

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Faculty mentors invited to apply for fellowships

Faculty members are invited to apply for the WMU Research Fellows Program, an annual competition that offers research fellowships of \$10,000 to graduate students working in mentoring relationships with WMU faculty members.

The faculty member will be awarded \$1,000 for project expenses. The awards are being offered through the Office of the Vice President for Research. The application deadline is Wednesday, April 24, and persons may obtain materials by calling 7-3670.

The WMU Research Fellows Program aims to improve the scholarly and research environment of both faculty and graduate students. Its goal is to enhance the quality and character of the academic interaction between faculty members and graduate students by focusing on the mentoring relationship.

Applications will be judged on the basis of: the quality and significance of the proposed or continuing research, scholarship or creative work; the intellectual quality of the experience, the significance of the student's role in the research endeavor and the prospect for the development of a singular, productive mentoring relationship; and the academic record of the graduate student.

The projects must demonstrate that they will contribute to the student's scholarship and professional growth as well as create and sustain a mentoring relationship that will enrich the scholarly work of both the student and the faculty member.

Two faculty, two students to be honored by MAGB

Two faculty members and two students at WMU will be honored Tuesday, April 16, by the Michigan Association of Governing Boards of State Universities.

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

The faculty members are: Curtis Curtis-Smith, music; and Ruth Beall Heinig, communication.

The students are: Mark P. Kust, a senior majoring in electrical engineering and applied mathematics from Portage; and Kristi R. Marlatt, a senior majoring in chemistry from Kalamazoo.

The four will be honored along with their counterparts at the state's other public universities at the MAGB's 10th annual awards convocation at the Kellogg Center on the Michigan State University campus in East Lansing.

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

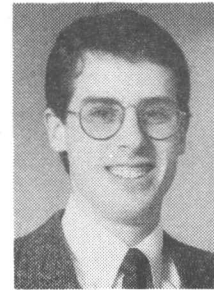
Curtis-Smith has been a WMU faculty member since 1968. An accomplished pianist, he is internationally known as a



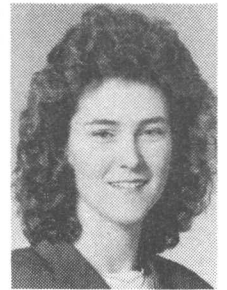
Curtis-Smith



Heinig



Kust



Marlatt

composer of solo, chamber and orchestral works that are performed by major artists and ensembles worldwide. Over the past 25 years, he has received more than 60 awards, grants and commissions and has written more than four dozen compositions for a variety of instruments.

Curtis-Smith has earned 11 awards for his work on compositions from the American Society of Composers, Authors and Publishers. Other awards include a Guggenheim Fellowship, an American Academy and Institute of Arts and Letters Award, two Rockefeller grants and the Koussevitzki Prize at Tanglewood. In 1979, he was awarded the Distinguished Faculty Scholar Award, WMU's highest honor for a faculty member.

Heinig, a WMU faculty member since 1964, is recognized nationally for her contributions in the field of creative drama for children. Her techniques for improvisation have been applied in elementary classrooms and children's theatre programs nationwide. In 1987,

the Texas Board of Education selected her textbooks, "Creative Drama Resource Book for Kindergarten through Grade 3" and "Creative Drama Resource Book for Grades 4-6," to be included on its approved list of teacher resource books for its theatre arts program.

Heinig has established her reputation and developed her techniques for improvisation as a teacher, researcher and sometime performer and storyteller. She has lectured widely and has participated in the planning of creative drama symposia at selected universities in the United States and Canada. From 1983 to 1985, she served as president of the American Alliance of Theatre and Education.

Kust plans to graduate from WMU in December 1991, and to pursue a doctoral degree in biomedical engineering. His eventual goal is to become a professional engineer specializing in biomedicine. While a student, Kust has been involved in research of the mathematics involved in imaging and image processing. He has presented papers at several conferences, including at Los Alamos National Laboratory seminars, at the National Conference on Undergraduate Research and at Michigan Section meetings of the Mathematical Association of America.

Kust also has been active in several professional and honor societies. He currently is president of Tau Beta Pi engineering honorary and treasurer of Pi Mu Epsilon mathematics honorary. He has received a number of awards for his academic achievements, including being named a Presidential Scholar, WMU's highest honor for a senior, in the Department of Electrical Engineering.

Marlatt will graduate with honors in chemistry in April 1991. While taking classes, she has worked for one and a half years in research and development of polyurethane products for a local company and is completing her senior honors thesis in this area. Upon graduation, she will work as an associate chemist for Conoco Inc. in Ponca City, Okla. She also plans to begin work on a master's and/or doctoral degree in chemistry or chemical engineering at Oklahoma State University.

Marlatt has received numerous honors, including a WMU Undergraduate Research and Creative Activities Award. She presented a paper at the National Conference on Undergraduate Research. A member of the student affiliate of the American Chemical Society, she served as secretary of that group in 1990. She has volunteered for several years to help with the annual chemistry day program at the Kalamazoo Public Museum. This year, she has been selected as the Presidential Scholar in the WMU Department of Chemistry.

Senate hearing planned on agriculture programs

The Undergraduate Studies Council of the Faculty Senate will conduct an open hearing on the University's agriculture programs at 3 p.m. Tuesday, April 16, in the Board Room of the Bernhard Center.

The hearing is designed to allow persons to air their concerns and recommendations regarding the proposed termination of those programs.

New lab, institute to combat work-related injuries

New laboratory facilities and a new research institute at WMU will help area industry and future engineers design jobs to stop the continued increase of such work-related injuries as carpal tunnel syndrome and back strain.

The new ergonomics laboratory facilities are housed in the Department of Industrial Engineering in Kohrman Hall. The facilities will support undergraduate course work in ergonomics, faculty and graduate research, and service to area industry through the newly created Human Performance Institute.

The three-room laboratory complex was furnished with \$65,446 from the National Science Foundation that was matched by the University administration. New purchases were combined with equipment already owned by the University, making the new facility home to more than \$200,000 in state-of-the-art ergonomics equipment.

The equipment is designed to measure and analyze such job requirements as strength, coordination, reaction time, flexibility and dexterity. Determination of heart rate variations, analysis of oxygen use and measurement of environmental factors such as lighting and noise also will be done through the new facilities.

Robert M. Wygant, industrial engineering, will direct the newly formed Human Performance Institute and, with Bob E. White, industrial engineering, will direct use of the laboratory facilities. Wygant and White are specialists in the area of ergonomics -- engineering aimed at creating tasks and designs that are adapted for effective and safe use.

The laboratory will support a new undergraduate course requirement in ergonomics that will serve as a model for undergraduate engineering programs nationwide. Such course work is intended to address the growing demand for engineers with training in ergonomics. According to Wygant, manufacturing firms have an increasing need for personnel trained to design jobs in a way that will minimize injury to workers and

help employers justify physical job requirements that may exclude some workers.

WMU began offering an undergraduate ergonomics course this winter. In the fall, a graduate level biomechanics course will be added.

Wygant and White also will be working with a core group of eight engineering and occupational therapy faculty members to use the new equipment to serve local industry. Through the new Human

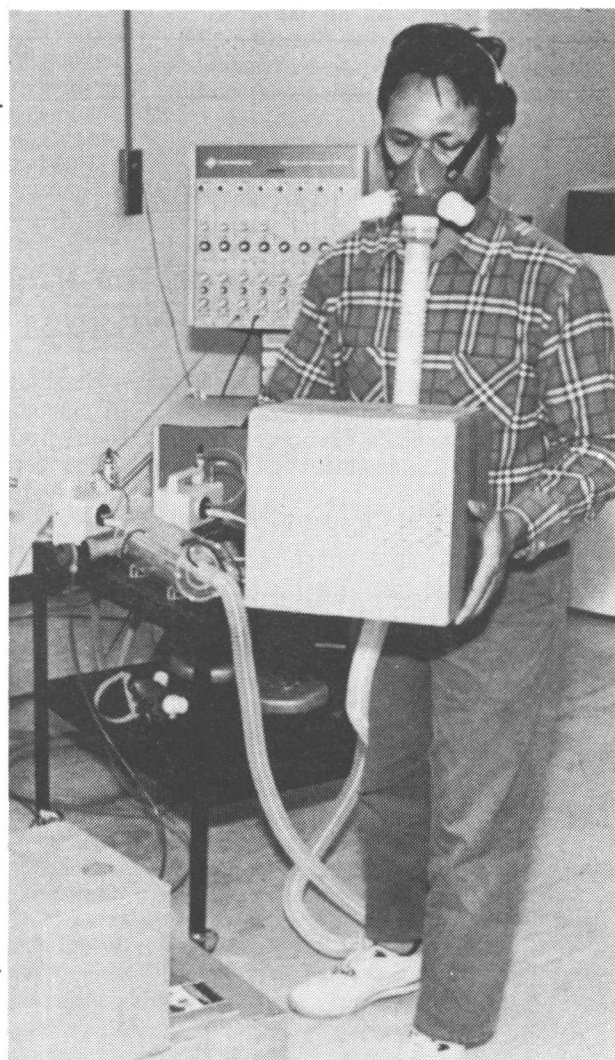
Performance Institute, the faculty members plan to take on research tasks for local industry that will include a wide range of measurement data. Job profiles may range from a simple visual analysis of a problem area to detailed motion analysis using video equipment linked to computer analysis of the motion being filmed.

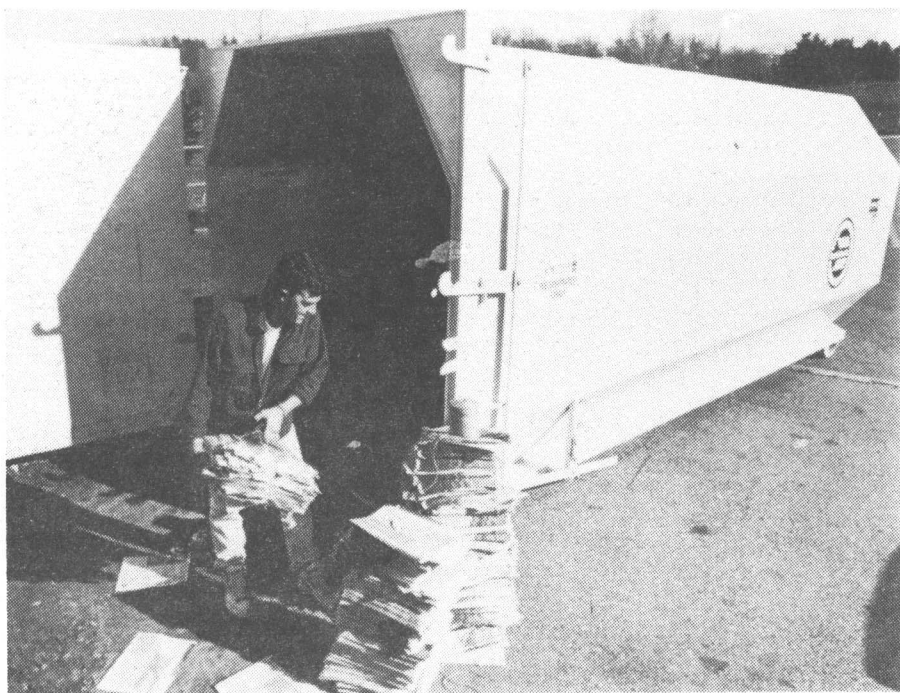
"The research potential of the

(Continued on page four)

Breathing new life into research

Augustinus Siswanto, a Kalamazoo graduate student and a laboratory assistant in the Department of Industrial Engineering, dons oxygen analysis equipment as he does some lifting work. The equipment, part of the University's new three-room ergonomics laboratory, measures the volume of the oxygen he uses and analyzes the content of the air he exhales as he works.





READY FOR RECYCLING -- Members of the University community can take part in recycling efforts on campus by bringing their newspapers to this bin in the Read Fieldhouse parking lot. Persons are asked to bring their newspapers only when the bin is staffed during these hours: 3 to 5 p.m. Tuesdays; 4 to 6 p.m. Thursdays; and 10 a.m. and 2 p.m. Saturdays, April 6 and 20. David W. Douglas, a senior from Saginaw and member of Delta Chi fraternity, is one of several students who have volunteered to help out. Other recycling programs being established on campus include building collection areas for office paper and corrugated cardboard. According to Carolyn R. Noack, physical plant-recycling, several buildings are already on line and most will have such areas by the end of 1991.

Year-to-date gifts and grants exceed \$8 million mark

Gifts and grants to the University for the current fiscal year each have passed the \$8 million mark, according to reports presented to the Board of Trustees at its March 15 meeting.

Grant activity during January and February totaled \$1,443,711, bringing the year-to-date total of grants received to \$8,009,452. That figure represents a 53 percent increase over last year's total for the same period. Gifts received during January and February totaled \$1,309,401. The gift total for the current fiscal year is \$8,502,181, which is 178 percent more than the total of gifts received during the same period last year.

Among notable grants received during the two-month period were three previously announced awards totaling \$419,958 from Michigan's Research

Sunseeker in Arizona race

Sunseeker, the WMU/Jordan College solar-powered car, will compete in the first Solar & Electric 500 in Phoenix, Ariz., Saturday and Sunday, April 6-7.

The vehicle finished second in the March 9 Governor's Cup Solar Challenge in Phoenix and eighth in last summer's General Motors Sunrayce from Orlando, Fla., to Warren, Mich.

Ten solar cars will race 150 kilometers (about 93 miles) each day on the one-mile oval track at the Phoenix International Raceway for the solar part of the competition.

WMU will compete against teams from California State University at Los Angeles, Arizona State University, California Polytechnic University, Virginia Polytechnic Institute, Stanford University, the Massachusetts Institute of Technology and the Rose-Hulman Institute of Technology, as well as an independent racer and the Swiss car that won the Australian World Solar Challenge last November. The winner will receive a minimum of \$20,000.

Excellence Fund. The funding will support the sixth year of work in three campus research centers that focus on improving economic growth in the state. The centers are the Applied Mechanics Institute, the Horticultural Economic Development Center and the Water Resources and Contaminant Hydrogeology Center.

A new grant for \$100,000 was awarded to Arnold M. Gallegos, Evaluation Center, by the W.K. Kellogg Foundation of Battle Creek. The funds will support the first year of a three-year project aimed at providing an external evaluation of up to 12 projects that will be funded under the foundation's U.S.-Mexico Youth Exchange Initiative. That initiative is designed to increase the number of youth exchange activities and enhance relations between the two nations.

Also received during the period was a previously announced \$253,967 grant from the U.S. Department of Education to support the 25th year of operation of WMU's Upward Bound Program.

The National Aeronautics and Space Administration awarded \$76,585 to Arthur W. Hoadley, aircraft and automotive engineering, to continue his development work on the Airborne Information Management System. The system is designed to provide continuous information from all parts of an aircraft during flight.

A second grant from NASA also was received during the period. Mark C. Kerstetter and Dalia Motzkin, both com-

Faculty member to read her translations of Yugoslavian women's writings April 8

Dasha C. Nisula, languages and linguistics, will read from her translations of Yugoslavian women's writings at 8 p.m. Monday, April 8, on the 10th floor of Sprau Tower.

Nisula, who is of Croatian background, traveled across Yugoslavia last August to

Cellular phones available for University business

Transportable cellular telephones are now available to check out from the Department of Telecommunications for University business.

The cellular telephones are ideal to take along on business trips or on commutes to off-campus classes. Each phone comes with an adapter that plugs into a car cigarette lighter as well as an optional car antenna.

The charge is \$5 per day plus usage fees. The phones are available on a first-come, first-served basis from the Department of Telecommunications at 7-4663.

Recent Federal Reserve governor to speak at business research conference April 9

Research presentations by more than 30 faculty members and a luncheon address by a recent member of the Federal Reserve Board will highlight a Tuesday, April 9, business research conference at the University.

The third annual Haworth College of Business Dean's Research Conference will take place from 8 a.m. to 4 p.m. in the Fetzer Center.

The guest speaker for the event will be Martha R. Seger, who stepped down in

Chinese population expert to present lecture

A leading specialist on the population of the People's Republic of China will speak at WMU Wednesday, April 10.

Yuan Tien, a faculty member in the Department of Sociology at Ohio State University, will discuss "China's Population Policy and Census" at 8 p.m. in 3760 Knauss Hall.

Tien has written five books and monographs and dozens of articles on China's population, census and family planning policies. A frequent visiting scholar in China, he has studied at population policy and research centers there.

His address is being sponsored by the Office of International Affairs and the departments of anthropology, geography and sociology.

March from her position as a member of the Federal Reserve System's board of governors. In a noon address, Seger will describe her "Perceptions of the Current Economic Conditions." Since her resignation from the Federal Reserve, Seger has been named to serve on the boards of the Amoco Corp., Fluor Corp. and Xerox Corp.

According to Lowell E. Crow, associate dean of the Haworth College of Business, the Dean's Research Conference is designed as a forum for faculty members of the college to interact and share their current research interests with each other and with the local academic and business communities. About 150 persons are expected to attend this year's conference.

The conference will feature six sessions organized around general subject areas. Each session will feature three or four faculty presentations of current research. Individual presentations will explore such topics as "Insurability of Punitive Damages," "Hospital Patient Satisfaction: The Role of Communications and Patient Expectations" and "Macro System Changes in Hungary."

Care Fair to focus on elder concern issues

A "Care Fair," designed to provide information on care for elders, is scheduled for 11 a.m. to 5 p.m. Tuesday, April 9, in the North Ballroom of the Bernhard Center.

The event will feature educational information and exhibits on several areas of elder concern, including: housing/living environments; advocacy; support groups; government agencies; social support services; healthcare; homecare; and volunteer/employment opportunities. It is being sponsored by the WMU Gerontology Program.

Representatives from agencies such as the Social Security Administration, Michigan Employment Security Exchange (Older Adult Program) and Senior Services will attend.

Ellen K. Page-Robin, community health services and sociology, will speak on "Long Distance Caregiving" at noon in the Faculty Dining Room of the Bernhard Center. Persons are encouraged to bring their lunch.

She will talk about alternatives to long distance caregiving and how to find out about existing systems and agencies that provide care.

Nominations sought of women student leaders

The Women's Center is seeking nominations by faculty and staff of outstanding women student leaders to attend the seventh National Conference for College Women Student Leaders.

One or two students will be selected to attend the conference, all expenses paid, at George Washington University in Washington, D.C., May 30 through June 2.

To qualify, women must be full-time undergraduate or graduate students and must: have demonstrated either significant leadership ability or exceptional potential; plan to attend WMU for at least another year; plan to continue involvement in student affairs or activities in a leadership capacity; have earned at least a 3.0 grade point average; and submit a letter of recommendation from a faculty or staff member familiar with their activities and accomplishments.

Applications are due Wednesday, April 17. More information and application forms are available from the Women's Center, A-331 Ellsworth Hall, 7-2990.

Lehman to lead seminar

Robert Lehman, president of the Fetzer Institute of Kalamazoo, will present a seminar at 10 a.m. Friday, April 5, in the Kiva Room of the Faunce Student Services Building.

Lehman will discuss "Spirituality: Its Implications for Emotional and Physical Healing." The Fetzer Institute concentrates its work on the relationship of body, mind and spirit. Before joining the institute, Lehman was vice president and director of international programs at the Kettering Foundation.

The seminar is being sponsored by the Counseling Center.

WESTERN NEWS

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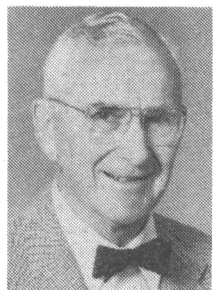
Western News is distributed without charge to faculty and staff members, retirees and friends of the University, and is available at several campus locations.

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

Trustees grant faculty and staff retirements



Bernstein



Brown



Cudney



Myers



Paulson



Peterson



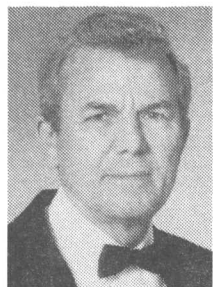
Ray



Slack



Smith



Suddendorf

The retirements of 10 faculty members and three staff members were approved March 15 by the Board of Trustees.

The faculty members granted retirement with emeriti status, along with their years of service and effective dates, are:

Eugene M. Bernstein, physics, 23-1/2 years, effective Jan. 6, 1992; Leila Bradfield, Counseling Center, 17-1/2 years, effective April 30, 1991; Alan S. Brown, history, 36 years, effective June 30, 1991; Milton R. Cudney, Counseling Center, 27-1/2 years, effective Dec. 31, 1991; James E. Naddon, political science, 32-1/2 years, effective Dec. 30, 1991; Eugene D. Paulson, education and professional development, 24-1/2 years, effective Dec. 31, 1991; Norman E. Slack, consumer resources and technology, 13 years, effective April 30, 1991; Jean O. Smith, business information systems, 26-1/2 years, effective Dec. 31, 1991; Richard J. Suddendorf, music, 12 years, effective April 28, 1991; and Jack S. Wood, biological sciences, 28-1/2 years, effective

Dec. 31, 1991.

The staff members retiring are: Alice V. Myers, health, physical education and recreation, 37-1/2 years, effective Feb. 28, 1991; Gertrude V. Peterson, telecommunications, 16-1/2 years, effective Feb. 28, 1991; and Shirley A. Ray, handicapped student services, 15 years, effective May 31, 1991.

Pritchard book explores development of morality

How and why an individual becomes a moral, responsible person is a major focus of a new book by Michael S. Pritchard, philosophy.

"On Becoming Responsible" is a philosophical examination of moral development with an emphasis on early childhood. In contrast to prevailing theories that regard an infant as a totally self-absorbed being, the author contends that certain moral characteristics, such as empathy and moral connectedness, begin at the earliest stages of development.

"Studies have shown that infants react emotionally to the stress of other infants," says Pritchard, who also directs the Center for the Study of Ethics in Society. "Empathy seems to be present in children as early as self-interest. In my view, children are much more sophisticated in their understanding of morality than they are given credit for. And if that capacity isn't recognized, then it isn't developed."

Service

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

15 years -- Barbara Shouse, international student services.

10 years -- Lena C. Hartman, registration; Terrance P. Kelly, physical plant-B/E maintenance; Jacqueline M. Schley, Sindecuse Health Center; and Ronald Schubot, academic computing services.

Five years -- Thomas W. Houser, Fetzer Center; and Peggy A. Seals, residence hall facilities.

Exchange

FOR SALE -- 1984 Pontiac Sunbird convertible. Red with white top, one owner, excellent condition, 65,000 miles. \$4,300. Call 375-6763 after 6 p.m.

FOR SALE -- 1985 Pontiac 6000. Four-door, automatic, air, power steering, power brakes, cruise control, light blue metallic, 57,000 miles, excellent condition, one owner. \$5,000 or best offer. Call 327-6179 after 6 p.m.

Human Resources

'Accounts Payable Procedures' seminar set

The final seminar of the "Business Principles and Practices" series on "Accounts Payable Procedures" is scheduled for 8:30 to 11:30 a.m. Wednesday, April 10, in the Red Rooms of the Bernhard Center.

Arvon G. Farrell, accounting, and Marilyn L. Bundas, accounts payable, will discuss the use of accounts payable

On campus

FROM THE GROUND UP -- You might say that Paul MacNellis learned his job from the "ground" up. After nearly 23 years at the University, he was named manager of landscape services in the physical plant this past March 1. He first came to WMU in 1966 as a student and worked part time in dining services. His first full-time job in 1968 was as a food steward, keeping the four snack bars on campus stocked. After spending two years in the army, he came back to the University to work as a grounds laborer and to continue his studies. Over the years, he has served in landscape services as an equipment operator and as the head of a special projects crew. He also earned his associate's degree in landscape and turf management from Kalamazoo Valley Community College and his bachelor's degree in applied liberal studies from WMU. In his new job, MacNellis oversees the staff involved in ground maintenance and trash removal as well as a construction crew. "My goal is to have the campus looking as attractive and clean as possible," MacNellis says. "I think the campus appearance can set the framework for the day for people." His crews also act as a "labor force" for setting up for such special events as Homecoming and commencement. In addition, Mac-



Nellis works with outside contractors involved in various projects on campus. "The University has been good to me in terms of providing direction and counseling from management and being supportive toward my education," he says. "I hope I can return that to my staff now."

The text looks at a human morality that values justice and rights as well as caring and responsibility. In addition to his premise that greater recognition should be given to the moral capacities of children, Pritchard contends that the study of moral development in children is necessary to fully comprehend the nature of adult responsibilities.

The author uses a similar approach in a chapter on the social psychopath. By examining the qualities missing in the moral make-up of a person totally devoid of a conscience, Pritchard attempts to enable the reader to better understand the make-up of the moral person.

As for the question of why a person should be moral, Pritchard says, "The answer is our own integrity. And that integrity is an important part of childhood development."

The elements involved in integrity for both children and adults provide a recurring theme throughout the book. "Integrity plays a key role in why people are

moral -- the answer comes from the inside," Pritchard says.

The 276-page hardbound text was published by the University Press of Kansas in January 1991. It is available in campus and community bookstores for \$29.95 or by direct order from the University Press of Kansas, 329 Carruth, Lawrence, Kan. 66045.

In addition to numerous professional journal articles, Pritchard has written two other books, "Philosophical Adventures with Children" (with James A. Jaksa, communication) and "Communication Ethics: Methods of Analysis."

Pritchard is currently at work on a project with Jaksa to develop teaching materials on engineering ethics. The project has been funded by a \$124,977 grant from the National Science Foundation for the development of text and computer software involving ethical issues that may face engineering students later in their careers.

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) **Adviser/Recruiter** (Term Ends 9/30/93), P-04, Admissions and Orientation (Correction), 90/91-383, 4/2-4/8/91.

(R) **Instructor** (Temporary; 1-Year Appointment), I-40, Economics, 90/91-

389, 4/2-4/8/91.

(R) **Secretary II**, S-05, Institutional Advancement, 90/91-394, 4/2-4/8/91.

(R) **Utility Food Worker** (Academic Year; .65 FTE), F-1, Dining Services, 90/91-395, 4/2-4/8/91.

(N) **Groundsperson Laborer I** (4 Positions), M-2, Physical Plant-L/G Maintenance, 90/91-396, 4/2-4/8/91.

(N) **Maintenance Mechanic** (2 Positions), M-5, Physical Plant-B/E Maintenance, 90/91-397, 4/2-4/8/91.

(R) **Secretary II**, S-05, Institutional Research/University Assessment, 90/91-398, 4/2-4/8/91.

(N) **GED Teacher** (3 Positions; Term Ends 9/30/93; 20 Hours/Week; .5 FTE), P-03, Admissions and Orientation, 90/91-399, 4/2-4/8/91.

(R) **Director, School of Public Affairs and Administration**, P-08 (Executive Official), Public Affairs and Administration, 90/91-400, 4/2-4/8/91.

(R) **Secretary II**, S-05, Vice President for Student Services, 90/91-401, 4/2-4/8/91.

(C) **Manager, Conference Services**, P-03, Fetzer Center, 90/91-402, 4/2-4/8/91.

(C) Conversion

(N) New

(R) Replacement

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Gays and military is topic

"Gays and the Military" is the title of a talk to be presented at 11 a.m. Wednesday, April 10, in 210 Bernhard Center.

Miriam Ben-Shalom, president of the Gay, Lesbian and Bisexual Veterans of America, will speak as part of National Coordinated Day of Action on ROTC's Discrimination. A rally in front of the Bernhard Center will follow her talk.

Ben-Shalom of Milwaukee, Wis., was honorably discharged from the army in 1976 under Department of Defense policies pertaining to homosexuality. Since then, she has been a leader in court battles challenging the military's policy against gays. While at one point she was reinstated in the army, the decision was later overturned and the Supreme Court refused to hear the case. She has been on several national television programs and is scheduled appear on ABC's "20/20" Friday, April 5.

For more information, persons may contact the WMU Alliance for Lesbian and Gay Support at 7-2134.

Senate

The **Research Policies Council** of the Faculty Senate will meet at 3 p.m. Tuesday, April 9, in Red Room C of the Bernhard Center. Agenda items include a research screening committee report and policy review on the Faculty Research and Creative Activities Support Fund.

Calendar

APRIL

Thursday/4

(thru 16) Photography exhibit, "Faces of Women and Children," Mary Whalen Maher, Kalamazoo photographer, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.
Second annual Conference for Undergraduate Research, Red Rooms, Bernhard Center, 9 a.m.-noon and 1-4 p.m.
(thru 19) Department of Art Graphic Design Program Student Exhibition, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.
(thru 13) Annual Student Art Exhibition, Dalton Center Multi-Media Room, Mondays through Saturdays, 10 a.m.-4 p.m.
Mathematics and statistics colloquium, "Arboricity of Graphs: A Survey," Jianfang Wang, Institute of Applied Mathematics, Academia Sinica, Beijing, commons room, sixth floor, Everett Tower, 4:10 p.m.; refreshments, 3:45 p.m.
University film series, "Don Giovanni" (England, 1979), directed by Joseph Losey, 2750 Knauss Hall, 7:30 p.m.
(thru 11) Second annual Shakespeare Festival; April 4 event: lecture/demonstration, "Shakespeare Through Opera," directed by William C. Appel, music, 1119 Dalton Center, 8 p.m.
Concert, University Chamber Winds conducted by Patrick Dunnigan, Dalton Center Recital Hall, 8 p.m.
* (thru 6) Orchestral dance concert, Dalton Center Studio B, third floor, April 4-5, 8 p.m.; April 6, 2 and 8 p.m.

Friday/5

Counseling Center seminar, "Spirituality: Its Implications for Emotional and Physical Healing," Robert Lehman, president, the Fetzer Institute, Kiva Room, Faunce Student Services Building, 10 a.m.
Commission on the Status of Women, Faculty Dining Room, Bernhard Center: networking, 11:30 a.m.; business meeting, noon.
Women's tennis, WMU vs. Ball State University, Sorensen Courts, 3 p.m.

Saturday/6

*Football, Brown and Gold intrasquad game, Waldo Stadium, 1 p.m.

Sunday/7

Men's tennis, Sorensen Courts: WMU vs. Albion College, 11 a.m.; WMU vs. Grand Valley State University, 3 p.m.
Shakespeare Festival: "Family Matters -- Faculty Readers Theatre," 1109 Dalton Center, 2 and 4:15 p.m.
*Musical, "The Sound of Music," Miller Auditorium, 3 p.m.
Concert, Collegiate Singers conducted by Thomas Kasdorf, Dalton Center Recital Hall, 3 p.m.
Guest artist recital, Juliet White, viola, Dalton Center Recital Hall, 5:30 p.m.

Last 'Gender Inequality' series lecture set

An expert on revising university curricula to include the contributions of women will speak at WMU Monday, April 8.

Sandra L. Morgen, assistant professor of women's studies at the University of Massachusetts at Amherst, will discuss "Gender Inequality: The Dialectic of Accommodation and Resistance" at 7 p.m. in 2302 Sangren Hall. The free lecture is the final talk in a series organized by the Department of Anthropology this semester on "The Foundations

of Gender Inequality."

She is expected to discuss how women both accommodate and resist to overcome oppression.

From 1987 to 1989, Morgen was the director of the Gender and the Anthropology Curriculum Project of the American Anthropological Association. Over the last six years, she also has been on the faculty of curriculum development summer institutes at a number of universities.

Morgen has edited or co-edited two books, "Gender and Anthropology: Critical Reviews for Research and Teaching" and "Women and the Politics of Empowerment." From 1986 to 1990, she was an associate editor of SIGNS: A Journal of Women in Culture and Society.

Grotzinger elected to office

Dean Laurel A. Grotzinger, Graduate College, has been elected president of the Michigan Academy of Science, Arts and Letters for 1991-92.

Grotzinger served as a member of the academy's executive committee and as president-elect last year. The academy is made up of 30 two- and four-year public and private colleges and universities in Michigan.

Monday/8

New employee orientation, "Western and You," Red Rooms, Bernhard Center, 1:15-3:15 p.m.
Shakespeare Festival: "To Cohabit or Not To Cohabit -- Student Readers Theatre," 1114 Brown Hall, 4 p.m.; and lecture/demonstration, "Costume and Culture," Robin Netherton, Washington, D.C., and Verna Rutz, Kansas City, 3770 Knauss Hall, 8 p.m.
"The Foundations of Gender Inequality" lecture series, "Gender Inequality: The Dialectic of Accommodation and Resistance," Sandra L. Morgen, assistant professor of women's studies, University of Massachusetts, 2302 Sangren Hall, 7 p.m.
Concert, University Chamber Winds conducted by Patrick Dunnigan, Dalton Center Recital Hall, 8 p.m.
Reading of translations of Yugoslavian women's writings, Dasha C. Nisula, languages and linguistics, 10th floor, Sprau Tower, 8 p.m.

Tuesday/9

Third annual Haworth College of Business Dean's Research Conference, Fetzer Center, 8 a.m.-4 p.m.; luncheon address, "Perceptions of the Current Economic Conditions," Martha R. Seger, former member of the Federal Reserve System's board of governors, noon.
Care Fair, featuring education information and exhibits on areas of elder concern, North Ballroom, Bernhard Center, 11 a.m.-5 p.m.
Environmental studies lecture, "Environmental Careers," Lynne Landon, administrator, Great Lakes Regional Corporate Environmental Council, and program manager, Michigan Audubon Society, Red Room A, Bernhard Center, noon-1 p.m.
Baseball doubleheader, WMU vs. Central Michigan University, Hyames Field, 1 p.m.
Master class, Mark Murphy, vocal jazz, Dalton Center Recital Hall, 1:30 p.m.
Women's tennis, WMU vs. the University of Notre Dame, Sorensen Courts, 2 p.m.
Meeting, Research Policies Council of the Faculty Senate, Red Room C, Bernhard Center, 3 p.m.
Heraclitean Society lecture, "Transcendental Idealism From the Chinese Room: Does God Speak Chinese?," Kent Baldner, philosophy, 3020 Friedmann Hall, 4 p.m.
Shakespeare Festival: lecture, "The Art of Dancing in Shakespeare's England," Ingrid Brainard, Boston Conservatory of Music, and the Cambridge Court Dancers, 10th floor, Sprau Tower, 4:30 p.m.; and workshop/demonstration, "Elizabethan Dances," by Brainard, South Ballroom, Bernhard Center, 8 p.m.
Concert, Treble Chorus conducted by Daniel Gregerman, Dalton Center Recital Hall, 8 p.m.

Wednesday/10

Meeting, Human Subjects Institutional Review Board, Conference Room C, 3041 Seibert Administration Building, 8:15 a.m.
Training and development seminar, "Business Principles and Practices, Part IV -- Accounts Payable Procedures," Arvon G. Farrell, accounting, Marilyn L. Bundas, accounts payable, and Terry G. Spencer, internal audit, Red Rooms, Bernhard Center, 8:30-11:30 a.m.
Training and development seminar for supervisory employees, "Valuing Diversity," Doreen A. Brinson and Larry C. Scott, both human resources, 204 Bernhard Center, 9 a.m.-noon.
Lecture, "Gays and the Military," Miriam Ben-Shalom, president of the Gay, Lesbian and Bisexual Veterans of America, 210 Bernhard Center, 11 a.m.
*Clerical/Technical Organization-Administrative Professional Association luncheon, "Making a Difference," North Ballroom, Bernhard Center, 11:45 a.m.-1:30 p.m.
Softball doubleheader, WMU vs. the University of Michigan, Ebert Field, 3 p.m.
Shakespeare Festival: seminar/discussion, "Postmodernist Productions of Shakespeare: Andrei Serban and Joanne Akalaitis," Ed Menta, Kalamazoo College, and James R. Daniels, WMU, both theatre faculty members, 10th floor, Sprau Tower, 3:30 p.m.; and lecture, "Improbable Fictions: American Musical Comedy Versions of Shakespeare," William W. Combs, English, 3321 Brown Hall, 8 p.m.
Lecture, "China's Population Policy and Census," Yuan Tien, Department of Sociology, Ohio State University, 3760 Knauss Hall, 8 p.m.

Thursday/11

Baseball, WMU vs. the University of Michigan, Hyames Field, 1 p.m.
Colloquium, "Ways That Scientists Can Shoot Themselves in the Foot While Trying to Refute Pseudo-Science," Arthur E. Falk, chairperson of philosophy, 1110 Rood Hall, 4:10 p.m.; refreshments, 4 p.m.
University film series and Shakespeare Festival showing, "Chimes at Midnight (Falstaff)" (England/USA, 1966), directed by Orson Welles, 2750 Knauss Hall, 5:30 and 7:30 p.m.
Concert, Collegium Musicum conducted by Matthew C. Steel, Dalton Center Recital Hall, 8 p.m.
Guest artist/faculty recital, Nico Abondolo and Thomas Knific, both double bass, Dalton Center Lecture Hall, 8 p.m.

*Admission charged

Ergonomics (Continued from page one)

equipment," White says, "is limited only by the imagination of the researcher. We're going to be able to assist local business and industry as well as other research institutions."

In addition to industry, the new institute will work with area sports medicine and occupational therapy clinics to undertake motion analysis of such things as a patient's gait. Using video cameras and computer equipment, researchers will be able to film up to 200 frames per second, digitize the information and plot a graph depicting a patient's gait using different types of corrective orthopedic equipment.

The new institute also will be offering seminars on common industrial problems such as back injuries and carpal tunnel syndrome.

According to Wygant, an advisory panel of a dozen area business and industry leaders and medical professionals will give the new institute some guidelines about what they'd like to see made available.

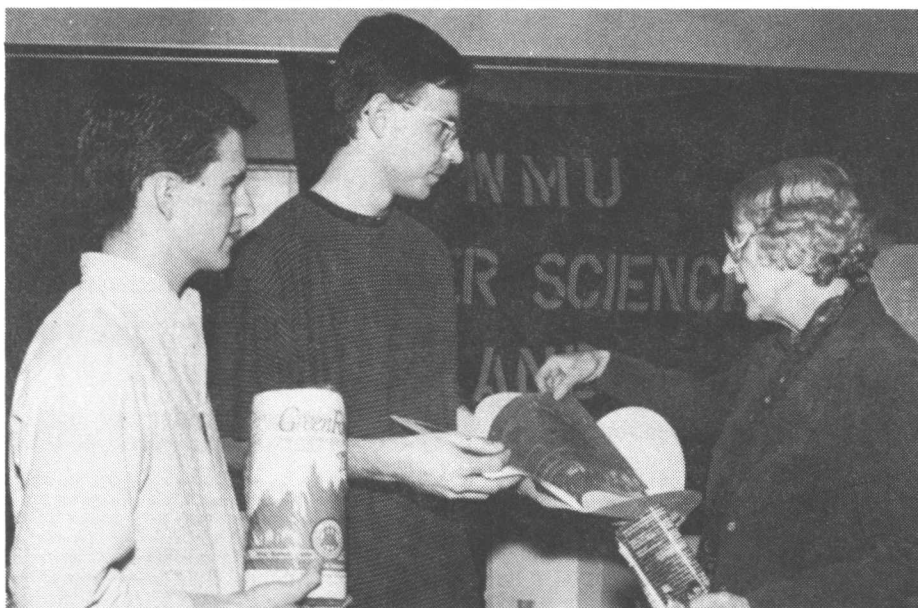
Wygant notes that back injuries cost the

nation about \$53 billion per year and the state and federal fines to industries with a high incidence of such injuries as carpal tunnel syndrome are now reaching six figures. Often, he says, settlements for group claims against a firm can include an educational component that requires the firm to provide workers with training on how to avoid the injury in question.

He expects the Human Performance Institute to provide leadership in developing such training in addition to helping industry prevent injuries.

The institute and the new engineers trained at WMU, he says, also will play an important role in helping employers meet the requirements of the new federal Americans with Disabilities Act. Part of that legislation requires that employers be able to demonstrate and quantify any physical requirements they place on hiring personnel for a particular job.

It is becoming very important for employers to provide data that will justify employing persons who have the physical ability to perform the task for which they are hired, he says.



BODY AND EARTH WELLNESS -- The annual Spring Into Wellness health assessment fair this year was expanded into a "Healthy Body, Mind and Earth Skills and Assessment Fair" March 27 in the Bernhard Center. This booth, staffed by students from the Department of Paper and Printing Science and Engineering, was one of 50 set up in the East Ballroom to demonstrate ways to protect and preserve not only physical and emotional health, but also environmental health. Showing Barbara J. Rensenhouse, art, samples of recycled materials are, from left, juniors Brian R. Moran of Palatine, Ill., and Christopher J. Roschek of Kalamazoo.