Board to meet Friday

The Board of Trustees will meet at 10 a.m. Friday, Jan. 19, in the Board Room of the Bernhard Center.

The trustees are expected to elect officers for the 1990 calendar year. They also will hear personnel, gift and grant reports, as well as a presentation on the University's new Service Quality Institute.

These Board committee meetings also are set for Friday in the Bernhard Center: Budget and Finance Committee at 8:30 a.m.; Academic and Budget and Finance Committee at 8:30 a.m. in Room 204. All meetings are open to the public.

Burke to discuss economic development

"WMU and Economic Development: An Emerging Role" will be the focus of the next breakfast meeting for alumni and friends of the University Tuesday Jan. 23. Regent Burke, vice president for regional education and economic development, will address the group. The meeting will begin at 7:30 a.m. at the Kalamazoo Center.

The meeting, part of a series sponsored by WMU and its Alumni Association, will be moderated by John VanderPloeg, president of Ship-Pac Inc., of Kalamazoo and former head of the city's economic development corporation.

The cost is $5 and includes a continental breakfast. Persons are encouraged to make reservations by Friday, Jan. 19, by calling the McKenney Alumni Center at 7-6179.

Haenicke outlines response to racism

"We shall do what we do best ... we shall teach"

Haenicke pointed to the planned Institute for the Study of Race and Ethnic Relations at the University, which he decided to establish after the University sponsored a conference on race relations with the Kalamazoo Gazette in 1988.

"It is my hope that the institute will provide us the instrument to teach race relations," Haenicke said. "It should become the forum to freely discuss many differing views and to join hands for the task before us.

"Most importantly, and this is my greatest hope, the institute will help us recruit the young Americans who will follow behind us and whose task will be to continue Martin Luther King's inspiring agenda -- for the journey is not over."

The institute, along with a similar effort at Wayne State University, is believed to be the first such university-based institute in the nation, Haenicke said. The search for a director of the institute is expected to begin this month.

"King was a teacher," Haenicke said. "The text of his speech that a bi-racial group selected for today's edition of the Western Herald shows he believed to be the first such university-based institute in the nation, Hae- nicker said. The search for a director of the institute is expected to begin this month.

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MLK remembered

A candlelighting ceremony honoring the Black Americana Studies Program was one of the events planned at the University in honor of Martin Luther King Jr.'s birthday Jan. 15. Here, James E. Bruin Jr., a freshman from Benton Harbor, lights 39 candles symbolizing King's age when he was assassinated in 1968. The ceremony took place in the Martin Luther King Jr. Room of the Bernhard Center.

Library materials missing

Materials at Waldo Library are on the move, due to the expansion and renovation project there.

Library materials moving

"There is no good reason to refuse to look for better approaches," he said. "We have been engaged in a social experiment of unprecedented dimensions, and periodic review of what worked and what did not is appropriate. We have nothing to fear at all from review and reflection."

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Library materials missing

Materials at Waldo Library are on the move, due to the expansion and renovation project there.

The east wing of the third floor has been closed to the public. The "B" classification books have been moved to the second floor of the east wing.

The archives and regional history collections are starting to move to East Hall on east campus.

(Continued on page four)
PROFESSIONAL DEVELOPMENT -- The 27 professional/administrative employees retiring in the pilot group for the Professional Development Program have taken the first step toward enhancing their management capabilities. The group has had their abilities assessed through a Management-Leadership Practices Inventory distributed to employees, peers and supervisors and completed by themselves. The survey was explained during a seminar by Lawrence A. Pfaff, left, of Lawrence A. Pfaff and Associates of Kalamazoo, who then completed an analysis for each group member. Others present at the first meeting of the group were, from left: Doreen A. Brinson, human resources, who helped lead the meeting; Robert J. Brown, public safety, and Deborah K. Gant, career planning and placement services, participants in the program; and Paul M. Knaudstrup, Fettler Center, who also spoke during the session. The program will have an official University-wide kick-off on Tuesday, Feb. 13. Jim Kouzes, co-author of the best-selling book, "The Leadership Challenge," and president of the Tom Peters Group Learning Systems, will be on campus to speak to all P/A employees. Watch for more information in a future Western News.

Board OK's retirements of faculty, staff members

The retirements of six faculty members and 11 staff members were approved Dec. 15 by the Board of Trustees.

The faculty members granted retirement with emeritus status, along with their years of service and effective dates, are: E. Jack Asher, psychology, 36 years, effective Sept. 1, 1990; Philip L. Bruce, engineering technology, 27 years, effective June 30, 1990; Harriet K. Creed, English, physical plant, 25 years, effective May 1, 1990; Gordon E. Eriksen, University libraries, 42 years, effective June 30, 1990; Cassius A. Hesselberth, electrical engineering, 27 years, effective July 1, 1990; and Alice H. Swenson, business information systems, 11 years, effective Aug. 27, 1990. Asher also has served as director of institutional research since 1966, while Hesselberth has been chairman of the electrical engineering since 1972.

The staff members retiring are: John J. Bonnema, physical plant, custodial services, 18 years, effective Jan. 3, 1990; John J. Bonnema, physical plant, custodial services, 10 years, effective Dec. 29, 1989; Elaine M. Cheuw, Sodexo Health Center, 14 years, effective Jan. 5, 1990; Basil A. Cooley, physical plant, custodial services, 10 years, effective Dec. 29, 1989; G. Jane Hustra, Davis dining service, 10 years, effective Jan. 26, 1990; Fay A. Marks, printing services, 20 years, effective Jan. 1, 1990; Robert J. Schippers, physical plant, maintenance services, 17 years, effective Dec. 31, 1989; Ruth H. Sonnega, Valley Hall dining service, 11 years, effective Jan. 31, 1990; Mamie C. Stewart, Henry Hoekje/Bigelow dining service, 19 years, effective Jan. 26, 1990; Virginia M. Welcher, resident hall, custodial 10 years, effective Dec. 29, 1989; and Elaine Williams, University libraries, 14-1/2 years, effective Dec. 31, 1989.

Host families sought for students

The Career English Language Center for International Students is looking for "friends," those who are willing to play host to an international student for a semester in order to introduce him or her to American family life.

Most of the students are Asian, Latin American, European and Middle Eastern and are studying English to prepare them for enrollment in the University. If your family has time to meet with a student once or twice a month and would like to learn more about world cultures, call Cheryl Bogema at 7-4802.

32 faculty members granted sabbaticals

A total of 32 faculty members were granted sabbatical leaves for the 1990-91 academic year in action Dec. 15 by the Board of Trustees.

For sabbatical leaves were: Kuriake K. Athappilly, business information systems; Alfred Balink, education and professional development; Eugene M. Bernstein, physics; Gary E. Bigelow, languages and linguistics; Richard D. Brewer, biological sciences; Joseph T. Buckley, mathematics and statistics; John M. Carney, art; Bilye A. Cheatham, health, physical education and recreation; June Cotrell, communication; Elwoldo B. Ehre, biological sciences; Joseph S. Elin, philosophy; Arnold A. Gersten, psychology; Claire R. Goldfarb, English; Russell M. Goldfarb, English; Damodor Y. Golhar, management; Judith H. Halseth, social work; William B. Harrison, philosophy; S. Havira, history; Bradley S. Hayden, English; Donna Kaninski, computer sciences; John K. Korduner, psychology; Gary R. Mathews, social work; Edward J. Miller, marketing; Philip P. Micklin, geography; Dalia Motzkin, computer science; Bruce Nance, art; David R. Peterson, printing and science and engineering; psychology; and the Michigan Council on Crime and Delinquency; and Stephen L. Zegree, music.

Friday elected to two statewide offices in criminal justice organizations

Paul C. Friday, sociology and Criminal Justice Program, has been elected to two statewide offices.

He has been chosen president of the Michigan Criminal Justice Educators and Trainers Association for a one-year term; in a separate election, was selected to serve a three-year term on the executive board of the Michigan Criminal Justice Council on Crime and Delinquency.

Michigan Criminal Justice Educators and Trainers Association is an organization of all academic criminal justice programs and departments throughout the state, including both two- and four-year universities and community colleges. Friday served as secretary/treasurer of the organization from 1987 to 1989.

As president, he will lead the group in the development of criminal justice curricula, particularly as they interface with professional training requirements and with academic transfers. The group meets regularly to review institutional programming, student and criminal justice needs.

The Michigan Council on Crime and Delinquency is an organization whose purpose is to initiate action of citizens and Lambert R. Vander Kooi, electrical engineering.

Friday, who currently is completing a board on delinquency prevention and who also is a member of the State Community Corrections Board, will work closely with the communities dealing with prevention and treatment.

organizations and to develop solutions to crime and delinquency through selected priorities and goals. It does so through consultation, research, training, and the collection and dissemination of information. The council evaluates governmental action related to the criminal and juvenile justice systems.

Western News is distributed without charge to faculty, students and other members of the University community, and to other friends of the University including students, alumni, donors and friends of the University. If you are interested in receiving Western News, please contact the Office of Public Information at 386-4100, or Western News at 386-4165. Subscriptions are available for $25 per year. For more information call 386-4165 or visit our web page at www.wmu.edu/news.
Human Resources

Training and development catalog out
All UCDS classified employees will be receiving the new Winter/Spring Training and Development Catalog by campus mail this week, according to Doreen A. Brinson, human resources.

"We hope that all employees will take advantage of the many opportunities offered to help us grow professionally and personally," she said.

The eight-page catalog follows the same easy-to-read format to list the training seminars being offered, but sports a new cream and blue color. If you do not receive a catalog, please call Dawn J. Papeh at 7-3620 and she will mail you one.

Establishing Performance Measures' seminar offered
A workshop on "Establishing Performance Measures" is scheduled for 8:30 to 11:45 a.m. Wednesday, Jan. 14, in the Bernhard Center.

This session is designed to help supervisors of non-bargaining unit employees prepare for the important task of annually evaluating the performance of their employees. Participants will learn how to set performance standards that are challenging, yet attainable, and how to communicate these standards to their employees.

Instructor Ann E. House, human resources, also will teach the skills necessary to negotiate and finalize performance goals with employees.

To sign up for this seminar, complete the form in the back of your new Training and Development Catalog and mail it to the Department of Human Resources or call Dawn J. Papeh at 7-3620.

Jazz group to perform in Carnegie Hall
The University Jazz Orchestra will appear in New York's Carnegie Hall on May 6.

The group was selected by MidAmerica Productions to appear in the prestigious Jazz Cavalcade Series as a result of its outstanding performances at the Detroit Jazz Festival and at the Notre Dame Collegiate Jazz Festival. The Notre Dame Jazz Festival.

On campus

President Haeckel. He served in that position as a student intern in 1988-89 and was earning his bachelor's degree in computer science last year, continued in the job as a full-time employee. His duties include monitoring the office operating accounts and coordinating with special meetings and conferences for the president. He also assists with travel arrangements for Haeckel and accompanies him on various University trips. When special guests visit WMU, Rivers often helps with arrangements for their stay and acts as an official representative from the president's office. In addition, Rivers is involved in coordinating library and statistical research and providing analyses in reports to the president. Rivers says his job is very versatile. "I came here as an assistant administrator to a politician to a mediator in one day," he says. In addition to taking care of the day-to-day activities, he likes the challenge of coming in the office in the morning and handling the unexpected things that happen. "I just come in and jump into the main stream," he says.

AIDE-DE-CAMP -- Andrew A. Rivers has worked full time at WMU for less than a year, but he probably knows more about the inner workings of the University than many long-time employees. Rivers is an aide to

President Haeckel.

Policy

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

The decision to close or part of the University for reasons of weather, building conditions or disruptive actions, will be made payable to "WMU Foundation/ University Jazz Orchestra" to Kynaston in the School of Music.

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The Admissions, Financial Aid and Student Services Council of the Faculty Senate will meet at 3 p.m. Thursday, Feb. 16, in Conference Room A on the first floor of the financial aid, the Student Bill of Rights and the Code of Student Life.

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Calendar

January 18

(thru 25) SDM & G representatives will be available for on-campus individual returns. Drawings consultations at no cost to employees; call the benefits office at #7-3630.

(thru Feb. 9) Exhibition of watercolor still lifes and pencil portraits by Victoria Litma, Kalamaoo artist, 1240 Seabed Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

(through Feb. 14) Training seminar for clerical employees, "Effective Office Behaviors," Doreen A. Brinson, human resources, 204 Bernhard Center, 8:30 a.m.-noon.

(19) Sabbatical exhibition of ceramics, Edward Harkness, art, Gallery II, Sangren Hall, 8 a.m.-5 p.m.

(through Feb. 21) Sabbatical exhibition of drawings and paintings, Don King, art, Dalton Center Multi-Media Studio, 10 a.m.-4 p.m.

Doctoral oral examination, "The Effects of Concurrent and Non-Concurrent Cue-Controlled Relaxation Training on Cardiovascular Reactivity to Two Types of Stress," Patricia A. Cole, clinical psychology, 253 Wood Hall, 3 p.m.

Meeting, Admissions, Financial Aid and Student Services Council of the Faculty Senate, Conference Room A, third floor, Seabed Administration Building, 3 p.m.

University film series, "La Strada" (Italy, 1954), directed by Federico Fellini, 7:30 p.m.

Spiritual growth series, "Reformed Spirituality," the Rev. Fred Cunningham, pastor, North Presbyterian Church, Kalamaoo, St. Aidan's Chapel, 1:30 p.m.

Friday/19

Meeting, Budget and Finance Committee of the Board of Trustees, 204 Bernhard Center, 8:30 a.m.

Meeting, Academic and Student Affairs Committee of the Board of Trustees, 205 Bernhard Center, 9:15 a.m.

Meeting, Board of Trustees, Board Room, Bernhard Center, 10 a.m.

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

Saturday/20

Women's basketball, WMU vs. Valparaiso University, Read Fieldhouse, noon.

Women's gymnastics, WMU vs. Kent State University, Gary Center, 1 p.m.

*Men's* basketball, WMU vs. the University of Akron, Read Fieldhouse, 3 p.m.

Sunday/21

*Martin Luther King Jr. Program banquet, keynote speech by Ed Gordon, WMU alumnus and anchor and chief news correspondent, Black Entertainment Television, Noon Ballroom, Bernhard Center, 2 p.m.

Piano faculty showcase, Dalton Center Recital Hall, 3 p.m.

Monday/22

Anthropology lecture, "The Arab Community in Detroit," Jon C. Swanson, Detroit anthropologist, 10th floor lounge, Sprau Tower, 3 p.m.

Meeting, self-help group for anxieties, balancisms and their families, St. Aidan's Chapel, 7 p.m.; for more information, call Dawn at 344-1079, Elaine at 7-1850 or Joyce at 345-1715.

Lecture, "Higher Order Discrimination," Adrian Piper, professor of philosophy and adjunct professor of art, University of California at San Diego, and Guggenheim Fellow in Art, 3770 Knauz Hall, 7:30 p.m.

Tuesday/23

Mechanical engineering seminar, "The Engineer's Role in Product Safety," Gary Belt, product safety administrator, DeVilbiss Corp., Toledo, Ohio, 2060 Kohrman Hall, 1 p.m.

Lecture, "Imagery, Compassion and Moral Imagination," Adrian Piper, professor of philosophy and adjunct professor of art, University of California at San Diego, and Guggenheim Fellow in Art, 3020 Friedmann Hall, 1 p.m.

Wednesday/24

Training seminar for supervisors of non-bargaining employees, "Establishing Performance Measures," 204 Bernhard Center, 8:30 a.m.-noon, thru Feb. 9.

*Photography exhibition, Steve Nelson, Grand Rapids photographer, Gallery II, Sangren Hall, weekdays 10 a.m.-6 p.m.; slide lecture on his work, Thursday, Feb. 13, 1213 Sangren Hall, 7 p.m.*

School of Music Convocation Series, American Baroque Trio, Dalton Center Recital Hall, 7:30 p.m.

Career planning and placement services workshop, "Job Search Alternatives to On-Campus Interviews," conference room, first floor, b-wing, Ellsworth Hall, 1:30 p.m., advance registration required, call 7-2745.

Lecture, " Xenophobia and the Indecisal Present," Adrian Piper, professor of philosophy and adjunct professor of art, University of California at San Diego, and Guggenheim Fellow in Art, 2304 Sangren Hall, 7 p.m.

Thursday/25

*Computer science and mathematics and Between Parallel Computation and computer science, Common Room, refreshments, 3:45 p.m.*

University film series, "Eight-and-a-Half" (Italy, 1963), directed by Federico Fellini, 2304 Sangren Hall, 4 and 8 p.m.

*Guest artist recital, Kenny Werner, jazz pianist, with the Western Jazz Quartet, Daloton Center Recital Hall, 8 p.m.*

*Admission charged*

Series to include Haenicke speech on research

President Haenicke will be among the speakers in the ninth annual series of bi-weekly seminars sponsored by the Department of Mechanical and Industrial Engineering during the winter semester.

The seminars are presented at 1 p.m. on Tuesdays in 2004 Kohrman Hall. Each presentation includes about 40 minutes of lecture and 10 to 15 minutes for questions and discussion.

Haenicke will discuss "Research Priorities at Western Michigan University" on April 3. Other topics and speakers will include:

"The Engineer's Role in Product Safety" by Gary Bell, product safety administrator at DeVilbiss Corp., Toledo, Ohio, on Jan. 23.

"Reliability Engineering," by Dean Leonard Lamberson, engineering, and applied sciences, on Feb. 6.

Prominent mathematician appointed by Board

Paul Erdos, described in The Atlantic Monthly as "certainly the most prolific mathematicians in the world," was appointed Dec. 15 as an adjunct research professor of mathematics and statistics by the Board of Trustees.

"He has visited the campus and our mathematicians many times, but we hope this appointment will result in many more visits to WMU," said A. Bruce Clarke, a mathematician and associate vice president for academic affairs. "The presence of this brilliant, eccentric academic nomad, as he travels around the world visiting scholars who share his love of mathematics, is a pioneer in the field of combinatorics, the area that has to do with combinational classifications and arranging the numbers of a set. Erdos has numerous honorary degrees and he is a member of the Hungarian Academy of Sciences, the Dutch Royal Academy, the National Academy of the USA, the Indian Academy in New Delhi and the Australian Academy. He also has won the Abel prize and the Mathematical Society's most prestigious Cole Prize."


"Multiple Roles for Faculty as Scholars About Teaching," by Mary Anne Bunda, University assessment, on March 20.

The series serves as an extension of the mechanical engineering curriculum, allowing students and faculty to hear and interact with experts representing engineering education and engineering-related topics.

Ramirez named to state post

Miguel Ramirez, Director of Minority Affairs Retention Unit, has been named to the board of directors of the Michigan Educational Opportunity Fund Inc.

Ramirez was named to a term that expires in 1991 by Antonio Flores, president and chief executive officer of the National Civil Rights Association.

The purpose of the organization is to raise and distribute scholarships to Hispanic and other disadvantaged students in college preparatory curricula. In addition, the group's goal is to promote access and expansion of opportunity for Hispanics and members of other disadvantaged groups.

Japanese scholarships available

Faculty members are asked to inform their students about two scholarships available for September 1990 through the Office of International Affairs.

The Keio University Scholarship to Tokyo is valued at $13,000 and is available to one undergraduate graduate student at WMU. The Keio University Scholarship is for $7,500 and may be awarded to a few WMU undergraduate associate vice president for academic affairs; and Susan Pozo, economics.

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"We also may be able to improve our market share, although not without significant cost.

President Haenicke pointed to the effects of attempts in the mid-1960s to cap enrollment. In 1965, the university had an all-time high of 4,040 freshmen, which was a cap that year resulted in 2,700 fewer freshmen and a 50 percent increase in transfers during the next five years long. Community college students who had missed the cutoff were denied admission. "Free enrollment bounced around for five years after the cap," Henderson said.

The other members of the ad hoc committee were: A Bruck Clarke, executive director of alumni affairs; John E. Nangle, institutional research; and Susan Pozo, economics.


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