

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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HONORING 25 YEARS OF SERVICE -- Vera A. Goodeve, left, logistical services-freight/postal/delivery, and Stanley Robin, right, sociology, were among the 53 faculty and staff members eligible for induction into the 25 Year Club at the annual banquet Dec. 3 in the Bernhard Center. Here, they examine some of the gifts inductees could choose to commemorate the occasion with Carolyn R. Henning, human resources. This was the largest group to be inducted since the club was founded in 1982. The club, which now has 198 active and 127 retired members, recognizes those employees who have 25 or more years of continuous service to the University.

Program to enable migrant youth to finish school

New federal funds awarded to WMU will bring young migrant students to campus to complete their high school degrees and get a taste of University life.

WMU has been awarded \$292,363 from the U.S. Department of Education to fund the first year of a High School Equivalency Program (HEP). The three-year project will guide at least 75 migrant dropouts, aged 16 and older, through the process of obtaining a General Equivalency Degree (GED) and prepare them for entry into college, trade school or the labor market. As many as 30 of the HEP students will complete their studies while living in campus residence halls. The remainder will commute to campus.

According to Stanley E. Henderson, admissions and orientation, this is the first HEP funded in Michigan. He believes the decision by federal officials to grant funding was, in part, the result of a statewide effort mounted in support of the WMU proposal.

"As we developed the proposal," he says, "it became obvious that interest in seeing this kind of program available in the state was enormous. Letters of support for the project came from officials and institutions across the state, from the governor on down. The support was deep and continued with follow-up letters and calls from people who wanted to know the status of the proposal."

He also praised "splendid efforts" made by U.S. Reps. William Ford and Howard Wolpe and their staffs in support of the WMU proposal.

Henderson will oversee the program with Danny E. Sledge, minority affairs. A project director for HEP will be named in the coming weeks, and Henderson expects that students could be on campus and working toward their high school completion shortly after the first of the new year.

Migrant youth for the program will be recruited from across a five-state region, but the emphasis will be on serving Michigan families. The program's main goal is to counteract the effects of high school dropout rates that are as high as 85 percent in some parts of the migrant community.

WMU's proposal for obtaining federal HEP funding grew out of a close working relationship already established between the University and the Van Buren Intermediate School District's Migrant/Bilingual Department, one of the largest

migrant education programs in Michigan. John Dominguez, director of the VBISD Migrant/Bilingual Department, worked with WMU personnel and the Michigan Migrant Education Department to develop the proposal. Henderson says the support and assistance of Thomas E. Coyne, vice president for student services, also was instrumental in developing the proposal.

The program at WMU will include instruction in mathematics, science, literature, grammar and social studies, which are areas covered in GED testing. Any existing oral or written language problems also will be addressed. In addition to academic development, students will be provided with counseling, vocational and placement services, a life skills development class, housing, health services, meals and a small weekly stipend to cover personal expenses.

Programs for HEP students' parents also will be part of the project. At least two formal programs are planned per semester to allow parent, student and faculty interaction.

Because students coming into the program will have a wide range of prior educational levels, their curricula will be individualized to allow them to begin at their own level and progress at their own pace. Students will attend GED classes only until they pass appropriate GED exams.

Successful programs like WMU's HEP exist in several other states, Henderson says, and most are housed at universities or four-year colleges. Such settings, he says, offer the resources and atmosphere conducive to taking a core group of students quickly through the course work needed to obtain a GED while introducing them, at the same time, to the possibility of obtaining a college education.

The WMU HEP class schedule will be similar to a University class schedule, with students changing rooms and subjects every 50 minutes. By attending classes on campus, living in residence halls and taking part in extracurricular activities, students are expected to develop a familiarity with a college setting that may encourage them to continue their education.

"One of our goals in this program," Henderson says, "is to provide the students with positive experiences and connections with the University that will lead them into higher education. We will provide job placement for those students who want that, but we look at our program as

Research and business park's infrastructure would help protect Asylum Lake, Burke says

The University's proposed research and business park would help to protect the adjacent Asylum Lake and not contribute to its further deterioration, a Faculty Senate committee looking into the park heard during a public forum Nov. 27.

"We believe the infrastructure that would be put in place to support the park would, in fact, alleviate seepage of pollutants into the lake, which has been under assault for some time," said Richard T. Burke, vice president for regional education and economic development, during the forum.

Burke pointed to storm-water runoff from a shopping center on Stadium Drive north of the lake and seepage from a mobile home park to the west as examples of pollution that could be averted by a new infrastructure, such as streets

and sewers, in the area.

Burke, in opening remarks at the forum, also addressed concerns over traffic in the vicinity of the proposed park, which would be developed on about 320 acres of land the University owns near Parkview Avenue and Drake Road in Kalamazoo.

"It has been discussed that Drake Road could be extended south from Parkview Avenue, where it currently ends, over U.S. 131 to connect with 12th Street, which would draw traffic away from Parkview Avenue and from Oakland Drive to the east," Burke said.

Burke also noted that, according to information from the Kalamazoo Area Transportation Study (KATS), Parkview Avenue and Drake Road will have to be expanded to accommodate future traffic needs whether or not a research and business park is established.

KATS is the local transportation planning agency that is part of the state's transportation planning system. KATS has been asked to review the transportation needs of the area's southwest quadrant, which would include the proposed park if it is developed.

"The result is that Parkview Avenue, in the area of the proposed park, could become a boulevard with large trees that already exist down the middle," Burke said.

This was the first public forum conducted by the University Research Park Study Committee, an ad hoc committee of the Faculty Senate Executive Board. It is chaired by W. Thomas Straw, chairperson of geology and a nationally recognized expert on wetlands.

The committee, established last summer, had been asked to make an initial report to the Executive Board this month. A final report is expected in January, said William Welke, accountancy, a member of the committee who chaired the forum.

The forum, intended to give faculty members, staff members and students an opportunity to express their views on the proposed park, drew expressions of concern from most of those who spoke.

John R. Cooley, English, chairperson of the Senate's Campus Planning Council, told the forum that environmental aspects should be considered to be as important as the market potential of the park. He was referring to a study by consultants that addressed the economic feasibility of the park in recommending that it be developed.

"So far, only the market potential of the park seems to have been considered," said Cooley, who directs the Environmental Studies Center. "Environmental questions need to be seen as equally important."

Gina M. Antonioti, Horticultural Economic Development Center, observed that an environmental impact study could not be undertaken before detailed plans for the park are completed, a process that cannot begin until the Board of Trustees approves the proposed project.

Cooley also expressed the concern that the University's reputation, which he said "has risen rapidly in recent years," could be tarnished in the face of opposition by such groups as the city of Kalamazoo's Environmental Concerns Committee and some legislators.

A number of students also spoke at the

(Continued on page four)

Senate to meet tonight

The Faculty Senate will meet at 7 p.m. Thursday, Dec. 6, in the Fetzer Center. Agenda items include remarks by President Haenicke and continued discussion on the revised Code of Student Life.

being geared toward providing an entry into higher education."

For participants who wish to go on, Henderson says, the University will utilize its many minority student support programs to help HEP students financially and academically. Those programs include an ongoing partnership with Kalamazoo Valley Community College called Project Focus and scholarship programs that would support HEP students' work at WMU.

"This program is an indication both of the University's commitment to provide access to higher education in innovative ways and of the important role that diversity plays on our campus," Henderson says.

Helping guide the program over the next few years, Henderson says, will be an advisory committee comprised of area experts in adult and migrant education as well as parents, community members and HEP project personnel.

More finalists to speak

Three more finalists for provost and vice president for academic affairs are scheduled to visit campus for interviews and open forums this month.

Two candidates already have made appearances. They are Max J. Skidmore, dean of the College of Arts and Sciences at the University of Missouri at Kansas City, and Jerry H. Robbins, dean of the College of Education at Georgia State University.

The three remaining finalists will visit campus between Dec. 6 and 18 and will present public forums on the topic, "Higher Education in the 1990s." The candidates and the dates of their public forums are:

- 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.

Last News is Dec. 13

The Dec. 13 issue will be the last *Western News* of the fall semester. The deadline is noon Tuesday, Dec. 11. The first issue of the winter semester will be published Thursday, Jan. 10. The deadline for that issue is noon Tuesday, Jan. 8.



WASHINGTON FAME SPREADS -- The national attention garnered by the performance of Von H. Washington, theatre, in a new television advertisement for Apple Computers caught the attention of staff members at "Entertainment Tonight." The syndicated television show sent a crew to film Washington, right, who plays a charismatic professor in the commercial. They spent some time with him on Nov. 29 in a classroom, as well as on this set where he is directing the play, "The Amen Corner," which runs through Dec. 9 in Shaw Theatre. The "ET" program aired Dec. 4. Washington has said he plans to capitalize on his new found fame by taking a leave from his teaching duties and moving to Los Angeles in January. He has had several offers from the television and film industry.

October grants push fiscal year total past \$5 million

More than \$1.4 million in grants received by the University during October have pushed the year-to-date grant total past the \$5 million mark, according to a report presented to the Board of Trustees at its Nov. 16 meeting.

Grants received during October totaled \$1,454,165, bringing the total received since the July 1 beginning of the fiscal year to \$5,010,196. The new total represents an 82 percent increase over the amount of grants received during the comparable period last year.

Also reported to the board was an October gift total of \$263,215. That amount brings the year-to-date total of gifts received to \$906,777, an increase of 6 percent over last year's total for the same period.

Among grants received during October was a \$268,988 award from the U.S. Department of Health and Human Services to fund the first year of a three-year cooperative project between the University and Michigan State University's Kalamazoo Center for Medical Studies. The two schools will form interdisciplinary health care teams to provide primary health care to two West Michigan communities with underserved rural populations. The program will be directed by James B. Hammond, Physician Assistant Program.

Also received during the month were two grants totaling \$123,946 from the Michigan Department of Education to the Center for Science Education. The first award of \$35,535 will fund WMU's role in the Science Education in Michigan Schools (SEMSplus) project. The money will support a series of four to six workshops for Southwest Michigan teachers and administrators on how to meet the state's new science goals and objectives. The second award of \$88,411 will fund a 1991 summer program at WMU that will train 10 new OPERATION PHYSICS teams from around the state as part of a nationwide initiative sponsored by the National Science Foundation. Those

teams will be equipped to help other teachers improve their knowledge of physics concepts and convey those concepts to students through demonstrations and experiments.

A grant for \$100,000, also from the Michigan Department of Education, to Billye A. Cheatum, health, physical education and recreation, will fund developmental work in a project aimed at reducing the number of Michigan students who are labeled "learning disabled." The project goal is to identify children at risk for learning problems while they are in grades K-3. Once identified, the children will take part in physical education programs designed to correct sensory-motor developmental lags that may prevent them from making academic progress.

Three separate October grants from the Michigan Department of Education's Office of Minority Equity will support the University's continuing efforts to increase the number of minority students and faculty members on campus. An \$89,000 grant is designed to increase the number of minority instructors in the college classroom. A \$98,900 grant will help introduce minority children to the potential for a college education. And an \$111,200 grant will provide four doctoral fellowships for minority graduate students. All three efforts are part of the Martin Luther King Jr./Cesar Chavez/Rosa Parks Program.

Branchaw honored twice by professional group

Bernadine P. Branchaw, business information systems, has received two honors from the Association for Business Communication.

At the organization's annual meeting last month, she was elected second vice president and she received the 1990 ABC Outstanding Teaching Award.

She will become first vice president of the organization next year and president the year after. Her duties this year will include reviewing and revising the association's operational guidelines.

The purpose of the award she received is to recognize and reward excellence in teaching business communication. Her overall record was considered with primary emphasis on the impact of her teaching philosophy and methodology on business communication. Selection criteria included publications, conference presentations, and evidence of positive student and administrative evaluations.

Branchaw received a certificate as well as a \$500 check, which she turned over to the Branchaw Scholarship she has established at WMU.



Branchaw

BC museum features WMU groundwater exhibit

Visitors to Battle Creek's Kingman Museum of Natural History can now learn about Michigan's groundwater resources in a special exhibit constructed by WMU experts in cooperation with museum personnel.

The exhibit opened Nov. 11 with a special presentation by its principal designer, Richard N. Passero, geology, who is coordinator of the Groundwater Education in Michigan (GEM) Regional Center that is located at WMU. The exhibit will remain on display through Jan. 13.

The interactive display allows museum visitors to participate in learning activities through the use of hands-on demonstrations, quiz games, word puzzles and working simulation models of groundwater concepts. Also included are cartoon-type posters, color maps, photos, educational videos and computer-generated groundwater graphics.

Passero says the displays are intended to promote understanding of basic ideas such as what groundwater is, where it comes from and how it moves. The exhibit also helps explain what makes a good water supply, how human activities can affect drinking water and what citizens can do to protect groundwater. He notes that more than half of Michigan's residents depend on groundwater.

The Kingman Museum was selected for

the exhibit, Passero says, because it serves people of all ages and backgrounds, is a recognized community institution and attracts more than 30,000 school children each year. The museum also is readily accessible to residents of Calhoun County, one of the counties served by WMU's GEM Regional Center.

According to Robert J. Learner, director of the Kingman Museum, the new exhibit fits well into the museum's themes, which explore the relationships between natural history, human settlement, creativity and quality of life.

The exhibit was funded by the W.K. Kellogg Foundation's GEM program under a grant to WMU. GEM was developed by the foundation, working in conjunction with the Institute of Water Research at Michigan State University. It is a comprehensive effort to encourage the development of local, action-oriented groundwater protection projects throughout the state and in the Great Lakes region.

WMU's GEM Regional Center is housed within the University's Institute for Water Sciences. It is one of six such centers in Michigan. Other activities of the center include inservice training for teachers, development of classroom resource kits, county groundwater studies and publications, workshops and conferences. WMU's GEM program also utilizes computer technology known as Geographic Information Systems for local planning and groundwater protection.

Persons wishing more information about the Kingman Museum exhibit may call the museum at (616) 965-5117.

Seniors to present design projects

The seventh Conference on Senior Engineering Design Projects is scheduled for 9 a.m. to 2 p.m. Tuesday, Dec. 11, in the Bernhard Center.

Seniors in the College of Engineering and Applied Sciences will present the results of projects undertaken to solve problems facing business and industry.

Among the 36 projects are a radio transmitter for a hunting arrow, a small electronic color-announcing device for the visually impaired and the design of an automatic grass mowing system. Students in engineering technology and in aircraft and automotive, computer systems, electrical, industrial, mechanical and paper engineering will participate.

Service

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

25 years -- Subhash R. Sonnad, sociology.

15 years -- John C. Hoppel, physical plant-administrative services; Lethonee A. Jones, social work; Natalie R. Philander, international student services; and Marilyn G. Van Hare, Career English Language Center for International Students.

10 years -- Brian L. Akers, continuing education; Mary E. Birch, physical plant-L/G maintenance; Eileen B. Evans, Academic Skills Center; Bradley Hayden, English; Cynthia D. Jackson-Ekeledo, Sindecuse Health Center; Bernadine A. Kawka, Sindecuse Health Center; Arthur R. McGurn, physics; Rick A. Reist, physical plant-L/G maintenance; Peter J. Strazdas, plant extension; and Pamela A. Tries-tram, Western's Office of Public Service.

Five years -- Allen V. Buskirk, general studies; Gerhard Fuerst, history; John R. Hiltbrand, physics; Tracy A. Lukins, physical plant-administrative services; Pamela J. McMakin, Burnham dining service; Ali M. Metwalli, finance and commercial law; Linda L. Patterson, Office of the President; Patricia A. Peterson, continuing education; Mary E. Pratt, physical plant-L/G maintenance; Evelyn S. Reid, art; and Ralph Tanner, engineering technology.

Exchange

FOR SALE -- 54-volume set, "The Great Books Collection," published by Britannica, plus 10-volume, "Gateway to the Great Books of America," and 10-volume, "Reading Programs." Price negotiable. Call 345-5098.

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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.

Media

Eldor C. Quandt, chairperson of geography, discusses the outlook for winter tourism in Michigan on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Dec. 8, at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590).

Three university presidents, including President Haenicke, visit with State Sen. William A. Sederburg (R-Haslett) on "University Views," a 30-minute public affairs television program being carried on Kalamazoo Community Access Television. The program may be seen at 7:30 p.m. Friday, Dec. 7, and 7 p.m. Wednesday, Dec. 12, on Channel 32. The program originally was produced and broadcast by WGVU-WGVK, Channels 35 and 52, the public television station in Grand Rapids.

"WMU Presents," a program produced

by media services and public information, will air on Kalamazoo Community Access Television Dec. 9-14. The program features alumnae Mary Hatch, an artist, and Mary Jackson, an actress, talking about their careers. It will air on Channel 31 at 5 p.m. Sunday, Dec. 9; 6 p.m. Tuesday, Dec. 11; and 6 p.m. Friday, Dec. 14; and on Channel 32 at 7 p.m. Wednesday, Dec. 12.

"WMU Forum," a program produced by media services for Kalamazoo Community Access Television, will air at 8 p.m. Friday, Dec. 7, on Channel 30. Host Ronald C. Kramer, sociology, will discuss AIDS education with R. Wayne Fuqua, chairperson of psychology, and Christine G. Zimmer, University wellness programs. The program will be repeated at: 8:30 p.m. Sunday, Dec. 9, on Channel 31; 8 p.m. Tuesday, Dec. 11, on Channel 32; and 8 p.m. Thursday, Dec. 13, on Channel 31.

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) **Director, Promotion and Licensing** (Repost), P-05, Intercollegiate Athletics, 90/91-023, 12/4-12/10/90.

(R) **Assistant Professor** (1.25 FTE; Tenure Track), I-30, Counseling Center, 90/91-232, 12/4-12/10/90.

(R) **News and Public Affairs Reporter/Announcer** (.5 FTE; 20 Hours/Week), P-02, WMUK, 90/91-233, 12/4-12/10/90.

(R) **Secretary II** (.65 FTE; Academic

Year), S-05, Valley I Dining Service, 90/91-235, 12/4-12/10/90.

(R) **Administrator, Faculty Senate**, P-04, Faculty Senate, 90/91-236, 12/4-12/10/90.

(R) **Utility Food Worker** (.65 FTE; Academic Year), F-1, Dining Services, 90/91-237, 12/4-12/10/90.

(R) **Custodian** (1st, 2nd or 3rd Shift), M-2, Building Custodial and Support Services/Plant Custodial, 90/91-238, 12/4-12/10/90.

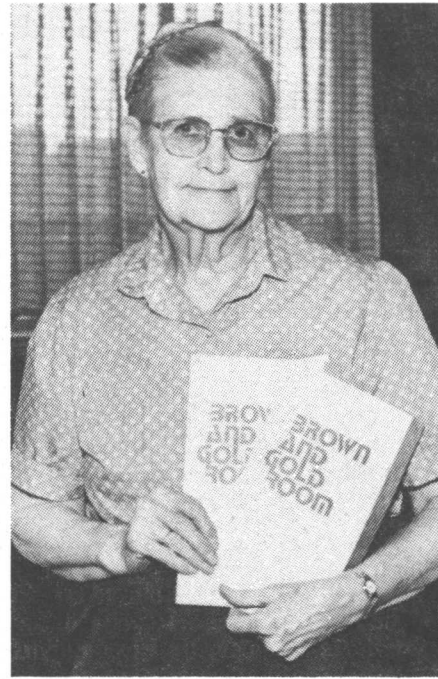
(R) **Replacement**

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On campus



MAKING THE MOST OF MEALS -- Melia E. Garnaat has spent a good

many hours getting food on the table for others to eat -- both on the job and at home. She joined the catering staff at WMU 21 years ago and began working as a hostess/waitress in the Brown and Gold Room on the second floor of the Bernhard Center six years ago. Her job involves setting up the dining room, seating people, taking their orders and helping out in the kitchen. "I love meeting the people," she says. "We try to please them and they seem to be happy." Perennial favorites in the restaurant, which is open to the public from 11:30 a.m. to 1:30 p.m. Mondays through Fridays, are salads and fish. The menu changes every three to four months and current popular items are the fajitas. Garnaat also was in the food business when she worked nights at Howard Johnson's for 20 years. In addition, she and her husband Russell, who also has worked in WMU's dining services, must have spent a few hours preparing meals at home for their children -- all 11 of them! They now have 26 grandchildren and two great-grandchildren.

Zest for Life

Quitting smoking yields "major and immediate health benefits," regardless of a smoker's age, according to the U.S. Surgeon General's annual report on the health consequences of smoking.

WMU employees seeking help to quit smoking should plan to attend the Zest for Life "Quit for Life Stop Smoking Program" from 7 to 9 p.m. Mondays and Wednesdays, Jan. 9-Feb. 14.

The Surgeon General's report concluded that for some diseases, an ex-smoker's risk of illness declines rapidly, while for others, it takes as long as 15 years to drop to that of a non-smoker. For example, smokers are twice as likely to die of heart disease as are non-smokers, but about half of this excess risk disap-

pears within the first year after quitting.

Someone who stops smoking before age 50 is only half as likely to die within the next 15 years as a person who continues to smoke.

The report also said the weight often gained by smokers who quit poses far less risk to health than continuing to smoke. People who quit smoking gain an average of five pounds and less than 4 percent of ex-smokers gain more than 20 pounds. Participation in aerobic exercise can help minimize the amount of weight gained and is an excellent way to reduce stress and tension.

Advance registration is required for the stop smoking program. Persons should call the Zest for Life office at 7-3262.

Policy

University Closing Policy

Policy and procedures guide for the suspension of University operations due to weather conditions, physical damage or other emergency conditions that prevent normal operations:

The decision to close all or part of the University for reasons of weather, building conditions or disruptive actions, will be made only by the president or his/her designate. The president's office and the Department of Human Resources will be the coordinating offices for handling details and questions dealing with this policy.

In cases of complete or near complete shut-down, local news media will be used under normal circumstances for notification purposes. If only selective operations are involved, or if the closing occurs after the beginning of the work day, each of any affected departments will be individually notified. The lack of specific notification to the contrary should be interpreted to mean that normal operations are to be maintained.

Specific cases and varying conditions or circumstances may require special action or decisions. However, some basic policy statements regarding close-down decisions are presented in this statement in an effort to provide as much understanding and communication as is possible on these matters.

- I. In the absence of notification to the contrary, all normal operations will continue as scheduled. If there is any doubt as to whether the University will be in operation, a message will be available on WMUK-FM (102.1) and WIDR-FM (89.1). Closing announcements will be on these same sources as well as the general public media.
- II. In the event that emergency conditions are so severe that **on-campus classes** must be canceled, the University will close except for essential services.
- III. The vice president for regional education and economic development is authorized to cancel **off-campus classes** in accordance with policy established by that office.
- IV. Essential services will be maintained during a period in which the University is closed. These include:
 - A. Academic computing services
 - B. Dining services -- consolidation may be required
 - C. Grounds -- for snow removal
 - D. Police
 - E. Recreational facilities - e.g., Gary Center, Bernhard Center, Lawson Ice Arena, Gabel Natatorium
 - F. Telecommunications
 - G. Sindecuse Health Center
 - H. Waldo Library
 - I. WMUK-FM
 - J. Others as may designated
- V. When a decision is made to close the University, the following notification steps should be taken:
 - A. **Vice president for business and finance**
 - (1) Notify executive director of public relations and communications
 - (2) Notify provost and vice president for academic affairs.
 - (3) Notify business and finance major unit heads
 - B. **Executive director of public relations and communications**
 - (1) Notify public information
 - a. Notify area news media
 - (2) Notify vice president for administrative affairs and secretary of Board of Trustees
 - (3) Notify vice president for student services

- (4) Notify general counsel and vice president for legislative affairs
- (5) Notify vice president for regional education and economic development
- (6) Notify vice president for research
- (7) Notify vice president for institutional advancement
- (8) Notify special assistant to the president
- C. **Provost and vice president for academic affairs**
 - (1) Notify academic deans
 - a. Notify departmental chairs
 - (2) Notify other major academic units
 - (3) Notify library
- D. **Vice president for administrative affairs and secretary of Board of Trustees**
 - (1) Notify trustees
 - (2) Notify major unit heads
- E. **Vice president for student services**
 - (1) Notify major unit heads
- F. **General counsel and vice president for legislative affairs**
 - (1) Notify major unit heads
- G. **Vice president for regional education and economic development**
 - (1) Notify major unit heads
- H. **Vice president for research**
 - (1) Notify major unit heads
- I. **Vice president for institutional advancement**
 - (1) Notify major unit heads
- J. **Special assistant to the president**
 - (1) Notify major unit heads

VI. In order to protect unavoidable income losses to employees, whenever the "University is closed" all faculty and staff not required for essential operations during the period of closing will be excused from work and be paid as though the period of closing were a holiday. However, it is the University's sole judgment as to who is required to work and who is not. Whenever the University is closed from normal operations, employees will fall into several groups for the purpose of determining pay.

- A. Employees who are required to work to continue essential services will be paid for the time worked in the same manner as though the period of closing were a holiday. Thus, they will receive holiday pay plus time and one-half.
- B. Employees who report for their regular work period prior to the announcement of closing, but who are not required to maintain essential services, will be released from their work stations by their supervisors at the effective time of closing and will be paid for the balance of their work period as though it were a holiday.
- C. Employees who, for whatever reason, are unable to report for their regular work period prior to the announcement of closing may use annual leave for the time from the beginning of their regular work period to the effective time of closing, without the requirement of prior approval for annual leave. They will be paid for the balance of their work period as though it were a holiday.
- D. Any employee who has reported in as "sick" or was scheduled to be on annual leave prior to the announcement of closing will be paid as though there were no closing and thus will be charged for sick leave or annual leave for the period not worked.

(Approved: Office of the President, March 23, 1978; Amended: June 1, 1978; Aug. 1, 1979; April 4, 1985; Dec. 10, 1986; Feb. 16, 1988; Nov. 7, 1989)

Calendar

DECEMBER

Thursday/6

(thru Jan. 11) Exhibition, "Still Lifes and Creatures," Elizabeth Abeel, Traverse City batik artist, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

*(and 7) Management and executive development seminar, "Internal Consulting Skills," Leo Flanagan Jr. and Craig McAllaster, School of Industrial and Labor Relations, Cornell University, Fetzer Center, 8:30 a.m.-4:30 p.m.

(thru 13) Exhibition of paintings, Calvin Niemeyer, Grand Rapids artist, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

(thru 14) Exhibition, "Touchable Art," sculpture, relief and touchable art, Dora Natella, art, Space Gallery, 2700 Knauss Hall, weekdays, 10 a.m.-4 p.m.

Distinguished Faculty Scholar Colloquium, "The Snake Pit and the Pendulum: Psychiatry's Quest for Identity," Morton O. Wagenfeld, sociology and community health services, Red Room A, Bernhard Center, 4 p.m.; reception, Red Room B, Bernhard Center, 3:30 p.m.

University film series, "Investigation of a Citizen Above Suspicion" (Italy, 1970), directed by Elio Petri, 2302 Sangren Hall, 6 and 8:30 p.m.

Meeting, Faculty Senate, Fetzer Center, 7 p.m.

*(thru 9) University Theatre production, "The Amen Corner," Shaw Theatre; Dec. 6-8, 8 p.m.; Dec. 9, 2 p.m.

Friday/7

(thru 15) Exhibition, "Diverse Directions," work of the Department of Art women faculty, Dalton Center Multi-Media Room, Monday thru Saturday, 10 a.m.-4 p.m.; opening reception, Friday, Dec. 7, 6-8 p.m.

Commission on the Status of Women, Faculty Dining Room, Bernhard Center: networking, 11:30 a.m.; business meeting, noon.

Open forum for candidate for provost and vice president for academic affairs, "Higher Education in the 1990s," Otto F. Bauer, vice chancellor for academic affairs, University of Nebraska at Omaha, Shaw Theatre, 4 p.m.

Psychology colloquium, "Recent Developments in Intrusive and Non-Intrusive Treatments for Self-Injurious Behavior," Francisco J. Barrera, Southwest Regional Center, 3760 Knauss Hall, 4 p.m.

Student recital, Sarah Shearon, euphonium, Dalton Center Recital Hall, 5 p.m.

*Hockey, WMU vs. the University of Michigan, Lawson Arena, 7:30 p.m.

*Annual "Big Band" Swing Concert, University Jazz Orchestra conducted by Trent P. Kynaston, Dalton Center Recital Hall, 8 p.m.

*Concert, Kalamazoo Symphony Orchestra and Kalamazoo Oratorio Society performing Handel's "Messiah," Miller Auditorium, 8 p.m.

Saturday/8

*Men's basketball, WMU vs. Slippery Rock University (Pa.), Read Fieldhouse, 2:30 p.m.

Concert, University Chorale conducted by Thomas Hilbish, Dalton Center Recital Hall, 7:30 p.m.

Sunday/9

Concert, Western String Chamber Orchestra conducted by Bruce J. Uchimura, Dalton Center Recital Hall, 3 p.m.

Student recital, wind sextet, Dalton Center Recital Hall, 8 p.m.

Monday/10

Training and development seminar, "Valuing Diversity," for supervisory employees, Doreen A. Brinson and Larry C. Scott, both human resources, 204 Bernhard Center, 9 a.m.-noon.

Evaluation Center sack lunch seminar, "Kalamazoo County Human Services in the '90s," Carl Phalin, program coordinator, Evaluation Center conference room, fourth floor, Ellsworth Hall, noon.

Open forum for candidate for provost and vice president for academic affairs, "Higher Education in the 1990s," Nancy Smith Barrett, dean, Samuel J. Silberman College of Business Administration, Fairleigh Dickinson University, Shaw Theatre, 4 p.m.

*Men's basketball, WMU vs. Siena College (N.Y.), Read Fieldhouse, 8 p.m.

Student recital, Chris Brown, percussion, Dalton Center Recital Hall, 8 p.m.

Tuesday/11

College of Engineering and Applied Science's seventh Conference on Senior Engineering Design Projects, Bernhard Center, 9 a.m.-2 p.m.

Physics colloquium, "High Precision Laser Spectroscopy of Atomic and Molecular Ions," Nora Mansour, physics division, Argonne National Laboratory, 1110 Rood Hall, 4:10 p.m.; refreshments, 4 p.m.

Student recital, Russell Brown Brass Quintet, Dalton Center Recital Hall, 8 p.m.

Wednesday/12

Meeting, Human Subjects Institutional Review Board, Conference Room C, 3041 Seibert Administration Building, 8:15 a.m.

School of Music Convocation Series concert, "Christmas Music for Handbells," Dalton Center Recital Hall, 2 p.m.

Thursday/13

*Administrative Professional Association holiday reception, Red Rooms, Bernhard Center, 5-7 p.m.

University film series, "Children of Paradise" (France, 1943-45), directed by Marcel Carne, 2302 Sangren Hall, 7 p.m.

Student recital, Jeffrey Wardlaw, trombone, Dalton Center Recital Hall, 8 p.m.

*Admission charged

Park (Continued from page one)

forum, many of them members of Students for a Sustainable Earth. Most, like Eric Adler, president of SSE, opposed the park.

"Open space is psychologically beneficial to people," Adler said. "Open space helps me breathe and feel good. It's not environmentally sound that the space won't be there if this park goes through."

Blaine Lam, of Lam and Associates in Kalamazoo, noted that more than half of Kalamazoo County is made up of open space in the form of farms, fields and the like.

Welke, who chaired the forum because Straw had to be absent, said the committee would consider both the economic and environmental aspects of the proposed park in making its report.

It already has received input from the University's administration; the CEO Council, Kalamazoo County's private economic development arm; several departments of the city of Kalamazoo; the Parkview Hills Association and other neighborhood and community groups; and private citizens.

"The earliest I would expect to see the possibility of Board of Trustees action would be March," Burke said. "If the Board approves the park, then I would foresee a very broad-based, community-

wide planning process that would take into consideration all aspects of the park's development."

Burke reminded those at the forum that the University's two major goals for the project are to assist Kalamazoo County in its economic development activities and to enhance the research capacity of the University. Three other goals also have been identified: to offer opportunities for students, faculty members and graduates; to add to the quality of life of the community; and to generate revenue for the University.

"WMU is one of this community's competitive advantages, and a research and business park would enhance that," Burke said. "WMU was asked to take the lead in the development of such a park by the CEO Council, which joined the University in paying for the services of the consultant that did the feasibility study for the park."

The University owns three parcels of land in the area, Burke said. One parcel, with 275 acres, includes Asylum Lake and Little Asylum Lake, which would not be a part of the proposed park. The other two are the Lee Baker Farm, made up of 265 acres south of Parkview Avenue, and Colony Farm Orchard, made up of 54 acres of land west of Drake Road.

Cole appointed to environmental center post

Molly K. Cole, a 1984 WMU graduate, has been appointed to the newly-created position of program coordinator for WMU's Environmental Studies Center.

She will be responsible for organizing and providing internship and career information for students, as well as coordinating cooperative outreach efforts with area public schools on environmental topics. She also will work with area environmental organizations, such as the Kalamazoo Nature Center.

Cole, who majored in environmental studies at WMU, will maintain the center's budget and files, promote and publicize the center's activities and supervise publications.

Cole says her main interest is in increasing student and community awareness of environmental issues. "One of my ideas is to develop a conference on the value of wilderness in the United States," she said. "The conference would focus on educating students and the public on maintaining wilderness."

"Another idea is to develop an environmental theatre group, which would serve as an education outreach project," she continued.

Cole recently worked as research assistant and assistant bookkeeper for the Kalamazoo Nature Center. She also has been a salesperson of solar heating units. She currently serves as president of the Audubon Society of Kalamazoo, and is on the board of directors of the Michigan Audubon Society.

The Environmental Studies Center

APA plans Dec. 13 holiday gathering

A holiday reception is being planned by the Administrative Professional Association from 5 to 7 p.m. Thursday, Dec. 13, in the Red Rooms of the Bernhard Center.

APA members and their guests are invited to attend and sample a buffet of meats, fruits, cheeses and desserts, which will be served from 6 to 7 p.m. There also will be a cash bar during the reception.

The cost for the buffet is \$9.50. Reservations are due Thursday, Dec. 6, with Kenneth D. Bartholomew, dining services, 7-4847.



Cole

serves as a resource on environmental issues for the University and the community. It also operates the Environmental Studies Program, an interdisciplinary effort that provides students with a variety of intellectual and practical experiences that provoke thought about humanity and its relationship to the environment. The program serves about 150 environmental studies majors and 30 minors.

The center is affiliated with the Department of Geography and is directed by John R. Cooley, English.

Powell serves as North Central evaluator

Theresa A. Powell, dean of students, has been chosen to serve as a consultant evaluator for the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools.

North Central is a voluntary membership organization of elementary, secondary and postsecondary institutions devoted to the improvement of education through evaluation and accreditation. The association provides institutional accreditation to educational institutions in a 19-state region that includes Michigan.

The Commission on Institutions of Higher Education accredits postsecondary institutions. Powell was one of 64 persons selected for addition to the commission's corps of 750 evaluators at the beginning of the 1990-91 academic year.

The work of the consultant-evaluator is at the heart of the commission's accreditation process, which is based on peer review. Consultant-evaluators make up the visiting teams that obtain the information upon which the evaluation is based and provide the initial recommendations for accreditation actions.

Sack lunch seminar set

"Kalamazoo County Human Services in the '90s" is the title of the next Evaluation Center sack lunch seminar at noon Monday, Dec. 10, in the conference room on the fourth floor of Ellsworth Hall. Carl Phalin, a program coordinator, will make the presentation.



Powell



BEST BATTALION -- WMU's Army ROTC "Bronco Battalion" recently was selected as the 1990 "Overall Best Battalion" among medium-sized schools in the second ROTC region. Admiring the award plaque and trophy are, from left: Lt. Col. Joseph H. Dunlap, chairperson of military science; Sgt. Maj. Joseph H. Guilfoyle, military science; President Haenicke; and Harley D. Behm, acting associate vice president for academic affairs. The Bronco Battalion competed with other ROTC programs from Michigan and eight other states and received the highest composite evaluation in four major program areas: training proficiency and leadership potential; program management; resource management; and records management.