

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Volume 16, Number 16

January 18, 1990

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. in Room 204; and Academic and Student Affairs Committee at 9:15 a.m. in Room 205.

All meetings are open to the public.

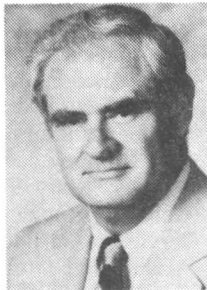
Burke to discuss economic development

"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.

Richard 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 McKee Alumni Center at 7-6179.



Burke

Haenicke outlines response to racism

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

"Here at the University, we shall do what we do best and what we were charged to do: We shall educate and we shall teach," President Haenicke said of the University's response to racism during an observance of the birthday of the late Martin Luther King Jr. Jan. 15 in Kanley Chapel.

Haenicke was the keynote speaker at the observance, which was sponsored by the Minority Campus Ministry and the Division of Minority Affairs Retention Unit. U.S. Rep. Howard Wolpe offered comments. Angela Miles, a reporter and anchor at WWMT-TV in Kalamazoo, introduced Haenicke.

The Voices of WMU Gospel Choir presented several selections and were joined by the audience that took hands to sing "We Shall Overcome." Von Washington, theatre, read from King's speech, "I Have Been to the Mountaintop," which King gave in Memphis the night before he was killed.

The Rev. John Grathwohl of St. Thomas More Catholic Church offered the prayer.

The observance, the first such activity sponsored by the Minority Campus Ministry, was one of several events at the University to commemorate the civil rights leader. Others included a "lock-in" Jan. 13-14, a candle-lighting ceremony and a march Jan. 15 as well as a banquet Sunday, Jan. 21.

"When I hear of campus racism," Haenicke said, "I believe we may have failed to educate our students properly about the past, about the programs and laws that were needed to lead us into the present, and we are currently failing to persuade many of our students to join us on our march into the future."

Haenicke observed that not all approaches to racial justice have been effective, and a failure to review them could prove harmful.



MLK remembered

A candlelighting ceremony sponsored by 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.

"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."

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 large 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 it 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 him as a pedagogue of the highest order."

Haenicke said we should follow King's practices in the way we teach.

"Let us teach, and let us not demand that all young people embrace our cause without question," he said. "We are dealing with a young generation that honestly needs to be taught about concepts and practices like affirmative action which they did not develop but by which we expect them to live."

Wolpe emphasized King's life as an example of the impact an individual can have on social change.

"Martin Luther King believed in an America where a single individual can make a difference," Wolpe said, "where perfectly ordinary people -- possessed of

Senate endorses cutoff for freshman applications

The Faculty Senate Jan. 11 endorsed a recommendation of an ad hoc enrollment committee to set a May 31 anticipated closing date for freshman applications.

The recommendation was one of six presented to the Senate by Stanley E. Henderson, director of admissions and orientation and chairperson of the ad hoc committee. Henderson recommended that the University take no action and allow demographic factors to control enrollment.

The committee was appointed last fall by President Haenicke to consider capping enrollment for fall 1990.

The recommendation approved by the Senate also called for continuing "to increase admission standards conservatively" as an enrollment management technique. The original language of the recommendation was to "fine tune" admission standards, for which the Senate substituted the word "increase."

Other options presented to the Senate included closing freshman admissions Feb. 1, moving to "programmatic admissions in certain areas" and raising standards for freshman, transfer students or both.

In other action, the Senate endorsed a proposal by President Haenicke that outlined a number of observances of the birthday Jan. 15 of the late Martin Luther King Jr. The observances were intended as an alternative to closing the University in observance of the national holiday.

In his remarks to the Senate, Haenicke described plans to move about 1 million volumes from Waldo Library "in the relatively near future" if appropriate

space off campus can be identified. The move is intended to enable the renovation of the library to be completed six months earlier than otherwise would be possible, he said, with the goal of having the library available for full use by September 1990.

Haenicke also told the Senate that Dean K. Honsberger, director of budgets and financial planning, would for the time being report directly to him because of the "critical importance" of budget issues facing the University. He pointed to \$80 million in construction, a large auxiliary enterprises budget and an increasing WMU Foundation endowment as well as the University's general fund operating budget -- all totaling more than \$250 million -- as examples of the need for his more direct attention.

"The budget outlook is not good, especially when we see a slump in the automobile industry in this state, where people are being let go," Haenicke said. "But our position at the University is that we don't fire people. Everyone currently at the University should consider her or his position secure."

"We will manage our resources by not adding to our liability by looking three or four times at whether we need to fill or create this or that position," he continued. "In other words, we will avoid expansion at all cost, making certain to realize that we are not talking about a hiring freeze, which is always harmful in the long run."

Haenicke assured the Senate that the University is in "very good financial shape. We have no liabilities that we cannot handle and our debt position is

really quite conservative. We have been helped enormously by increased enrollment over the past five years. It has been our salvation."

And, while the pool of high school seniors is shrinking, the University expects to maintain a stable enrollment. Henderson told the Senate that a projected 21 percent decline in the number of high school seniors in the state by 1994 could lead to a freshman class of 2,800 students. Next year's freshman class could drop from 3,315 to 3,100 in the face of a 10,000-student decline in the senior pool this year.

Despite the shrinking pool of high school seniors, Henderson said, the University's on-campus enrollment is expected to increase during the next two years because of improved retention and transfer enrollment. It then is expected to decline to 21,400 students by fall 1993. Fall 1989 on-campus enrollment was 22,719 students.

"We expect to maintain enrollment stability through an increase in out-of-state students, minorities and

(Continued on page four)

Library materials moving

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 who were selected as the pilot group for the Professional Development Program have taken the first step toward enhancing their management capabilities. The members of the group have 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 session for the group last month 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 Debora K. Gant, career planning and placement services, participants in the program; and Paul M. Knudstrup, Fetzer 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 OKs 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 emeriti status, along with their years of service and effective dates, are: E. Jack Asher, psychology, 36 years, effective Sept. 1, 1990; Phillip L. Bruce, engineering technology, 27 years, effective June 30, 1990; Harriet K. Creed, health, physical education and recreation, 23 years, effective May 1, 1990; Gordon G. Eriksen, University libraries, 14 years, effective June 30, 1990; Cassius A. Hesselberth, electrical engineering, 27 years, effective July 1, 1990; and Daniel 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 chairperson of the Department of Electrical engineering since 1972.

The staff members retiring are: John A. Bennett, 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. Chew, Sindecuse Health Center, 14 years, effective Jan. 5, 1990; Basil A. Cooley, physical plant-maintenance services, 21 years, effective Dec. 29, 1989; G. June Hustafa, 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 III dining service, 11 years, effective Jan. 31, 1990; Mamie C. Steward, Henry/Hoekje/Bigelow dining service, 19 years, effective Jan. 26, 1990; Virginia M. Welcher, residence hall custodial, 10 years, effective Dec. 29, 1989; and Elaine Williams, University libraries, 14-1/2 years, effective Dec. 31, 1989.

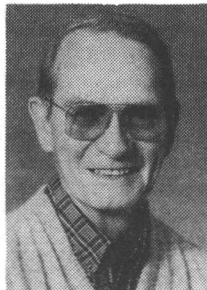
Host families sought for students

The Career English Language Center for International Students is looking for "friendship families" 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.



Asher



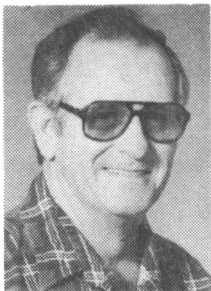
Bonnema



Bruce



Chew



Cooley



Creed



Eriksen



Hesselberth



Hustafa



Marks

Research colloquium planned for Jan. 26

The role of communication in peace efforts and in conflict management will be the topics discussed during the next research colloquium sponsored by the Department of Communication on Friday, Jan. 26.

The colloquium will run from 1 to 2:30 p.m. in the Faculty Lounge of the Bernhard Center.

Two faculty members in the department will discuss their current research. Shirley A. Van Hoeven will speak on "Peace and Our Global Future: The Role of Communication." She will cite recent global developments as evidence of the important role communication plays in peace and our global future.

Paul Yelsma will discuss "Gender Roles and Power-Based Conflict Management Strategies." His presentation will focus on 16 conflict management strategies and whether there are differences in the way males and females use these techniques.

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.

Those approved for sabbaticals were: Kuriakose K. Athappilly, business information systems; Alfred Balkin, 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;

Billye A. Cheatum, health, physical education and recreation; June S. Cottrell, communication; Elwood B. Ehrle, biological sciences; Joseph S. Ellin, philosophy; Arnold A. Gerstein,

general studies; Clare R. Goldfarb, English; Russell M. Goldfarb, English; Damodar Y. Golhar, management;

Judith H. Halseth, social work; William B. Harrison, geology; Barbara S. Havira, history; Bradley S. Hayden, English; Donna Kaminski, computer science; Marilyn K. Malott, psychology; Gary R. Mathews, social work; Edward J. Mayo, marketing;

Philip P. Micklin, geography; Dalia Motzkin, computer science; Bruce Naftel, art; David K. Peterson, paper and printing science and engineering; Malcolm H. Robertson, psychology; Hans J. Stolle, geography; Constance Weaver, English; Frank K. Wolf, industrial engineering; and Stephen L. Zegree, music.

Service

These faculty and staff members are recognized for five, 10, 15, 20, 25 and 35 years of service to the University in January:

35 years -- Owen Horton Jr., printing services.

25 years -- John S. Carr, Western's Campus Bookstore; and Donna J. Griffith, physical plant-custodial services.

20 years -- Charles A. Carson, academic records; Kai M. Chapman, development; Jack N. Culp, physical plant-administrative services; Mark J. Evert, Miller Auditorium; Gerard T. Nowak, testing and evaluation services;

and Lambert R. Vander Kooi, electrical engineering.

15 years -- Ronald G. Canard, physical plant-B/E maintenance; Paula Hernandez, residence hall custodial; Robert W. Krohn, physical plant-L/G maintenance; Elizabeth B. Lockett, Division of Minority Affairs; William L. Myers, printing services; and Virginia M. Spicketts, Henry/Hoekje/Bigelow dining service.

10 years -- David L. Culver, logistical services-freight, postal and delivery; Beth M. Evink, business information systems; Barbara S. Liggett, associate vice president for human resources; Darla J. Manion, residence hall custodial; Michael J. Matthews, public information; Fotini Michalakakis, physical plant-custodial services; Edith K. Nieboer, Career English Language Center for International Students; Miguel A. Ramirez, Division of Minority Affairs; Mary E. Ramlow, Evaluation Center; Thomas K. Ramsdell, printing services; Marilyn K. Rowe, College of Arts and Sciences; Dawn M. Southworth, student financial aid and scholarships; and Teresa L. Sprague, human resources.

Five years -- Janice E. Brown, human resources; Sharon L. Carlson, Specialty Program in Alcohol and Drug Abuse; Elisa R. Dely, Miller Auditorium; Polly R. Graham, Office of the Vice President for Student Services; Stanley E. Henderson, admissions and orientation; Misty L. Hornak, international student services; Dennis P. Iordache, consumer resources and technology; Timothy Mader, physical plant-custodial services; Patricia A. Moore, student financial aid and scholarships; Karin H. Moses, paper and printing science and engineering; Fern Stewart, residence hall custodial; and Juliann T. Townsend, physical plant-L/G maintenance.

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 two-year term and, in a separate election, was selected to serve a three-year term on the executive committee of the Michigan Council on Crime and Delinquency.

The Michigan Criminal Justice Educators and Trainers Association is an organization of all academic criminal justice programs and departments throughout the state, including both 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



Friday

and organizations 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.

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

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Deadline: Items to be considered for publication should be submitted to the Office of Public Information 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.

Human Resources

Training and development catalog out

All UCCS 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. Papesh at 7-3620 and she will mail you one.

Senate

The **Admissions, Financial Aid and Student Services Council** of the Faculty Senate will meet at 3 p.m. Thursday, Feb. 18, in Conference Room A on the third floor of the Seibert Administration Building. Agenda items include reports on admissions, financial aid, the Student Bill of Rights and the Code of Student Life.

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 Montreux Jazz Festival and at the Notre Dame Collegiate Jazz Festival.

Under the direction of Trent P. Kynaston, music, the University Jazz Orchestra has received national acclaim for its high performance standards and creative approach to big band jazz. It has appeared at the Detroit festival for the past 10 years and has won numerous top honors at the Notre Dame event over the past 14 years.

In order to make the trip to New York possible, the ensemble has mounted a fund-raising effort. Persons interested in making a tax-deductible contribution to help fund the tour should send a check made payable to "WMU Foundation/University Jazz Orchestra" to Kynaston in the School of Music.

'Establishing Performance Measures' seminar offered

A workshop on "Establishing Performance Measures" is scheduled for 8:30 to 11:30 a.m. Wednesday, Jan. 24, in 204 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 employees.

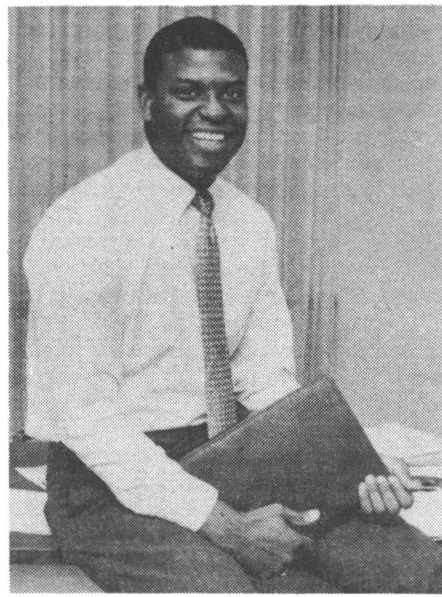
Instructor Ann E. Houser, human resources, also will teach the skills necessary to negotiate and finalize performance goals with employees.

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. Papesh at 7-3620.

Media

Richard Neschich, marketing, discusses the American Heart Association's new HeartGuide seal program and its impact on food manufacturers and consumers on "Focus," a five-minute interview produced by the Office of Public Information. "Focus" is scheduled to air Saturday, Jan. 20, at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590).

On campus



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 Haenicke. He served in that position as a student intern in 1988-89 and, after 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 special meetings and conferences for the president. He also assists with travel arrangements for Haenicke 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, he is involved in conducting library and statistical research and providing analyses in reports to the president. Rivers says his job is very versatile. "I can go from being an administrator to a politician to a mediator all 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 mainstream," he says.

Jobs

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

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

(R) **Ground/Laborer I** (1 Position), M-2, University Facilities-L/G Services, 89/90-271, 1/16-1/22/90.

(R) **Stockperson** (1 Position), F-3, Dining Services, 89/90-272, 1/16-1/22/90.

(R) **Utility Food Worker** (1 Position), F-1, Dining Services, 89/90-277, 1/16-1/22/90.

(N) **Police Recruit** (2 Positions), S-07, Public Safety, 89/90-278, 1/16-1/22/90.

(R) **Finance Clerk II**, S-04, Development, 89/90-279, 1/16-1/22/90.

(N) New
(R) Replacement

WMU is an EEO/AA employer

Policy

University Closing Policy

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

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

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

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

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

- (3) Notify vice president for student services
- (4) Notify general counsel and vice president for legislative affairs
- (5) Notify vice president for regional education and economic development
- (6) Notify vice president for research
- (7) Notify special assistant to the president
- C. **Provost and vice president for academic affairs**
 - (1) Notify academic deans
 - a. Notify departmental chairs
 - (2) Notify other major academic units
 - (3) Notify library
- D. **Vice president for development and administrative affairs and secretary of Board of Trustees**
 - (1) Notify trustees
 - (2) Notify major unit heads
- E. **Vice president for student services**
 - (1) Notify major unit heads
- F. **General counsel and vice president for legislative affairs**
 - (1) Notify major unit heads
- G. **Vice president for regional education and economic development**
 - (1) Notify major unit heads
- H. **Vice president for research**
 - (1) Notify major unit heads
- I. **Special assistant to the president**
 - (1) Notify major unit heads
- VI. In order to protect unavoidable income losses to employees, whenever the "University is closed" all faculty and staff not required for essential operations during the period of closing will be excused from work and be paid as though the period of closing were a holiday. However, it is the University's sole judgment as to who is required to work and who is not. Whenever the University is closed from normal operations, employees will fall into several groups for the purpose of determining pay.
 - A. Employees who are required to work to continue essential services will be paid for the time worked in the same manner as though the period of closing were a holiday. Thus, they will receive holiday pay plus time and one-half.
 - B. Employees who report for their regular work period prior to the announcement of closing, but who are not required to maintain essential services, will be released from their work stations by their supervisors at the effective time of closing and will be paid for the balance of their work period as though it were a holiday.
 - C. Employees who, for whatever reason, are unable to report for their regular work period prior to the announcement of closing may use annual leave for the time from the beginning of their regular work period to the effective time of closing, without the requirement of prior approval for annual leave. They will be paid for the balance of their work period as though it were a holiday.
 - D. Any employee who has reported in as "sick" or was scheduled to be on annual leave prior to the announcement of closing will be paid as though there were no closing and thus will be charged for sick leave or annual leave for the period not worked.

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

Calendar

JANUARY

Thursday/18

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

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

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

(and 19) Sabbatical exhibition of ceramics, Edward Harkness, art, Gallery II, Sangren Hall, 10 a.m.-5 p.m.

(thru 20) Sabbatical exhibition of drawings and paintings, Don King, art, Dalton Center Multi-Media Room, 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, 283 Wood Hall, 3 p.m.

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

University film series, "La Strada" (Italy, 1954), directed by Federico Fellini, 2302 Sangren Hall, 4 and 8 p.m.

Spiritual growth series, "Reformed Spirituality," the Rev. Fred Cunningham, pastor, North Presbyterian Church, Kalamazoo, St. Aidan's Chapel, 4 p.m.; reception to follow.

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.

*(and 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, North 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, ANAD, self-help group for anorexics, bulimics and their families, St. Aidan's Chapel, 7 p.m.; for more information, call Dawn at 344-1079, Elaine at 7-1850 or Jocelyn 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 Knauss Hall, 7:30 p.m.

Tuesday/23

Mechanical engineering seminar, "The Engineer's Role in Product Safety," Gary Bell, product safety administrator, DeVilbiss Corp., Toledo, Ohio, 2064 Kohrman Hall, 1 p.m.

Lecture, "Impartiality, 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.-5 p.m.; slide lecture on his work, Thursday, Feb. 8, 1213 Sangren Hall, 7 p.m.

School of Music Convocation Series, American Baroque Trio, Dalton Center Recital Hall, 2 p.m.

Career planning and placement services workshop, "Job Search Alternatives to On-Campus Interviews," conference room, first floor, b-wing, Ellsworth Hall, 3:30-5 p.m.; advance registration required, call 7-2745.

Lecture, "Xenophobia and the Indexical 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 statistics colloquium, "The Relationship Between Parallel Computation and Graph Embeddings," Ajay K. Gupta, computer science, Commons Room, sixth floor, Everett Tower, 4:10 p.m.; refreshments, 3:45 p.m.

University film series, "Eight-and-a-Half" (Italy, 1963), directed by Federico Fellini, 2302 Sangren Hall, 4 and 8 p.m.

*Guest artist recital, Kenny Werner, jazz pianist, with the Western Jazz Quartet, Dalton 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 Engineering during the winter semester.

The seminars are conducted at 1 p.m. on Tuesdays in 2064 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 be:

- "The Engineer's Role in Product Safety" by Gary Bell, product safety administrator at the DeVilbiss Corp. of 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 mathematician in the world," was appointed Dec. 15 as an adjunct research professor of mathematics and statistics by the Board of Trustees.

"He has visited our 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 mathematical genius is inspirational to our faculty and graduate students."

Erdos, 76, has written more than 1,200 mathematical papers and he has established a lifestyle of a mathematical nomad, as he travels around the world visiting scholar friends who share his love of mathematics. He is a pioneer in the field of combinatorics, the area that deals with combinations -- classifying and arranging the numbers of a set.

He has numerous honorary degrees and he is a member of the Hungarian Academy of Sciences, the Dutch Royal Academy, the National Academy of USA, the Indian Academy in New Delhi and the Australian Academy. He also has won the American Mathematical Society's most prestigious Cole Prize.

MLK

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little more than a belief in themselves, the rightness of their cause, and a willingness to accept risk -- can bring about positive, non-violent social change."

That vision, Haenicke said, is among the legacies that King left the nation.

"A sniper's bullet could end his life," Haenicke said. "But nothing could stop the word and the message he left behind. The irresistible force of social change which he initiated took its course, powered by the commanding vision that he put before the nation. It was a vision that cannot be forgotten, and if we neglect to fulfill it we do so at our peril."

Members of the advisory board of the Minority Campus Ministry, several of whom spoke during the observance, include: Charles D. Comer, health, physical education and recreation; Charles A. Davis, electrical engineering; the Rev. Otha Gilyard of Mt. Zion Baptist Church, director of the ministry; Elizabeth B. Lockett, minority affairs; Joyce B. Nichols, Sara Swickard Preschool; Dorphine Payne, student life; Vernon Payne, admissions and orientation; Danny Sledge, minority affairs; Raja D. Warfield, a senior in arts and sciences from Kalamazoo; and Timika Williams, a freshman in physical education from Detroit.

• "Current Status of Ocean Thermal Energy Conversion" Donald Sasscer, principal research scientist with the Puerto Rico Engineering Center of Argonne National Laboratories, on Feb. 20; and

• "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 meet with recognized experts in engineering, engineering education and engineering-related topics.

Ramirez named to state post

Miguel A. Ramirez, Division 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 fund and coordinator of the Michigan Department of Education's Office of Hispanic Education in Lansing. The board of directors has nine members.

The purpose of the organization is to raise funds and distribute scholarships to Hispanic and other disadvantaged students for postsecondary education on the basis of need, academic merit and promise of service to society.

It also is designed to develop and carry out strategies aimed at increasing the number of Hispanic and other disadvantaged high school students in college preparatory curricula. In addition, the group's goal is to promote access and educational opportunity for Hispanics and members of other disadvantaged groups.

Japan scholarships available

Faculty members are asked to inform their students about two scholarships available for September 1990 through July 1991 to Japan.

The Keio University Scholarship to Tokyo is valued at \$13,000 and is available to one undergraduate or graduate student at WMU. The Japan Center for Michigan Universities Scholarship is for \$7,500 and may be awarded to a few WMU undergraduate students. Both programs involve intensive Japanese language and culture studies.

The application deadline is Thursday, Feb. 1. Applications are available in the Office of International Affairs, 2090 Friedmann Hall. For more information, persons may contact Michitoshi Soga, international affairs, at 7-3951.

Senate

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

Henderson 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. A cap that year resulted in 2,700 fewer freshmen and a 50 percent increase in transfer enrollment two years later from community college students who had missed the cutoff.

"Freshman enrollment bounced around for five years after the cap," Henderson said.

The other members of the ad hoc committee were: A Bruck Clarke, associate vice president for academic affairs; John E. Nangle, institutional research; and Susan Pozo, economics.



C/TO LEADERSHIP -- Officers for this year's Clerical/Technical Organization are: (seated from left) Carolyn E. Cox, environmental health and safety, vice president, and Doris J. Moore, College of Engineering and Applied Sciences, president; (standing from left) Deborah L. Bartholomew, dining services, secretary; and Linda S. Clark, auxiliary enterprises, treasurer. The group's next meeting is at noon Wednesday, Feb. 14, in Red Rooms A and B of the Bernhard Center.