni living in the United States."

"Many Detroit alumni continue to play an active role on WMU's behalf," Hannah continued. "Five of the 23 members of the Board of Directors of the WMU Alumni Association are from Detroit, as are 16 of the 42 members of the WMU Foundation board."

Eleven Detroit alumni have received the association's Distinguished Alumni Award, including Fred W. Adams of Grosse Pointe, a former WMU trustee who died Nov. 15 at the age of 80.

Two current members of the Board of Trustees are from the Detroit area. They are Geneva J. Williams of Detroit, chairperson of the Board, and Winifred D. Fraser of Northville. Besides Adams, two other former trustees are from the Detroit area. They are John R. Dykema of Detroit and Barry L. Howard of West Bloomfield.

WMU will continue to have a large number of alumni from the Detroit area because it has so many current students from the area, Hannah said.

"More than 8,500 students, or 40 percent of WMU's total in-state enrollment, come from Southeast Michigan," she said. "Wayne and Oakland counties have more than 2,000 students each, and Macomb

County has more than 700."

Seven of the top 15 "feeder" high schools for WMU freshmen this fall were in Southeast Michigan, she said. They are A.E. Stevenson in Livonia, Plymouth Salem, Northville, Grosse Pointe South, Birmingham Seaholm, North Farmington and Lake Orion.

"The WMU Office of Admissions and Orientation provides a resident counselor in the Detroit area to visit students, parents, high school counselors and local agencies to recruit Detroit area students to WMU," Hannah said.

WMU is involved in a number of "pre-college" activities in Detroit, Hannah said. They include the Wade H. McCree Jr. Incentive Scholarship Program for minority students and the Detroit Compact.

"WMU is a charter higher education member of the McCree program, which guarantees tuition to Detroit area ninth-graders who maintain certain academic standards during high school," Hannah said. "WMU recently welcomed 21 new ninth-graders, who join 60 others already participating."

WMU also is a charter higher education member of the Detroit Compact, which guarantees financial support to compact students who meet college-ready standards. Trustee Williams is chairperson of the compact's Main Table and co-chairperson of its Community Sector.

WMU is a higher education partner on the Mumford High School Compact Council.

"WMU staff members sit on the compact's selection committee and one staff member works as a compact volunteer at Mumford," Hannah said. "This past summer, 35 Mumford juniors and three faculty members participated in a three-day camp at WMU to introduce the students to college life."

Vernon Payne, admissions and orientation, who is WMU's liaison to Mumford High School, attended the Board meeting along with several faculty members and students from the school.

Beyond these efforts, WMU faculty members are engaged in a wide variety of activities in Detroit. Here are some examples, by college:

- **College of Arts and Sciences:** Faculty members serve as advisers to Detroit agencies, lead in-service teacher workshops, map aquifers and study population trends. For example, a new book by Arthur W. Helweg, anthropology, titled "Ethnic Minorities in Michigan" includes a Detroit focus.

- **College of Education:** Faculty members work with the Oakland Academy for the Improvement of School Counselors, sit on the Detroit Compact Council at Mumford High School and supervise 50

Soviet scholar to lecture on Gorbachev era

An expert from the Soviet Union on the Middle East will speak at the University Thursday, Nov. 29, as the 1990-91 Sam Clark Lecturer.

Vyacheslav Belokrinitsky, head of the Near and Middle East Department of the Institute of Oriental Studies in Moscow, will speak on "Intellectual Freedom in the Soviet Union in the Gorbachev Era" at 3 p.m. in 3020 Friedmann Hall.

Belokrinitsky has long worked with Yevgeny M. Primakov, who has served as director of the Institute of Oriental Studies and currently is Mikhail Gorbachev's special adviser on Middle East affairs. Primakov is the Soviet diplomat who has represented Gorbachev in the current discussions with Iraqi leader Saddam Hussein.

"Primakov's mission to Baghdad and Belokrinitsky's appearance on the WMU campus will provide the Kalamazoo com-

munity with a rare opportunity to examine the Gulf crisis from the perspective of the Soviet Union," said Lawrence Ziring, political science, who directs the Institute of Government and Politics and is coordinating the visit.

Belokrinitsky, an economist with expertise in economic and political history, has been a resident scholar at the Moscow institute since 1966. He has written three books and more than 60 articles and monographs for scholarly journals. His most recent publication is "Capitalism in Pakistan: The History of Socio-Economic Development from the Middle of the 19th Century to the 1980s."

The lecture series is named for Samuel I. Clark, founding director of the Lee Honors College. Clark was a faculty member at WMU from 1948 until his retirement in 1986.

Spring tours offered to London and Morocco

The Office of International Affairs is offering spring break tours to London and Morocco. Both trips are open to anybody and include round trip airfare, hotel accommodations and guided tours.

The 15th annual British studies tour to London, March 1-10, includes guided sightseeing of central London, theatre tickets to plays and musicals, a backstage theatre tour and more. The escort for the trip will be H. Nicholas Hamner, history.

The price for the London tour is \$1,196

per person based on double occupancy. A deposit of \$200 is required with application and full payment is due Jan. 15.

The Morocco trip, March 2-12, includes guided tours of the imperial cities of Morocco, seminars on ancient and contemporary Morocco by faculty at Moroccan universities and more. Howard J. Dooley, history, will serve as the escort.

The price for the Morocco tour is \$1,895 per person based on double occupancy. A \$300 deposit is required with application and full payment is due Jan. 1.

Persons requesting single occupancy will be required to pay a supplement. Tour prices do not include telephone calls, laundry and personal expenses. Valid passports are required for both trips. Fees will be charged to persons for cancellation after deposit or final payment has been received.

For more information about the tours, persons should contact the Office of International Affairs at 7-3951.

Retirements approved



Hulet



Sult

The retirements of two staff members were approved Nov. 16 by the Board of Trustees.

They are, along with their years of service and effective dates: Marilyn J. Hulet, Valley III dining service, 27 years, effective Nov. 30, 1990; and Duane L. Sult, administrative data processing, 24 years, effective Oct. 12, 1990.

Students to test knowledge

College Bowl, the "Varsity Sport of the Mind," is coming to WMU Tuesday and Wednesday, Dec. 4-5. Teams will be competing from 6 to 9 each evening on center stage on the lower level of the Bernhard Center.

Like the popular radio and television series of the 1950s through 1970s, College Bowl is a game of broad knowledge and quick recall. Two teams of four players compete for toss-up and bonus questions on topics ranging from science to sports to cinema.

The team that wins the campus tournament, which is being sponsored by the Office of Student Life, will represent WMU at the regional tournament in March in Toledo and will have a shot at going on to the national tournament later in the spring.

Retirement reception set

A reception honoring the retirements of five persons from the Department of Health, Physical Education and Recreation is set for 3 to 5 p.m. Wednesday, Dec. 5, in the 10th floor lounge of Sprau Tower.

Those to be honored are Alice V. Myers, Richard F. Raklovits, William H. Rowekamp, William P. Schreiber and Robert F. Wyman.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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

Jobs

The listing below is currently being posted by employment services in the Department of Human Resources. Interested fringe benefit eligible employees should submit a job opportunity transfer application or sign the appropriate bid sheet during the posting period.

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

(R) Assistant Professor (Tenure Track), I-30, Music, 90/91-207, 11/27-12/3/90.

(R) Professor (Tenure Track), I-10, Music, 90/91-208, 11/27-12/3/90.

(R) Assistant Professor (Tenure Track), I-30, Music, 90/91-209, 11/27-12/3/90.

(R) Assistant Professor (Tenure Track), I-30, Art, 90/91-210, 11/27-12/3/90.

(R) Assistant/Associate Professor (Tenure Track), I-30/I-20, Art, 90/91-211, 11/27-12/3/90.

Media

Joseph J. Belonax, marketing, discusses the holiday outlook for retailers on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Dec. 1, at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590).

"Grief After Death," a program produced by media services, will air on Kalamazoo Community Access Television Dec. 2-7. The program features Molly B. Vass, community health services, discussing how grief affects people after someone close to them dies. It will air on Channel 31 at 5 p.m. Sunday, Dec. 2; 6 p.m. Tuesday, Dec. 4; and 6 p.m. Friday, Dec. 7; and on Channel 32 at 7 p.m. Wednesday, Dec. 5.

The condensed version of a play written and directed by Von H. Washington, theatre, will air on Kalamazoo Community Access Television Dec. 2-8. "The Black American Dream," a program produced by media services, will air at: 6:30 p.m. Sunday, Dec. 2, on Channel 30; 6:30 p.m. Tuesday, Dec. 4, on Channel 31; 8 p.m. Thursday, Dec. 6, on Channel 31; and 8 p.m. Saturday, Dec. 8, on Channel 33.

Obituaries

Fred W. Adams, a charter member of the Board of Trustees and its first chairperson, died of a heart attack Nov. 15 in Grosse Pointe. He was 80.

Adams was appointed to WMU's first separate governing board by Gov. George Romney in 1964. His last full term on the Board, which he concluded as chairperson, ended in 1986. He continued to serve for nine months until his replacement, James S. Brady of Grand Rapids, was named.

"Fred Adams proved to be one of the Board's most effective members," said President Haenicke. "He was a most loyal friend of the University, whose contributions to it were legion. Everyone at WMU has lost a dear friend and a great supporter."

A Kalamazoo native, Adams' ties to WMU began early. He attended the University's Campus Training School for grades K-8 and Campus State High School, later known as University High School, in 1924-28. He received his bachelor's degree from WMU in 1932.

"I love Western," Adams said when he was honored for 20 years of service on the Board in 1984. "I've got Western in my blood." By that time he had attended 180 regular monthly Board meetings, 225 committee meetings and special programs, and 51 commencement exercises.

Adams was an advocate for the preservation of the University's hilltop East Campus, where he spent most of his 17 years as a student at WMU. As a trustee



Adams

(R) Assistant Professor (Tenure Track), I-30, Health, Physical Education and Recreation, 90/91-212, 11/27-12/3/90.

(R) Assistant Professor (Tenure Track), I-30, Health, Physical Education and Recreation, 90/91-213, 11/27-12/3/90.

(R) Assistant/Associate Professor (Tenure Track), I-30/I-20, Health, Physical Education and Recreation, 90/91-214, 11/27-12/3/90.

(R) Dining Services Custodian (.65 FTE; Academic Year), F-2, Dining Services, 90/91-226, 11/27-12/3/90.

(N/R) Data Operator I (2 Positions), S-04, Advancement Services, 90/91-228, 11/27-12/3/90.

(R) Library Assistant III, S-06, Business Library, 90/91-230, 11/27-12/3/90.

(R) Coordinator, CDDA (Term Ends 9/30/91), P-05, Center for Developmentally Disabled Adults, 90/91-231, 11/27-12/3/90.

(N) New

(R) Replacement

WMU is an EEO/AA employer

25-year employees to be feted at Dec. 3 banquet

Fifty-three faculty and staff members who have completed 25 years of service at the University are eligible for induction into the 25 Year Club at the annual banquet Monday, Dec. 3, in the North Ballroom of the Bernhard Center.

For the third consecutive year, this will be the largest group to be inducted since the club was founded in 1982 with 98 charter members. The club, which will now have 198 active and 127 retired members, recognizes those employees who have 25 or more years of continuous service to the University.

Members and guests will be welcomed and prospective members introduced by Barbara S. Liggett, associate vice president for human resources. New members will be inducted by President Haenicke. The Russell Brown Brass Quintet from the School of Music will present the evening's entertainment. Its members will be introduced by Robert M. Beam, vice president for business and finance. A social hour will precede dinner and the program.

Those eligible for induction are: William C. Appel, music; Robert M. Beam,

On campus

A HELPING HAND FOR HEALTH -- Some 300 students walk in the front door of the Sindecuse Health Center each day and Corrine Nadrasik (pronounced nah-DRA-sik) speaks with a good portion of them. The assistant director of nursing in the health center, she spends much of her time as a "triage nurse" at a desk in the lobby. "I help determine what the patients need and who they should see, whether in the health center or in other areas at the University," she says. Her duties also include keeping track of lab work to make sure it's attached to a chart before the doctor sees it and handling telephone calls from patients with questions. Nadrasik came to WMU 12 years ago after working in different areas of nursing in Toledo. "I enjoy working with this age group because they're eager to learn and want to improve their health," she says. Nadrasik says she gets a lot of satisfaction out of her job. "On their way out of the health center, many of the patients say thanks to me," she says. "I like being



part of the team effort at the Sindecuse Health Center that helps students feel better and get back into class."

vice president for business and finance; James J. Bosco, education and professional development; Dennis Boyle, registrar; John S. Carr, Western's Campus Bookstore; Joe R. Chapel, education and professional development; Loren D. Crane, communication; Marvin L. Darling, Sindecuse Health Center; Audrey J. Davidson, music; Clifford Davidson, English; Tom L. Day, printing services; George H. Demetrakopoulos, College of Arts and Sciences; Benjamin Ebling, languages and linguistics; Rainer R. Erhart, geography; Ronald J. Flaspohler, general studies; Vera A. Goodeve, logistical services-freight/postal/delivery;

Russell J. Grandstaff, theatre; Donna J. Griffith, physical plant-building custodial and support services; Gerald Hardie, physics; Helen J. Healy, Waldo Library; Marilyn Y. Heim, music; George W. Hobbs, health, physical education and recreation; Larry C. Hoikka, engineering technology; Sarah R. Holland, Valley II dining service; Neil Kent, psychology; James J. Lowe, Counseling Center; Paul Mergen, art; Ruth Ann Meyer, health, physical education and recreation; David

Morris, admissions and orientation; Robert H. Peterson, residence hall facilities; Doris A. Rey, reading center; Stanley Robin, sociology; Anthony C. "Tom" Sabel, auxiliary enterprises; Frederick W. Schaeberle, accountancy;

Nelson P. Schippers, physical plant-B/E maintenance; Peter J. Schmitt, history; John D. Sheppard, accountancy; Gregory R. Sheridan, philosophy; Rudolf J. Siebert, religion; Donald E. Slocum, physical plant-B/E maintenance; C. Edward Smith, physical plant-general services; Jean O. Smith, business information systems; Charles V. Spaniolo, Counseling Center; Robert W. Sprick, WMU campus apartments; Diane L. Stephenson, biological sciences; Vern H. Stillwell, theatre; Terry R. Stoken, physical plant-B/E maintenance; John H. Stroupe, English; Frances Therkildsen, logistical services-freight/postal/delivery; Roger E. Ulrich, psychology; Constance S. Weaver, English; Lindsey Wilhite, languages and linguistics; and David C. Zinn, economics.

The 25 Year Club was established by the Board of Trustees as a way to recognize the valuable contributions made to the University by its employees who have committed their careers to WMU. New members receive a 25-year service pin, a silver-color identification card and a framed certificate, and may choose from a selection of commemorative gifts. New and active members are guests of the University for the evening.

The club is the cornerstone of WMU's on-going employee recognition program, which includes December publication of a service roster containing the pictures of new inductees of the 25 Year Club, lists of current and retired members and names of employees celebrating anniversaries of 35, 30, 20, 15 and 10 years of continuous service. These employees also receive certificates of recognition and lapel pins.

This year, five employees will be recognized for 35 years of service and 16 for 30 years. The 1990 roster names 83 employees who have celebrated 20-year anniversaries, 52 who have celebrated 15 years and 117 who have served 10 years. The cut-off date for listing in the roster was Sept. 30, 1990. Employees with service anniversaries after that date will be listed in 1991.

The University wishes, through this formal program that recognizes and honors employees who have provided long-term service, to acknowledge how much their loyalty is appreciated.

Exchange

FOR SALE -- Winter special -- 38-foot deluxe River Queen houseboat. Excellent condition. All self-contained facilities. Twin 318s rebuilt '89. \$14,000. Call Teri at 7-3784 days or 323-9717 evenings.

FOR SALE -- Panasonic Model KXP 1524 printer. Like new, letter quality (24 pin). Asking \$400. Call Dave or Kathy at 7-7059.

he worked with University officials and interested alumni to have the campus added to the National Register of Historic Places in 1978.

Long involved in alumni activities, Adams was given the Distinguished Alumni Award by the WMU Alumni Association in 1979.

Adams' early career included jobs in advertising and public relations for the Consumers Power Co., the Packard Motor Car Co. and the American Motors Corp. From 1969 until his retirement in 1980, he worked for the U.S. Department of Housing and Urban Development.

Adams maintained his interest in education as a resident of Grosse Pointe, where he was elected to the school board in 1984. He served as secretary in 1985-86, vice president in 1986-87 and president in 1987-88, and was serving as secretary at the time of his death.

Memorial contributions may be made to the scholarship fund in the WMU Foundation.

A memorial service for Harriett K. Creed, emerita in health, physical education and recreation, is scheduled for 1 p.m. Friday, Nov. 30, at Kanley Chapel. She died Nov. 27 in Kalamazoo at age 58.

Creed, who retired this past May, joined the WMU faculty in 1967. Previously, she had taught physical education at the high school level. In addition to teaching at WMU, she coordinated the professional undergraduate program in



Creed

health, physical education and recreation.

Creed developed and implemented a self-directed learning laboratory in the department, and also served as bowling coach from 1970 to 1975. She was a member of the American Alliance of Health, Physical Education and Recreation and the Midwest and Michigan components of that organization. She earned her bachelor's degree from the University of Chattanooga and her master's degree from the University of Tennessee.

Persons may make memorial contributions to Hospice of Kalamazoo, or the Kalamazoo chapters of the American Cancer Society or American Heart Association

Norman K. Russell, who retired from the University as assistant to the vice president for student services and professor emeritus of counseling in 1982, died Nov. 22 in Kalamazoo. He was 73.

A 1946 WMU graduate, Russell joined the faculty in what was then the aviation department the same year he received his degree. He became a counselor in 1955 and in 1962 was named coordinator of academic counseling.

From 1968 until he retired, Russell assisted the vice president for student services by overseeing such areas as orientation, international student services, foreign study, testing services and the Women's Center. He was a founding director of the National Orientation Directors Association and served as its secretary-treasurer from 1975 to 1981.

Persons may make memorial contributions to the memorial fund at the First Presbyterian Church, the Norman Russell Scholarship Fund of the National Orientation Directors Association or the Kalamazoo chapter of the American Cancer Society.

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