

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Fraser, Franklin to lead trustees

Winifred D. Fraser of Northville and George A. Franklin of Kalamazoo Jan. 18 were elected chairperson and vice chairperson, respectively, of the Board of Trustees. Both terms are for one year.

Fraser replaces Geneva J. Williams of Detroit. Her selection is in keeping with Section One of the Board's bylaws that identifies seniority as a key criterion for chairperson.

Officers re-elected for one-year terms were: secretary, Chauncey J. Brinn, vice president for administrative affairs; assistant secretary, Betty A. Kocher, administrative assistant to Brinn; treasurer, Robert M. Beam, vice president for business and finance; and assistant treasurer, Gerald C. Schwemmin, University controller.

A WMU trustee since 1985, Fraser served as vice chairperson of the board in 1987. She is a senior associate with Lutz Associates Inc., a human resources development consulting firm in Detroit. For more than 25 years, she was employed by Wayne State University as a researcher, faculty member and administrator. When she retired in June 1984, she was associate dean of the Graduate School and associate professor of psychology. She earned her bachelor's, master's and doctoral degrees in psychology from Wayne State.

Fraser has been a leader in a number of organizations, including serving on the boards of: the Mental Health Association of Michigan; the Visiting Nurse Association of Southeast Michigan; and the Child-Youth Initiative of Detroit-Wayne County. She is a past president of the Mental Health Association and the Women's Economic Club, and is the current chairperson of the Michigan Association of Governing Boards.

Her community activities also have included service with the United Community Services' task force on children of the unemployed, Detroit Institute of Arts' Founders Society, National Organization for Women, American Association of University Women and Coalition of Labor Union Women.

Fraser and her husband, Doug, recently made a gift to the WMU Foundation, naming seminar rooms in the new Lee Honors College building.

Franklin, who joined the WMU governing board in 1989, is the vice president for public affairs at the Kellogg Co. in Battle Creek. He replaces James S. Brady of Grand Rapids as vice chairperson of the Board. Franklin began working at Kellogg in 1980 as director of government relations in the public affairs department and was named vice president for government relations in 1985. He has been in his present position since 1988. Before joining Kellogg, he represented the company as an attorney in private practice in Washington, D.C.

Franklin earned his bachelor's and law degrees from American University. He has served on the U.S. Department of Agriculture's Human Nutrition Advisory Committee and on the government relations committee of the American Red Cross. He also has chaired the legislative committee of the American Frozen Food Institute, the Washington representatives of the Grocery Manufacturers of America and the legislative committee for the Sweetener Users Association.

In other action, the Board approved the granting of emeritae status to the two trustees whose terms expired Dec. 31: Williams and Carol A. Waszkiewicz of Kalamazoo. "... both of these women provided outstanding leadership, each as

(Continued on page four)



New leadership

Heading the Board of Trustees for 1991 will be Winifred D. Fraser of Northville, seated, as chairperson and George A. Franklin of Kalamazoo as vice chairperson.

Lives of King, Louis provide inspiration for change

Both Martin Luther King Jr. and Joe Louis are American heroes who provide inspiration to everyone, especially in education, the late prizefighter's son, Joe Louis Barrow Jr., told those at the Minority Campus Ministry's second annual birthday observance of the late civil rights leader Jan. 21 in Kanley Chapel.

Other speakers included President Haenicke and U.S. Rep. Howard Wolpe (D-Lansing). John McCants, director of the Civic Black Theatre, provided a dramatic reading from the works of King and the Voices of WMU gospel choir performed.

"I'm here today because Joe Louis told a writer once that if Joe Louis Jr. ever decided to go into the ring, he'd have one right (punch), and he'd use it -- he wanted me to have an education," Barrow said.

"Asked once what was the most important event in my father's life, he said it was when his sister, Eunice, graduated from Howard University," Barrow said. "He paid for that education."

The observance was one of several events at the University that marked the national holiday honoring King's birthday. Earlier in the day, students from the Black Americana Studies Program led an eternal flame ceremony in the Bernhard Center. A march followed from the Bernhard Center to Martin Luther King Jr. Memorial Park in Kalamazoo.

The student newspaper, the Western Herald, published an eight-page tabloid insert that included a two-page advertisement sponsored by the Office of the President. It contained an article by King that was selected by a committee of students established by the president's office.

Haenicke encouraged faculty members to use at least one of their classes that day to reflect on themes that relate to King's life and teachings, the civil rights movement or race relations. He also asked faculty members to excuse from classes those students who wished to participate in campus observances. While the University remained open, employees who wished to participate could do so.

Barrow, who is director of special

projects for the Democratic National Committee in Washington, D.C., spoke on "The Legacy of Dr. Martin Luther King Jr. and Joe Louis." He is the author of a book on his father, "Joe Louis: 50 Years an American Hero."

"Joe Louis became a true American hero, loved by rich and poor, black and white," Barrow said. "He's your hero. Dr. King is your hero. We must never let the memories of our heroes go away."

"These men stood for making a difference," he said. "We have to make a difference in our lives. We have to take control of our lives. It's not the other person, it's us."

"If we are committed, we can make sure that there is change," he said. "If we are not committed, others will see to it that change will not happen."

Haenicke said that King replaced John F. Kennedy as his hero. "I was drawn to this man because of the love he had for the profession of my life -- learning and education," Haenicke said.

"Dr. King believed that education is one of the vehicles on which people who stand in the shadow could transport themselves into the light," he said. "Dr. King was a person of great learning and teaching, and I am very pleased that in this University and at this time we can

(Continued on page four)

Governor keeps promise to support education, Haenicke cautiously optimistic about budget

While he is cautiously optimistic about this year's budget situation, President Haenicke is concerned about next year's allocation for the University from the state.

He also says that the Legislature is balking at the governor's current budget cut proposals and more cuts could be forthcoming yet this fiscal year.

In remarks to the Board of Trustees Jan. 18, Haenicke said he was glad Gov. John Engler so far had kept his campaign promise to be a strong supporter of higher education. The budgets of many state agencies have been cut severely, but higher education has received only a 1 percent cut for this year, he said. That translates into \$630,000 from the University's base budget that must be returned to the state.

"My most optimistic expectations were not only met, but surpassed," said Haenicke, who called Engler to thank him for sparing higher education.

However, Haenicke said there is a chance the University's budget could face additional cuts this year.

"The voices of opposition to the

distribution of the cuts in the state are very strong," he said. "We are therefore at this point in a very good and hopeful situation. But we cannot tell the Board that this is indeed all that is coming."

Haenicke also said University officials "have every reason to believe" that the 1 percent cut is not a one-time cash reduction from the University's budget, but that it is a reduction in base. In addition, the outlook for next year's appropriation is less optimistic, he said.

"In talks that we have had with government officials and others in the state," he said, "we have been led to believe that we indeed might face next year a sharply reduced base allocation. It is perhaps too early to speculate, but figures I have heard suggest that we might begin the next budget year with a 10 percent cut in the base budget so that if we receive a 6 percent increase in the budget, we really receive that on a base that has been reduced 10 percent prior to that."

Such a situation would put the University in "very difficult circumstances," he said.

Nominations sought for service award

Nominations are due Friday, March 1, for the 1991 Distinguished Service Awards.

All current, continuing full-time faculty and staff who have at least five years of service at WMU are eligible for the award. An individual may receive the award, which includes a \$1,500 honorarium, only once.

Up to two Distinguished Service Awards are presented each year. When two awards are made, one is given to a faculty member or chairperson/director and one to a staff member.

The awards recognize exceptional service in one or more of these categories: service through the design and implementation of innovative and effective programs that are either academic or related to some other facet of University life; service in areas that contribute to the

growth and stature of the University; and service that extends the impact of the University and its resources into the larger community.

The service must affect a significant segment of the University community and the award usually is given for a cumulative body rather than a single activity or accomplishment.

All current, continuing full-time faculty and staff may make nominations. Persons nominated after Jan. 1, 1989, need not be nominated again, but the information available to the committee should be updated.

Nomination forms have been distributed on campus. For more information, persons may contact Sue H. Green, Bernhard Center, chairperson of the Distinguished Service Award Committee, at 7-4889.



NEW TRUSTEES SWORN IN -- From right, Richard G. Haworth of Holland and Roy S. Roberts of Royal Oak were sworn in as members of the Board of Trustees Jan. 18 by Kalamazoo County Probate Judge James S. Casey, a WMU alumnus and former faculty member, as President Haenicke looked on.

Trustees pledge support for more progress in remarks at Jan. 18 swearing in ceremony

The new members of the Board of Trustees gave the University community a peek at their vision for WMU in remarks following their swearing in Jan. 18.

Richard G. Haworth of Holland, president and chief executive officer of Haworth Inc., and Roy S. Roberts of Royal Oak, manufacturing manager of the Cadillac Motor Car Division of the General Motors Corp., were sworn in during a ceremony before the Board of Trustees meeting.

"I expressed yesterday on the phone to the governor the institution's appreciation for making these two appointments of fine, tested men, who are also alumni of this institution," President Haenicke said.

James S. Brady of Grand Rapids, vice chairperson of the Board, echoed that sentiment as he introduced the new trustees. "Gov. Engler has indicated that one of his key goals is to achieve excellence in education, and that he wants Michigan's schools to be the finest in the nation. His appointment of Dick Haworth and Roy Roberts certainly illustrates that personal commitment.

"The addition of Mr. Haworth and Mr. Roberts to Western's governing board will continue our rich tradition of having a Board of Trustees that features dedicated people of diverse backgrounds and sometimes differing philosophies who are committed to listening to each other and working together to reach a consensus."

In comments following the oath of office, Roberts spoke of the critical importance of education.

"As we move into the age of information," he said, "our ability to compete in the global marketplace will depend on

the talents and skills of our people. Industry must rely on its human resources more for their mind than their might."

Roberts said the nation must recommit itself to education and the development of world-class minds.

"Education is what separates vision from wishful thinking, what turns challenge into opportunity and what transforms the underprivileged into achievers," he said.

"I'm looking forward to helping Western continue its proactive position and I dedicate myself to support our students, our faculty and our staff in its quest for academic excellence," he concluded.

Haworth said he was "humbled with the challenge" presented to him as a trustee.

"I really at this point want to learn," he said. "I need to understand the University much better, the people who make it run, the staff, the faculty, the administration, the Board."

Haworth said he is an optimist and believes there's nothing that can't be done better. But he first wants to learn before making those improvements.

"More than anything else, I would want to be a good student and then take and apply those lessons in a way that we can continue to lead the University forward," he said.

Board OKs changes in assessment fee procedures

The Board of Trustees Jan. 18 approved changes in student assessment fee procedures to more effectively disburse funds between graduate and undergraduate students.

All students pay an assessment fee of \$4 per semester and \$2 per term, rates that were last set in 1988. The fee supports cultural, educational and entertainment programming by student groups and organizations.

"The new procedures have been agreed to by all the groups involved and endorsed by the student services staff and WMU President Dieter Haenicke," said Theresa A. Powell, acting vice president for student services. "The new procedures will be reviewed during the winter semester of 1994 to see if they are meeting the needs of students and student agencies and organizations."

Effective Jan. 1, 1991, funds collected from undergraduate students will be administered by the Student Budget Allocation Committee (SBAC). It will guarantee an annual subsidy of 40 percent of its funds to the Campus Programming Council (CPC), a new group that will bring major entertainers to the University and sponsor a lecture series.

The SBAC also will allocate 8 percent of its funds to the Western Student Association (WSA), WMU's student government. The remaining 52 percent collected from undergraduate students will be disbursed by the SBAC to student organizations through an existing application process.

Similarly, money collected from graduate students will be administered by the Graduate Student Advisory Committee (GSAC). It will guarantee an annual subsidy of 20 percent of its funds to the Campus Programming Council.

Previously, fees from undergraduate

Pippen appointed acting dean of students

The appointment of Sally V. Pippen as acting dean of students was approved Jan. 18 by the Board of Trustees.

Pippen, who has been director of residence hall life since 1972, replaces Theresa A. Powell, who was named acting vice president for student services following the decision last month by Thomas E. Coyne to take an administrative leave and early retirement.

In related action, the Board approved the appointment of Linda H. Knasel as acting director of residence hall life. She has been assistant director of residence hall life since 1985. The appointments of Pippen and Knasel were made effective Jan. 7, 1991.

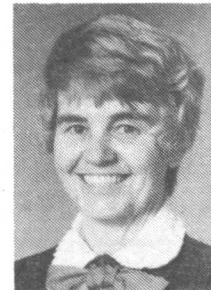
Pippen, a 1989 recipient of WMU's Distinguished Service Award, joined the University's staff in 1964 as a residence hall director and part-time counselor. As director of residence hall life, she has supervised the residence halls staff, helped establish student life policies for the halls, organized programs to meet the needs of residents and worked with hall government groups.

Pippen earned her bachelor's and master's degrees from the University of Michigan.

Knasel joined the staff as an assistant residence hall director while still an undergraduate in 1978. She earned her bachelor's degree from WMU in 1980, and became a hall director while earning two master's degrees from WMU in counseling and personnel and in communication. In addition to assisting with the work in the Office of Residence Hall Life, she has served as an adviser to



Knasel



Pippen

several student organizations.

In other personnel matters, the Board of Trustees approved the previously announced appointment of Nancy S. Barrett as provost and vice president for academic affairs, effective Feb. 18, 1991. She currently is dean of the Samuel J. Silberman College of Business Administration at Fairleigh Dickinson University in Teaneck, N.J. She will replace George M. Dennison, who left the University last summer to become president of the University of Montana.

In related action, the Board approved a change in title for A. Bruce Clarke, also effective Feb. 18, 1991. Clarke has been serving as provost and vice president for academic affairs until a permanent replacement for Dennison could be found. Clarke will return to his previous job as associate vice president for academic affairs.

The trustees also approved the resignation of Natalie R. Philander, international student services, effective Jan. 16, 1991.

Business and finance measures approved

At its Jan. 18 meeting, the Board of Trustees revised guidelines for accepting gifts and trusts, amended the WMU Foundation bylaws and appointed an external auditor.

The guidelines for accepting gifts and trusts were changed in order to reflect a University reorganization that was effective July 1, 1990. References to the "development office" have been changed to the "Office of Institutional Advancement."

In addition, a fixed cap of 7 percent as the maximum payable for charitable remainder trusts has been eliminated. These trusts are set up as a result of gifts from donors and are managed and invested by the University. They provide

the donors, or their stated beneficiary, with an annual income for a fixed number of years.

The 7 percent cap was the maximum amount the donors could earn each year as investment income from the trust. In light of recent changes in the Internal Revenue Code and to make these gift arrangements more flexible and marketable, the cap was eliminated. Now, a maximum rate will be determined case by case based on current market conditions and the historical performance of the University's charitable remainder trusts.

"This will provide the institutional advancement staff with the necessary flexibility to 'negotiate' with prospective donors in today's competitive charitable gift environment," said Robert M. Beam, vice president for business and finance.

The guideline changes comply with a revised University endowment investment policy that was adopted by the Board of Trustees in November 1987. In addition, they now allow the institutional advancement staff to promote and authorize charitable gift annuities, yet another type of giving opportunity that is set up to provide annual fixed payments to donors.

In other action, the Board approved amended bylaws of the WMU Foundation. The bylaws were changed to include the University president as a voting member of the foundation's executive committee. Previously, the president was not a member of the committee, which includes the chairperson and vice chairperson of the foundation board, the president and chief executive officer of the foundation, the treasurer of the foundation and at least two other members of the foundation's board of directors.

"This change in the composition of the executive committee will increase its effectiveness and strengthen the ties between the University and the foundation," said L. Michael Moskovis, vice president for institutional advancement and president and chief executive officer of the foundation.

The Board of Trustees also approved the re-appointment of the Kalamazoo public accounting firm of Plante & Moran as the University's external auditor for the fiscal year ending June 30, 1991.

TV show on campus Jan. 25

ABC's "America's Funniest People" will be on campus Friday, Jan. 25, to film scenes for future shows. The television crew will be in the Bronco Mall and the lounges of the Bernhard Center between 10 a.m. and 4 p.m. The University community is invited to come out and join in the fun.

CELCIS seeks families

The Career English Language Center for International Students is seeking "Friendship Families" willing to play host to an international student for a semester.

The purpose is to introduce the international students to American family life. Most of the students are Asian, Latin American, European and Middle Eastern and are studying English to prepare for enrollment in the University.

Families interested in meeting with a student once or twice a month should call Cheryl Bogema at 7-4802.

WESTERN MICHIGAN UNIVERSITY
WESTERN NEWS

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Expert on forest ecology to speak Jan. 30

An expert on forest ecology and biogeography will speak at WMU Wednesday, Jan. 30, as part of the Visiting Scholars and Artists Program.

Thomas T. Veblen, chairperson of the Department of Geography at the University of Colorado at Boulder, will give two free public lectures. At noon he will speak on "Forest Dynamics in the Southern Rockies" in 311 Wood Hall. He will discuss "Landscape Ecology in the Southern Andes" at 4 p.m. in 181 Wood Hall.

Veblen has achieved distinction in the field of forest dynamics involving research in forest regeneration and succession, the impact of natural and human disturbance, and landscape ecology. He has conducted fieldwork in the highlands of Guatemala, in the southern Andean regions of Chile and Argentina, in New



Veblen

Zealand and in the central Rocky Mountains of the United States.

The author of more than 60 articles, chapters and reports, Veblen was awarded a Guggenheim Memorial Fellowship for the 1985-86 academic year. His current research focuses on the impact of forest beetle infestations in the Colorado Rockies and in the Araucaria forests of the southern Andes.

Veblen's visit is being coordinated by the Department of Geography, Department of Biological Sciences and the Environmental Studies Program.

The Visiting Scholars and Artists Program was established in 1960 and has supported nearly 400 visits by scholars and artists representing more than 65 academic disciplines. The chairperson of the committee that oversees the program is Judith F. Stone, history.

Service

These faculty and staff members are recognized for five, 10, 15, 20 and 25 years of service to the University in January:

25 years -- Thomas W. Clark, physical plant-L/G maintenance; Ronald A. Crowell, education and professional development; Sherry I. Kelly, University budgets; Ellen K. Page-Robin, community health services; and Peggy J. Swinehart, upholstery shop.

20 years -- Regina E. Buckner, Waldo Library; Thomas K. Pfau, chemistry; Odessa M. Straw, Counseling Center;

Media Services

The new year has begun with several staff changes in media services.

After serving for five years as the media utilization coordinator, Annette LaVier retired Dec. 31. She was with the University for more than 26 years.

Replacing LaVier is Sara L. Wick. A University employee for more than four years, she previously was the department secretary. Wick's telephone number is 7-5001.

John R. Provancher is no longer doing production work or audio services for the department. He now is manager of the Media Resource Center in Sangren Hall. He filled the vacancy created last summer by the resignation of Amie O'Connor. For information regarding the MRC, contact Provancher at 7-5074.

Michael B. Strong is now responsible for audio services for the department. Hired as a producer/director last August, he fills the void created by Provancher's transfer. For information regarding audio services, contact Strong at 7-5014.

Libraries

The reference department of Waldo Library recently has acquired a new electronic database, the "MLA Bibliography."

This standard resource, which annually lists scholarly research in literature, language, linguistics and folklore, is available in the print format beginning with 1921. The new compact disc version, located near the reference desk in the Bernhard Center, indexes documents published since 1981.

Subjects covered in this database include literature in many different modern languages, research in both human and artificial language usage, aesthetics and communications. Citations from more than 3,000 journals, as well as many books, conference papers and other forms of publication, are indexed. Users may search by authors of literary works, names of researchers or words describing their subjects.

This source will be useful to students and faculty doing term papers and research in a variety of disciplines. It is not restricted to literary research. Reference staff members are available to demonstrate this new reference tool to anyone in the campus community.

Exchange

FREE -- GE dishwasher. Green, built-in, 18 years old, works well but starting to rust. Call Jim at 327-3798.

On campus



BENEFITS BONUS -- Corrine S. "Corky" Thomas not only deals with benefits all day -- she feels she receives a fair number of them in her job in the

Department of Human Resources. Thomas has been a secretary in the department's benefits office for just more than a year. Her job involves working on the benefits orientation for new fringe-eligible employees, making sure the Aetna forms that come through her office get to the company and answering questions about the various insurance programs or referring callers to the benefits specialists for more information. In addition, she keeps the retiree files up to date, handles the paperwork involved in setting up supplemental retirement accounts and helps make arrangements for the new dependent care accounts. The benefits she receives come from the people with whom she works, she says. "You get a lot of help when you work in a big office," she says. "Everybody has a piece of the puzzle. I also enjoy the repartee between people here."

Haenicke elected to board of state humanities group

President Haenicke has been elected to a four-year term on the 24-member board of the Michigan Council for the Humanities.

Haenicke's membership on the board "both strengthens the academic-public membership of the council and reinforces its traditionally close working relationship with institutions of higher education," said Harold Gene Moss, chairperson of the council.

The council is the state affiliate of the National Endowment for the Humanities. Since 1974 it has conducted a statewide humanities outreach effort through public programs, grants, resource distribution and publications.

Women's Center offers assertiveness workshop

A four-session workshop designed to teach participants how to behave assertively is scheduled to begin in early February.

"Assertiveness Training," sponsored by the Women's Center, will run from 6 to 8 p.m. Tuesdays, Feb. 5, Feb. 12, Feb. 19 and Feb. 26, in the Women's Center conference room, A-301 Ellsworth Hall.

Jana M. Messing, a WMU graduate student in counseling education and counseling psychology, will lead the sessions using examples, group discussion, written exercises and role playing.

Pre-registration and payment in advance are required. The cost is \$24 for faculty and staff or \$48 for the general public. Graduate and nontraditional students are admitted free.

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

Ethics scholar to speak on personal relationships

"Creating the Kingdom of Ends: Responsibility and Reciprocity in Personal Relationships" is the title of a talk to be presented at 8 p.m. Monday, Jan. 28, in the Olmsted Room of Mandelle Hall at Kalamazoo College.

Christine M. Korsgaard, professor of philosophy at the University of Chicago, will present the free talk, which is sponsored by WMU's Center for the Study of Ethics in Society.

Korsgaard has published articles on Kantian and Aristotelean ethics in leading philosophical journals. She has taught at the University of California at Berkeley, University of California at Los Angeles, University of California at Santa Barbara and Yale University.

Kundel elected to office

John A. Kundel, student financial aid and scholarships, has been named president-elect of the 1991 board of directors of the Michigan Student Financial Aid Association. The MSFAA is comprised of more than 400 members representing some 200 public, private and proprietary post-secondary education institutions, higher education related organizations and lending institutions in the state.

Robert Wait, sociology; and Shirley A. Wilbur, campus recreational activities.

15 years -- Charles A. Boos, academic computing services; and Carol J. Patterson, logistical services-purchasing.

10 years -- Kirk D. Arnold, physical

Media

Diane K. Pelc, teacher certification office, discusses whether or not there will be a teacher shortage in the 1990s on "Focus," a five-minute interview produced by news services. "Focus" is scheduled to air Saturday, Jan. 26, at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590).

Zest for Life

"Coping With Relationships: Learning to Take Care of Yourself," a series of three seminars, will explore the dynamics of unhealthy relationships. The discussions will center around how we let other people's behavior affect us, ways in which we try to control others and how we can learn to diminish the pain of destructive relationships.

The specific topics and the dates they will be presented are: "What's a Nice Person Like Me Doing in a Relationship Like This?," Tuesday, Jan. 29; "Managing Anger," Tuesday, Feb. 5; and "Set Yourself Free," Tuesday, Feb. 12. All sessions will run from 12:05 to 12:50 p.m. in Red Rooms A and B of the Bernhard Center and are co-sponsored by Zest for Life and the Women's Center. The presenter will be Kathy O. Kreager, Employee Assistance Program.

A five-week exercise program called "Take Care of Your Back" will be conducted from 3:30 to 4:30 p.m. Mondays and Wednesdays, Jan. 28 through Feb. 27. The program provides a battery of progressive strength and flexibility exercises for the prevention or reduction of back pain. Relaxation techniques and education on proper posture will be covered. Advance registration is required by calling the Zest for Life office at 7-3262.

Obituary

Josephine A. Nicolette, emerita in the Counseling Center, died Jan. 18 in Portage. She was 76.

A 1939 WMU graduate, she joined the faculty in 1950 after earning her master's degree from the University of Michigan. She also earned a specialist degree from WMU.

She was a teacher in the Grand Rapids Public Schools before becoming the sixth grade supervising teacher at WMU's training school in Paw Paw. She joined the Counseling Center faculty in 1956.

Nicolette founded the Career Exploration Media Center in the Counseling Center, which was named for her before she retired in 1980. Memorial contributions may be made to the center in care of the WMU Foundation.



Nicolette

plant-building custodial and support services; J. Gregory Fitzgerald, Music and Dance Library; Ruth J. Grevenstuk, physical plant-building custodial and support services; Charlie Harris, physical plant-L/G maintenance; Patrick L. Northrop, Waldo Library; Judy A. Rozek, physical plant-building custodial and support services; and Pamela K. Spray, Employee Assistance Program.

Five years -- Pradipkumar N. Bhatt, Sindecuse Health Center; Frances A. Buell, Henry/Hoekje/Bigelow dining service; Robert D. Champion, physical plant-building custodial and support services; Marilyn T. Coe, Intellectual Skills Development Program; John Disbro, physical plant-L/G maintenance; Pamela R. Evink, Office of the Provost and Vice President for Academic Affairs; Debora K. Gant, career planning and placement services; Paula S. Gilchrist, administrative data processing; Delores A. Hartman, admissions and orientation; Sabine I. Hayes, Henry/Hoekje/Bigelow dining service; Todd K. Mossman, administrative data processing; Jacquelyn Ruttinger, art; Marianne Vakalis, computer science; and Nan S. Walker, Sindecuse Health Center.

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.

(N) **Assistant Professor** (Tenure Track), I-30, Mathematics and Statistics, 90/91-266, 1/22-1/28/91.

(R) **Assistant Professor** (Tenure Track), I-30, Art, 90/91-284, 1/22-1/28/91.

(R) **Maintenance Mechanic**, M-5, Plant-Building/Equipment Maintenance, 90/91-298, 1/22-1/28/91.

(R) **Groundsperson Laborer I**, M-2, Plant-Landscape/Grounds Maintenance, 90/91-299, 1/22-1/28/91.

(R) **Director, Adult Learning Services**, P-05, Continuing Education, 90/91-300, 1/22-1/28/91.

(C) **Secretary III**, S-06, Business Services, 90/91-301, 1/22-1/28/91.

(N) **Coordinator, Recycling-BAS** (Term Ends 9/15/91; 20-25 Hours/Week; .50-.62 FTE), P-01, Black Americana Studies, 90/91-302, 1/22-1/28/91.

(R) **Coordinator, Professional Development Services**, P-05, Division of Academic Services, 90/91-303, 1/22-1/28/91.

(C) Conversion

(N) New

(R) Replacement

WMU is an EEO/AA employer

Applicant Information Service 7-3669

Your touchtone telephone lets you find out about employment opportunities seven days a week, 24 hours a day.

Calendar

JANUARY

Thursday/24

(thru Feb. 15) Exhibition, "Water Colors and Mixed Media," Judith L. Peters, Schoolcraft artist, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

(thru 31) European poster exhibition, curated by Tricia Hennessy, art, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.

(thru Feb. 1) Exhibition, large-scale paintings, "Figurative Allegories," by Jay Constantine, associate professor, Kendall College of Art and Design in Grand Rapids, Space Gallery, 2700 Knauss Hall, weekdays, 10 a.m.-4 p.m.

(and 25) Lecture on AIDS, Joshua Cabot, WMU alumnus and associate professor of dance at Stockton State College in New Jersey: Jan. 24, York Arena Theatre, 4 p.m.; and Jan. 25, Dance Studio B, Dalton Center, 10 a.m.

Mathematics and statistics colloquium, "Matrix Completion Problems," Charles R. Johnson, professor of mathematics, College of William and Mary, Commons Room, sixth floor, Everett Tower, 4:10 p.m.; refreshments, 3:45 p.m.

University film series, "The Little Theatre of Jean Renoir" (France, 1969), directed by Jean Renoir, 2750 Knauss Hall, 5:30 and 7:30 p.m.

Friday/25

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

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

Saturday/26

Bassoon Day, series of workshops and master classes, Dalton Center, 8:30 a.m. registration; faculty/guest artist recital, Sharon Trent and Gerald Alleva, bassoon, and Silvia Roederer, piano, Dalton Center Recital Hall, 8 p.m.

Men's track, WMU Invitational, Read Fieldhouse, noon.

Women's basketball, WMU vs. Northeastern Illinois University, Read Fieldhouse, 7:30 p.m.

*Concert, "The Irving Berlin Century," starring Earl Rose and his orchestra, singers and dancers, Miller Auditorium, 8 p.m.

Sunday/27

*Martin Luther King Jr. Program banquet, featuring a speech by Bernice A. King, daughter of the late Martin Luther King Jr., North Ballroom, Bernhard Center, 2 p.m.

Concert, University Symphony Orchestra conducted by Robert L. Whaley, Miller Auditorium, 3 p.m.

Monday/28

Student Teacher Day, Bernhard Center, 8:15 a.m.-2:30 p.m.

Evaluation Center sack lunch seminar, "Evaluation Needs for a Ford Motor Co. Training Program: A Technical Assistance Session," Dick Harris, program evaluator, Ferris State University, Evaluation Center conference room, fourth floor, Ellsworth Hall, noon.

"The Foundations of Gender Inequality" lecture series, "Historical Approaches to Patriarchy in the West," Carol L. Meyers, professor of religion, Duke University, 2302 Sangren Hall, 7 p.m.

*Concert, Camerata Musica of the DDR, Miller Auditorium, 8 p.m.

Tuesday/29

Doctoral oral examination, "A Study of Dual Relationships in Small College Counseling Centers," Terry W. Darling, counselor education and counseling psychology, Dean's Conference Room, College of Education, Sangren Hall, 8 a.m.

Seminar, "What's a Nice Person Like Me Doing in a Relationship Like This?," Kathy O. Kreager, Employee Assistance Program, Red Rooms A and B, Bernhard Center, 12:05-12:50 p.m.

German Reunification Club film, "Fitzcarraldo" (West Germany, 1982), directed by Werner Herzog, 2302 Sangren Hall, 8 p.m.

Wednesday/30

*Management and executive development seminar, "Time Management: A Productive Person's Key to Self-Management," Earl E. Halvas, business information systems, Fetzter Center, 8:30 a.m.-4:30 p.m.

Visiting Scholars and Artists Program lectures by Thomas T. Veblen, chairperson of the Department of Geography, University of Colorado at Boulder: "Forest Dynamics in the Southern Rockies," 311 Wood Hall, noon; and "Landscape Ecology in the Southern Andes," 181 Wood Hall, 4 p.m.

La Lucha lecture, "Organizing for Peace and Justice," Fred Ross, national director, Neighbor to Neighbor social justice organization, 209 Bernhard Center, 7:30 p.m.

*(thru Feb. 2) University theatre production, "Vainities," York Arena Theatre, 8 p.m.

Thursday/31

Conference, "Kalamazoo County's Economic Outlook: 1991 and Beyond," Fetzter Center, 7:45 a.m.-10 a.m.

Mathematics and statistics colloquium, "Planar Cayley Diagrams: The Complete Picture," Henry W. Levinson, professor of mathematics, Rutgers University, Commons Room, sixth floor, Everett Tower, 4:10 p.m.; refreshments, 3:45 p.m.

University film series, "Montenegro" (Yugoslavia, 1981), directed by Dusan Makavejev, 2750 Knauss Hall, 5:30 and 7:30 p.m.

*Admission charged

Series focuses on gender inequality

A group of internationally recognized scholars will discuss the roots of inequality between the sexes in a lecture-seminar series this semester at the University.

"The Foundations of Gender Inequality" is the title of the series that runs through April 8. The next speaker will be Carol L. Meyers, a widely known biblical archeologist, who will speak at 7 p.m. Monday, Jan. 28, in 2302 Sangren Hall.

Meyers, a professor of religion at Duke University, will discuss "Historical Approaches to Patriarchy in the West: A Consideration of Judeo-Christian Tradition."

Meyers was one of the first scholars to argue for application of anthropological approaches to biblical materials. For the last several years, her research has focused on women and the Old Testament. Currently, she is examining issues related to women and the emergence of state societies in the biblical lands.

The co-director of Duke's Summer Program in Israel since 1980, Meyers has participated in numerous excavation projects in that country. She is the author of several books, including "Discovering Eve: Ancient Israelite Women in Context."

She received a National Endowment for the Humanities fellowship for independent study and research this year, and is serving as a visiting fellow in the

Department of Religion at Princeton University.

The other speakers in the series will be:

- Christine Gailey, associate professor of anthropology at Northeastern University, who will speak on "The Dynamics of Sex and Gender in State Formation" Monday, Feb. 4;

- Barbara B. Smuts, associate professor of psychology and anthropology at the University of Michigan, who will speak on "The Evolution of Patriarchy" Monday, Feb. 18;

- Irene Silverblatt, assistant professor of anthropology at the University of Connecticut, who will speak on "The Role of Ideologies" Monday, March 11;

- Brackette F. Williams, associate professor of anthropology at Queens College, City University of New York, who will speak on "Class, Ethnicity and Gender" Monday, March 18;

- Sylvia J. Yanagisako, associate professor of anthropology and director of the Program in Feminist Studies at Stanford University, who will speak on "Ethnicity and Gender" Monday, April 1; and

- Sandra L. Morgen, assistant professor of women's studies at the University of Massachusetts, who will speak on "Gender Inequality: The Dialectic of Accommodation and Resistance" Monday, April 8.

All lectures are free and will begin at 7 p.m. in 2302 Sangren Hall.

The series was organized by the Department of Anthropology and is co-sponsored by the College of Arts and Sciences, Lee Honors College, Visiting Scholars and Artists Program and Women's Center, as well as member institutions of the Kalamazoo Consortium for Higher Education. For more information, persons may contact the Department of Anthropology at 7-3969.

Annual women's conference set for Friday, Feb. 22

Persons in the University community should mark their calendars for the 10th annual Issues and Opportunities for Women Conference, scheduled for 7:45 a.m. to 1:30 p.m. Friday, Feb. 22, in the Bernhard Center.

This year's focus is "Choices for Women: Personal and Professional." The keynote speaker will be Barbara S. Liggett, associate vice president for human resources. Candace Anderson will provide the luncheon program.

The cost for the conference and lunch is \$12. For more information, persons may contact conference chairperson Julie A. Scott, academic computing services, at 7-5457.



KING BIRTHDAY OBSERVANCES -- The thoughts and words of Martin Luther King Jr. were memorialized during the fourth annual eternal flame ceremony Jan. 21 in the Bernhard Center. Students from the Black Americana Studies Program gave readings and led songs in observance of King's birthday. Here, from left, Steven A. Griffin, a sophomore from Grand Rapids, and Garrett Tarrant and Stephanie A. Watson, both juniors from Detroit, lit candles symbolizing King's age of 39 when he was assassinated in 1968. The campus observances also included a march and a service. In addition, King's youngest daughter Bernice will speak at the 22nd annual Martin Luther King Jr. Program banquet at 2 p.m. Sunday, Jan. 27, in the North Ballroom of the Bernhard Center. Persons may obtain tickets for \$10 by calling the program office at 7-3322.

King (Continued from page one)

think of Dr. King and his message, and celebrate his life."

Wolpe pointed to four themes in the life of Martin Luther King, including "the universality of human experience," especially in the face of a new war in which there is "a tendency to dehumanize ourselves as well as those with whom we do battle."

Other themes are the "gap between the American promise and the American reality," the power of non-violence and the power of the ordinary individual to do extraordinary things.

"We need to recognize this resource in each of us," Wolpe said, "and rededicate ourselves and our individual lives to these messages for a new level of political and social awareness by each and every one of us."

Elizabeth B. Lockett, minority affairs, presided at the observance. Vernon Payne, admissions and orientation, introduced Barrow. The Rev. Otha Gilyard of Mt. Zion Baptist Church, head of the Minority Campus Ministry, gave the benediction. Members of the audience took hands and sang "We Shall Overcome."

Sponsors of the event included the president's office, admissions and orientation, student life, the vice president for student services and minority affairs.

Trustees

(Continued from page one)

Board chairpersons, during a period of the University's history that included a presidential search, record enrollments, a multi-million dollar construction program, great advancements in affirmative action, model labor-management peace, much success in the 'Campaign for Excellence' fund-raising efforts, to name just a few of the institution's achievements during their tenure as governing board members," stated a resolution the Board approved granting them the honorary title.

The trustees also formally approved the posthumous awarding of an honorary doctor of public service degree to former Trustee Fred W. Adams of Grosse Pointe. The degree for Adams, who died Nov. 15, was given to his widow, Mary Grace, in a surprise presentation at the Dec. 22 commencement.

Student teachers back for workshops, advising

Some 330 student teachers from WMU will return to campus for a day of workshops and advising Monday, Jan. 28.

The Office of Directed Teaching in the College of Education will be sponsoring its Student Teacher Day from 8:15 a.m. to 2:30 p.m. in the Bernhard Center.

The office coordinates the placement and supervision of student teachers at various elementary and secondary schools in Southeast and Southwest Michigan.

The majority of the student teachers are placed in the nearby school districts of Kalamazoo, Portage, Battle Creek, Comstock, Parchment, Plainwell and Otsego.

The College of Education also maintains three off-campus student teaching centers in Grand Rapids/Muskegon, Southeast Michigan and Southwest Michigan from which students are placed in those geographic areas.

The returning student teachers will be attending workshops on topics of interest to beginning instructors. They also will have an opportunity to meet with their advisers, other faculty members and fellow student teachers.