

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Blanchard praises University during whirlwind tour

It isn't every day the governor of Michigan spends four hours on campus. But he did Feb. 1 as part of a six-hour visit to Kalamazoo.

From a private, one-on-one conversation with President Haenicke to a news conference, a tour of the computer lab and Bronco Mall in the Bernhard Center and a reception for faculty members, Gov. James J. Blanchard got to know the University as never before.

"This is a very good sign of the governor's interest in WMU and in higher education," Haenicke said in introducing Blanchard at a luncheon that included members of the Board of Trustees and the representatives of several student, faculty and staff groups.

For his part, Blanchard praised WMU as "one of the state's stronger universities" with "significant statewide impact" and Haenicke as "one of the state's premier presidents" and "an asset not just to WMU but to the entire west side of the state."

He added that WMU is important to him personally as well. His wife, Janet, is a 1988 graduate of the University. She completed a bachelor's degree in general university studies with a major in applied liberal studies through WMU's Lansing Study Center.

At the news conference, which was attended by about 75 students in addition to reporters, Blanchard blamed the federal government for cutbacks in student aid.

"Our goal in the finance offices at the state and federal level should be to do everything we can to make sure that everyone who is making satisfactory progress has the financial wherewithal to finish college," he said, adding that Michigan has expanded both grant and loan programs for students in recent years.

Blanchard was asked whether the presidents of the state's 15 public universities would be pleased with recommendations he will make soon for state appropriations for higher education.

"We anticipate continued progress in what is an otherwise tight budget," he said. "If the presidents are totally pleased, then I would say to check their pulse and call the hospital."

Haenicke, who got a confidential preview of the governor's recommendation during their private conversation, said, "I'm more optimistic (about state appropriations) than I was when I got up this morning."

Throughout his visit, Blanchard made

it clear that education is his first priority.

"The state spends 36 percent of its budget on education, up from 32 percent when I became governor," Blanchard said. "That's twice as much as for the next priority, social services, at 18 percent and four times the level for law enforcement, which is 9 percent."

Blanchard told his audience that state appropriations for higher education have increased 83 percent since 1982 and that

capital outlay for higher education during the same period, at \$1.2 billion, has exceeded that for corrections.

"Ours will be a future of brainpower, not brawn-power," Blanchard said. "My goal is to see half of our citizens participate in some form of post-secondary education. Right now we're at about 35 percent. There's a skill gap here that we'll have to fill if we're going to be competitive."



Governor pays a visit

A news conference and a reception with faculty and staff were on Gov. James J. Blanchard's agenda when he visited campus Feb. 1. ABOVE: The governor had a chance to meet a number of faculty and staff members and get a bird's-eye view of the University at a late afternoon reception on the 10th floor of Sprau Tower. Here, Blanchard, right, chatted with, from left, Lawrence Ziring, political science; Werner Sichel, chairperson of economics; Susan Pozo, economics; and Ernest E. Rossi, chairperson of political science. AT LEFT: Blanchard fielded questions from reporters and students as Geneva Jones Williams of Detroit, chairperson of the Board of Trustees, looked on during a news conference in the Bernhard Center.

Haenicke to hold open office hours

President Haenicke will conduct open office hours from 8 to 10 a.m. Wednesday, Feb. 14, to provide students, faculty and staff members with the opportunity to stop by and visit with him on any topic of concern.

Haenicke plans to be available in his office, 3060 Seibert Administration Building.

Individuals may visit without making an appointment and will not be restricted in time unless others are waiting. In that case, a time limit of 10 minutes will be imposed.

Persons may call the Office of the President at 7-2351 to make sure Haenicke is on campus prior to visiting during the allotted time.

Legislators to conduct forum on higher education

Two Michigan legislators who have leadership roles in the higher education appropriations process will conduct a public forum on higher education from 10:15 to 11 a.m. Friday, Feb. 9, in the Martin Luther King Jr. Room of the Bernhard Center.

They are State Sen. William A. Sederburg (R-East Lansing), chairperson of the Senate Appropriations Committee's Subcommittee on Higher Education, and State Rep. Donald H. Gilmer (R-Augusta), the ranking minority member of the House Appropriations Higher Education Subcommittee. Interested faculty, staff and students are encouraged to participate in the forum.

Delene, Cain nominated for re-election in Senate

Linda M. Delene, marketing, and Mary A. Cain, education and professional development, have been nominated for re-election to their second one-year terms as president and vice president, respectively, of the Faculty Senate.

Nominated as representatives at large are: H. Nicholas Hamner, history; E. Thomas Lawson, chairperson of religion; and Shirley C. Woodworth, communication. The election is to be conducted by mail this month. The results will be announced at the March 1 meeting of the Senate.

Liggett to address next APA meeting

What will the University's contribution to retirement be like into the next decade?

Barbara S. Liggett, associate vice president for human resources, will discuss this and other issues at the next Administrative Professional Association business and social meeting at 5:15 p.m. Thursday, Feb. 15, at the Parkview Hills Clubhouse.

The topic of her talk is "Issues for the 1990s: Health Care, Flexible Benefits and Retirement." All P/A staff members are invited to attend and listen to her comments.

Hors d'oeuvres will be served. The cost is \$6 for APA members and \$7 for non-members.

Flyers have been sent to all P/A staff members. To make reservations, persons should return the form to Jolene V. Groh, International Student Services, or call her at 7-5865.

Senate OKs teaching evaluation, property measures

The Faculty Senate Feb. 1 adopted recommendations of an ad hoc Committee on Student Evaluation of Teaching that call for a standardized system of ratings by students as well as approved a policy on intellectual property.

The system, called the Instructor Course and Evaluation System or ICES, was developed at the University of Illinois, where it remains in use. It would replace instruments currently selected individually by academic departments.

The rating system would be only one of several components used in the evaluation of teaching, said Bruce M. Haight, history, chairperson of the committee. Others identified in the recommendation include observation, peer review, administrative review, self-reported data and "artifacts of teaching" such as syllabi, tests and assignments. One means, informal student opinions, was deleted by Senate action.

"A major strength of the system is its flexibility," Haight said.

"There was a widespread feeling that

instruments currently in use by academic departments vary widely (in effectiveness)," said Senate President Linda M. Delene, marketing, when asked the impetus of the Senate's interest in the matter. The committee, which was established by the Senate's Executive Board, received samples of instruments from each department.

Using ICES, each department could assemble its own unique rating instrument that would include three sets of questions selected from among about 500 questions whose validity and reliability have been established, Haight said.

The first set, called global questions and common to all instruments at the University, would ask students to compare the instructor and the course with all others they have had at the University. Its results would be reported to the instructor and appropriate persons in the department, the college and the University.

A second set of questions would be selected by the department. They would ask students to compare the instructor and the course with others they have had

in the department. Results would be reported to the instructor and the department. A third set of questions would be selected by the instructor, and results would be shared only with her or him.

"The system would be used both as a diagnostic tool to help faculty members improve their teaching and for the evaluation of their teaching," Haight said.

One recommendation approved by the Senate called for results to be initially tabulated and normed by staff at the University of Illinois. A further recommendation said the system should be adopted "if and only if" an office on campus is charged with its development and administration and is adequately supported.

The Senate added a recommendation that the evaluation of teaching be conducted in conjunction with appropriate instructional and faculty development programs already available at the University.

The policy on intellectual property

(Continued on page four)



EXPANDING TECHNOLOGY -- Checking over the boxes of computer equipment that have arrived in the College of Education thanks to a \$200,000 grant from the IBM Corp. are, from left: James J. Bosco, College of Education; Jerry M. Brief, IBM marketing representative; David L. Swanstrom, IBM's senior location manager for West Michigan; and Dean Arnold M. Gallegos, education. The grant will enable the college to train new and practicing teachers in the expanded use of technology in the classroom.

IBM awards \$200,000 grant to college for training new and practicing teachers

The IBM Corp. has awarded a \$200,000 grant to WMU's College of Education to train new and practicing teachers in the expanded use of technology in the classroom.

"This generous gift will enable us to establish an IBM computer laboratory in Sangren Hall to support pre- and in-service teacher preparation," said Dean Arnold M. Gallegos, education. "Research on teacher career development indicates that early years of teaching are particularly important in shaping teaching practices; further, this research indicates that teacher education should be seen as a continuing, cohesive process beginning in pre-service and continuing into in-service."

James J. Bosco, College of Education, added, "Effective use of computers not only requires teachers to have the technical skills to know how to operate the machinery, but also requires them to have an understanding of how computers can be used as a natural and normal element of their teaching practice. This IBM grant will enable us to provide a model for teacher education in grades K-12 for the nation."

Plans being made for Earth Day observance

A meeting for persons interested in helping to plan WMU's celebration of Earth Day is scheduled for noon Monday, Feb. 12, in the Environmental Studies Library, 228-A Moore Hall.

"Western's Earth Day Teach-In and Celebration" is being planned for Thursday, April 5, as a prelude to the national celebrations of the 20th anniversary of Earth Day on Sunday, April 22.

The Environmental Studies Program is leading the effort and invites all interested faculty, staff and students to attend the planning meeting. If you are interested but cannot attend, please leave a message at the Environmental Studies Office, 7-2723.

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.

Commitment to be theme of conference

"Commitment in the '90s" is the theme for the ninth annual Issues and Opportunities for Women Conference scheduled for Friday, Feb. 23.

The conference will run from 8 a.m. to 1:30 p.m. in the Bernhard Center. Its goal this year is to remind participants of the importance of committing themselves and their time to social and personal issues.

The conference is coordinated by a staff of volunteers from throughout the University. It is designed primarily to help WMU employees improve their lives, both professionally and personally. However, topics are designed to be broad enough to invite the general public.



Raaberg

The keynote speaker will be G. Gwen Raaberg, Women's Center. She will discuss "The Power of Commitment" in a talk at 8:20 a.m. She will focus on how the decision to commit one's self to a goal unleashes hidden sources of power.

Other topics to be covered include "Investing Basics," "Noncombative Parenting and Child Management," "Developing and Maintaining Healthy Relationships," "Volunteering: Community Action IN Action," "Looking Toward the New Millennium: How Personal Preferences and Purchasing Power Change the World" and "Spiritual Anthropology."

The conference will conclude with a noon luncheon featuring composer/performer Candace Anderson.

The registration fee for the conference is \$10 and is due Friday, Feb. 16. To register and for more information, persons may call the Department of Human Resources at 7-3620.

Minority achievers here for HEIS Competition

Some 100 top minority high school seniors and their parents from across the state will gather at WMU Friday, Feb. 16, to participate in the 1990 Higher Education Incentive Scholarship Competition.

The event, sponsored by the Office of Admissions and Orientation, will run from 9 a.m. to 3 p.m. in the Bernhard Center.

To be invited to participate, students had to be admitted to WMU by Jan. 10, had to have at least a 3.5 high school grade point average and had to be an ethnic minority.

Each student who comes to the competition and decides to attend WMU will receive at least a \$3,000 scholarship. Ten students will receive the Higher Education Incentive Scholarships worth \$12,000 each. The awards are part of WMU's merit scholarship program, which is valued at more than \$1 million.

"Our efforts in arousing the interest of these scholars have been particularly successful this year," said Patricia L. Thompson, Office of Adult Learning Services, chairperson of the HEIS Committee. "The University is pleased to have such outstanding students compete for the

Higher Education Incentive Scholarships."

Following a welcome, students and parents will hear a presentation on the Lee Honors College. At 10:15 a.m., students will participate in a composition exercise and listen to a panel discussion by current Higher Education Incentive Scholarship recipients. During that time, the parents will listen to presentations on financial aid and other general information about WMU.

A luncheon for parents and students will feature a speech by Donald E. Thompson, vice president for research. After lunch, the students will participate in individual interviews and group exercises, while the parents take a campus tour. The event will conclude with a reception at 2:30 p.m. Faculty and staff members have been invited to several of the sessions during the day as observers and presenters.

"Our goal is to present these families with a better conception of the faculty, staff and student support that their students could benefit from if they should choose to attend WMU," said Vernon Payne, admissions and orientation.

Scholarship competition to draw top seniors

The cream of the crop of this year's high school graduating classes will be at WMU Saturdays, Feb. 10 and 17, to compete for scholarships valued at more than \$1 million to attend WMU this fall.

About 600 high school seniors -- 300 on each date -- will participate in this year's Medallion Scholarship Competition. Some 850 of their parents also will attend to participate in information sessions and other activities.

This is the sixth year for the event, which will draw students from Michigan as well as from California, Colorado, Florida, Illinois, Indiana, Massachusetts, Tennessee, New York, Pennsylvania and Ohio. The students are competing for some of the largest merit scholarships in American public higher education.

Capping off the scholarship program are the prestigious Medallion Scholarships, worth \$25,000 over four years. Also available are \$12,000, \$8,000, \$6,000 and \$3,000 awards. Each student who participates in the event and decides to attend WMU receives some sort of scholarship.

To be invited to participate, students had to have been admitted to WMU by Jan. 10. They also had to have at least a 3.7 grade point average in high school, or at least a 3.5 GPA and an American College Test score of at least 30. The selection committee will consider grades, courses, test scores and performance in the on-campus competition as well as leadership, recommendations and, in some cases, personal interviews.

Among the participants this year are 177 students who have perfect 4.0 GPAs and 202 who have ACT scores of 30 or higher. Nearly 50 students are coming from high schools in Kalamazoo and

Portage on Feb. 10.

To acquaint students and parents with the campus and community, there will be an exhibit area titled "WMU/Kalamazoo at a Glance" set up from 8 a.m. to 1 p.m. in the East Ballroom of the Bernhard Center. Participants will be invited to browse through the room and visit with academic advisers and other WMU staff members. Information will be available on such topics as student activities, WMU history, financial aid, employment, residence halls and the community.

Registration for the event will be conducted from 9 to 10 a.m. in the lobby of the Bernhard Center. At 10 a.m., students and parents will be welcomed by Stanley E. Henderson, admissions and orientation, and E. Thomas Lawson, chairperson of the religion and of the Medallion Committee, in the center's East Ballroom.

The rest of the day for students will include written testing and group problem-solving. They also will attend panel discussions featuring some of the 44 current Medallion Scholarship recipients and representatives from the Lee Honors College. In addition, students will have an opportunity to experience a WMU class by participating in "honors colloquia."

The parent agenda for the day will feature sessions on the Lee Honors College, financial aid and the transition from high school to college, as well as discussions with Medallion Scholarship winners. In addition, parents will have an opportunity to attend a performance by Gold Company, WMU's award-winning vocal jazz ensemble, a women's

basketball game and a tour of the residence halls.

The day will conclude with a closing ceremony and reception for parents and students at 5:15 p.m. in the East Ballroom of the Bernhard Center.

Besides the Bernhard Center, events will take place in Sangren Hall and the Fetzer Center. More than 250 WMU faculty and staff members will be involved in the program's various phases.

Sunraycer to speak

"Running on Sunlight: The GM Sunraycer's Solar Saga" will be the topic of a speech at the 11th annual Engineers' Week Dinner Tuesday, Feb. 20, at the Bernhard Center.

Molly K. Brennan, one of the drivers of the solar-powered car that won the World Solar Challenge in Australia in 1987, will be the speaker. Her topic is of special interest on campus because a team from WMU and Jordan College is designing and building a solar-powered vehicle to compete in the GM Sunraycer USA in July.

The team is one of 32 chosen from throughout the country to enter the race, which will cover 1,200 miles from Orlando, Fla., to Warren, Mich.

The dinner will begin at 6:30 p.m. in the East Ballroom. Reservations at \$15 per person must be made by 5 p.m. Tuesday, Feb. 13, by calling 7-4017.



Brennan

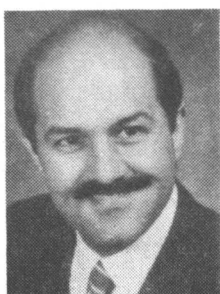
Management expert here Feb. 13

A nationally recognized management expert will be on campus Tuesday, Feb. 13, to tell professional/technical/administrative employees about the keys to successful leadership.

James M. Kouzes, president of TPG Learning Systems, a company in the Tom Peters Group, will speak on "The Leadership Challenge: How to Get Extraordinary Things Done in Organizations." All P/T/A employees have been invited to attend one of two sessions in the Fetzer Center: from 8:30 to 11:30 a.m. or from 1 to 4 p.m.

The seminar will officially kick off the Professional Development Program designed by the Department of Human Resources and the Administrative Professional Association. Twenty-seven people have been selected for the program to go through a series of development opportunities to enhance their management skills.

Kouzes' firm develops and distributes interactive learning programs that enable users to apply the concepts and



Kouzes

principles of organizational excellence to their everyday actions. He has been affiliated with Peters, the author of "In Search of Excellence," for several years. An experienced educator, Kouzes has trained more than 17,000 managers since he began his career in management in 1969.

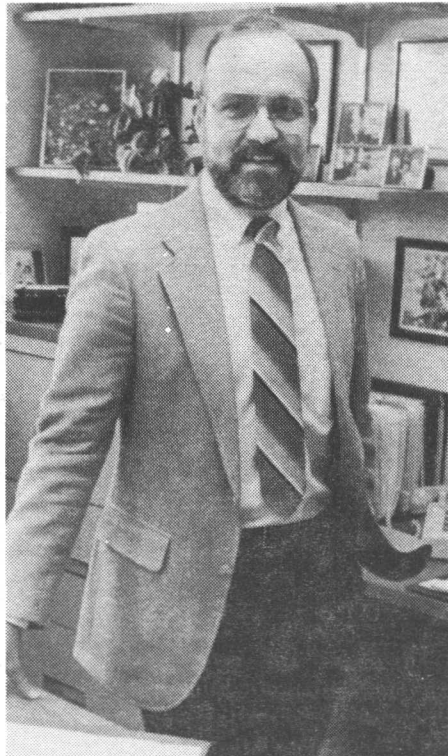
An author in his own right, Kouzes has written (with Barry Z. Posner) "The Leadership Challenge: How to Get Extraordinary Things Done in Organizations." In their book, the authors examine the experiences of 500 middle and senior managers at their personal best and describe five practices and 10 commitments that are essential to successful leadership. Kouzes will discuss his findings during his free talk at WMU.

Persons interested in attending should register by calling Dawn J. Papesh, human resources, at 7-3620. Persons with questions may call Doreen A. Brinson, human resources, at 7-3644.

Faculty tea planned

All faculty members, especially those from the Haworth College of Business, are invited to attend a tea from 3 to 6 p.m. Friday, Feb. 16, at the Kalamazoo House, 447 W. South St. The event is being sponsored by Alpha Kappa Psi professional business fraternity.

On campus



NEVER A DULL MOMENT -- Carl W. Doubleday says an exciting day is routine in his position as associate director for public events in the School of Music. The concerts office, which he supervises, is responsible for the public image of WMU's large and very active music program. The office plans and coordinates more than 400 events annually including conferences, residencies, workshops, tours, clinics and guest artist appearances, as well as the use of music spaces in the Dalton Center by outside organizations. He is the editor and designer of "The Musical Offering," a School of

Music newsletter that is instrumental to its alumni relations and development programs, and he has been director of WMU's summer music camp for high school students since he began working for the University in 1968. Doubleday spends much of his time dealing with calendar business. "Most people have no idea how complicated the arts calendar is in this community," he says. A favorite scheduling story dates back to his first years on the job. "We (music and theatre) were trying to determine our opera production schedule about 18 months in advance," he recalls. "We knew we had to coordinate our choices with the Kalamazoo Symphony because we use many of the same string players. Pierre Hetu, conductor of the KSO at the time, was also assistant conductor of the Detroit Symphony, so the DSO schedule was another factor. The conductor of the Detroit Symphony was Sixten Ehrling who also conducted the Stockholm Opera, so his Detroit schedule had to pay attention to Stockholm. It was sobering to realize that somewhere in Sweden a group of people was deciding when we could do opera here at Western Michigan University!" Outside of the music school, Doubleday is chairperson of the University Cultural Events Committee, organist for Milwood United Methodist Church, secretary for the local chapter of the American Guild of Organists and governor for the Michigan Province of Phi Mu Alpha Sinfonia professional music fraternity. "At the end of many days, I just go home and take the phone off the hook," Doubleday confesses.

Media

Paul Yelsma, communication, discusses ways to improve marital communication and maintain intimacy on "Focus," a five-minute interview produced by the Office of Public Information. "Focus" is scheduled to air Saturday, Feb. 10, at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590).

In honor of Black History Month, WMUK-FM (102.1) will air special programs during four evenings the week of Feb. 12. At 6:30 p.m., the series, "Contemporary Black Writers," will profile some of the most prolific authors of the 20th century. The authors and the dates of their programs are: award-winning poet Margaret Walker, Monday, Feb. 12; "Roots" author Alex Haley, Tuesday, Feb. 13; poet, playwright and

scholar Sonia Sanchez, Wednesday, Feb. 14; and playwright Charles Fuller, Thursday, Feb. 15. Each program will be followed at 7 p.m. by a 10-minute program on black performers and musical traditions that is part of a series titled "Make a Joyful Noise: African-American Musical Cultures."

"Idlewild: The Apollo of Michigan" is the title of a program produced by media services scheduled to air on Kalamazoo Community Access Television Feb. 12-17. The show, which features Benjamin C. Wilson, Black Americana Studies Program, telling the fascinating history of this black resort, will air on Channel 30 at 8 p.m. Monday, Feb. 12; 6 p.m. Wednesday, Feb. 14; and 7 p.m. Friday, Feb. 16. It will be on Channel 32 at 7 p.m. Saturday, Feb. 17.

Media Services

Three newly released videotapes are now available for previewing in the Media Resource Center in Sangren Hall.

"The Mirror of a Child" and "Different Like Me," produced by the Johnson Institute, dramatize the effects of being raised by an alcoholic parent. The former helps adult children of alcoholics see how the quality of their lives is currently being affected by wounds from the past, while the latter is a story of a teenage child of an alcoholic parent who joins a support group for children of alcoholics.

"People Who Have Struggled With Abortion" is about people from all walks of life -- a doctor, legislator, theologian, nun, women's organizer, teacher, rabbi, counselor, black activist, student and nurse -- who have struggled with this issue. The program should be of interest not only to people concerned with the specific issue of abortion, but also those interested in structuring the process of making moral, ethical decisions.

To arrange for a preview of these programs, call Michelle Dick in the Media Resource Center at 7-5072.

Exchange

FOR SALE BY OWNER -- Large, eclectic house that elegantly combines 1930s core with additions dating from the 1950s. Five bedrooms, formal dining room, large family room. Set on two acres of pine woods, has in-ground swimming pool and is within walking distance of WMU and "K" College. Asking \$95,000. Call 385-4048 evenings or 7-5873 days.

Zest for Life

None of us can escape stress. But how we perceive it and deal with it can become a life-long habit.

A series of workshops on "Stress and Conflict: Coping and Conquering" will be offered from 5:15 to 7:15 Tuesdays and Thursdays from Feb. 20 to March 1. The workshops will focus on helping participants identify personal sources of stress and provide eight strategies for controlling stress in their lives.

Participants who attend all four sessions will receive a free relaxation tape. To register, call the Zest for Life office at 7-3262.

A special thanks to all faculty and staff who have returned their University Wellness Committee Employee Health Survey.

The survey, mailed to a stratified random sample of faculty and staff on Jan. 15, has been designed to help the Wellness Committee compare faculty/staff health concerns and needs in 1990 with those identified in previous surveys administered in 1985 and 1987 and to look at current health promotion needs for employees. More than 60 percent of those receiving surveys have returned them.

We urge any of you who have been too busy to complete your survey to do so and return it to University Wellness Programs, Sindecuse Health Center.

If you have misplaced your survey or have questions, call Christine G. Zimmer at 7-3263.

Human Resources

'Valuing Diversity' seminar offered

It has been said that the diversity of a workforce leads to innovation, creativity and productivity. The Department of Human Resources is offering "Valuing Diversity" seminars on learning to appreciate and deal with the University's rich mix of racial and ethnic groups, women and minorities.

Non-supervisory employees are invited to a session from 8:30 a.m. to noon

Thursday, Feb. 15, in 204 Bernhard Center. The seminar will be repeated on Thursday, March 22, and Tuesday, May 22. Presenters are Larry C. Scott, compensation, and Doreen A. Brinson, training and development.

Reservations are necessary. Persons should fill out the form in the back of the training catalog or call Dawn J. Papesh at 7-3620.

Service

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

35 years -- Dean Tyndall, occupational therapy.

25 years -- Gerald Hardie, physics.

20 years -- Joseph T. MacLean, Western's Campus Bookstore; and Frederick G. Schulz, plant extension.

15 years -- Chester C. Arnold, career planning and placement services; and Margaret J. Corbin, Valley II dining service.

10 years -- Diane G. Boston, Waldo Library; Leona Heerlyn, Sindecuse Health Center; Annie L. Mahone, Davis dining service; Daniel D. Miller, physical plant-L/G maintenance; Jamie B. Predum, residence hall custodial; Catherine Sargent, Brown and Gold Room; and Samuel G. Shorter, community health services.

Five years -- Alice Boyd, Burnham dining service; Carolyn E. Cox, environmental health and safety; Elizabeth Hawkins, human resources; John P. McDevitt, public safety; Katherine McLain, Henry/Hoekje/Bigelow dining service; Patricia K. Rice, physical plant-custodial services; Gilbert Ruiz, physical plant-custodial services; and Burnie J. Tabb, accounts receivable.

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) **Assistant Professor** (Tenure Track Position), I-30, Mathematics and Statistics, 89/90-282, 2/6-2/12/90.

(R) **Instructor** (Temporary; 1-Year Position), I-40, Mathematics and Statistics, 89/90-285, 2/6-2/12/90.

(N) **Assistant/Associate Professor** (Tenure Track Position), I-30/20, Mathematics and Statistics, 89/90-286, 2/6-2/12/90.

(R) **Assistant Professor** (Tenure Track Position), I-30, Educational Leadership, 89/90-287, 2/6-2/12/90.

(R) **Assistant Professor** (Temporary; 1-Year Position), I-30, Art, 89/90-288, 2/6-2/12/90.

(R) **Assistant Professor** (Temporary;

1-Year Position), I-30, Art, 89/90-289, 2/6-2/12/90.

(R) **Assistant Professor** (2 Tenure Track Positions), I-30, School of Music, 89/90-291, 2/6-2/12/90.

(R) **Instructor/Assistant Professor** (Temporary; 1-Year Position), I-40/30, Anthropology, 89/90-292, 2/6-2/12/90.

(R) **Word Processing Operator I**, S-05, Graduate College, 89/90-310, 2/6-2/12/90.

(R) **Clerk II**, S-03, Cashiering, 89/90-312, 2/6-2/12/90.

(R) **Director, Residence Hall** (3 Positions), R-05, Residence Hall Facilities/Residence Hall Life, 89/90-313, 2/6-2/12/90.

(R) **Custodian**, M-2, Residence Hall Custodial, 89/90-314, 2/6-2/12/90.

(R) **Library Assistant II**, S-05, Waldo Library, 89/90-315, 2/6-2/12/90.

(R) **Secretary II** (Term ends 1/31/92), S-05, Geology/Groundwater Education in Michigan, 89/90-316, 2/6-2/12/90.

(R) **Custodian** (Second Shift), M-2, Residence Hall Custodial/Bernhard Center, 89/90-318, 2/6-2/12/90.

(N) New

(R) Replacement

WMU is an EEO/AA employer

Calendar

FEBRUARY

Thursday/8

- (thru 28) Black History Month exhibition of pictures of historical black women, outside the Space Gallery, Knauss Hall.
- (thru 16) 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.
- (and 9) Photography exhibition, Steve Nelson, Grand Rapids photographer, Gallery II, Sangren Hall, 10 a.m.-5 p.m.
- 12th annual Career Fair, Bernhard Center, 10 a.m.-4 p.m.
- (and 9) Symposium, "The Future Work of the Professoriate," Fetzer Center, noon-7:30 p.m. Thursday and 9:30-5 p.m. Friday.
- Meeting, Research Policies Council of the Faculty Senate, Conference Room A, third floor, Seibert Administration Building, 3 p.m.
- University film series, "Dreams" (Sweden, 1955), directed by Ingmar Bergman, 2302 Sangren Hall, 4 and 8 p.m.
- Slide lecture on his work, Steve Nelson, Grand Rapids photographer, 1213 Sangren Hall, 7 p.m.
- Panel discussion, "Drugs and Kalamazoo," featuring community members who have been active in confronting drug use in Kalamazoo, West Ballroom, Bernhard Center, 7:30 p.m.
- *(thru 11 and 15-17) University theatre production, "L'Ormino," Dalton Center Multi-Media Room, all at 8 p.m. except Sunday, Feb. 11, at 2 p.m.
- *Concert, University Jazz Orchestra conducted by Trent Kynaston and Jazz Lab Band conducted by Tom Knific, Dalton Center Recital Hall, 8 p.m.

Friday/9

- Meeting, Executive Board and Council of Representatives of the Administrative Professional Association, Red Room A, Bernhard Center, 10 a.m.
- Public forum on higher education conducted by State Sen. William A. Sederburg, chairperson of the Senate Appropriations Committee's Subcommittee on Higher Education, and State Rep. Donald H. Gilmer, ranking minority member of the House Appropriations Higher Education Subcommittee, Martin Luther King Jr. Room, Bernhard Center, 10:15-11 a.m.
- Lecture, "Africa--America: The Chains That Bind," Godfrey L. Binaisa, former president of Uganda, Dalton Center Recital Hall, 3:30 p.m.
- *(and 10) Department of Dance's annual concert, Shaw Theatre, 8 p.m.
- *Concert, Kalamazoo Symphony Orchestra with violinist Nadja Salerno-Sonnenberg, Miller Auditorium, 8 p.m.

Saturday/10

- (and 17) Medallion Scholarship Competition, Bernhard Center, Sangren Hall and Fetzer Center, 8 a.m.-6 p.m.
- Dedication of portrait of President Emeritus James W. Miller, Miller Auditorium, 1 p.m.
- Student recital, Mark Hagemann, tuba, Dalton Center Recital Hall, 2 p.m.

Sunday/11

- Concert, University Concert Band conducted by Patrick Dunnigan, Miller Auditorium, 3 p.m.

Monday/12

- Student Teacher Day, Bernhard Center, 8:15 a.m.-2:30 p.m.
- Campuswide blood pressure screening: East Hall lobby, 9:30 a.m.-1 p.m.; Campus Services Building conference room, 1:30-3:30 p.m.; and Ackley, Shilling, Britton and Hadley halls cafeteria entrances, 4:30-6:30 p.m.
- Black History Month brown bag luncheon, "Unity in Group and Between Groups," Jeanne A. Baraka-Love, director of minority affairs, Kalamazoo College, Red Room A, Bernhard Center, noon.
- Planning meeting for Western's Earth Day Teach-In and Celebration, 228-A Moore Hall, noon.
- Meeting, ANAD, self-help support 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.

Tuesday/13

- Seminar, "The Leadership Challenge: How to Get Extraordinary Things Done in Organizations," James M. Kouzas, president, TPG/Learning Systems, Fetzer Center, 8:30-11:30 a.m. or 1-4 p.m.
- Campuswide blood pressure screening: Sangren Hall lobby, 9:30 a.m.-3:30 p.m.; auxiliary enterprises, maintenance regions 1 and 8, 2:30-3:30 p.m.; and Eicher, LeFevre, Garneau and Harvey halls cafeteria entrances, 4:30-6:30 p.m.
- (and 20) Career planning and placement services workshop, "Career Strategies for Nontraditional Students," Red Rooms A and B, Bernhard Center, 6:30-8:30 p.m.; advance registration required, call 7-2745.
- *School of Music Dalton Series, Allan Sternfield, piano, Dalton Center Recital Hall, 8 p.m.

Wednesday/14

- President Haenicke's open office hours, 3060 Seibert Administration Building, 8-10 a.m.
- Campuswide blood pressure screening: Gary Center lobby, 9:30 a.m.-1 p.m.; Ellsworth Hall lobby, 1:30-3:30 p.m.; and Harrison, Stinson, Eldridge and Fox halls cafeteria entrances, 4:30-6:30 p.m.
- Training and development seminar, "Western and You," new employee orientation, 204 Bernhard Center, 10 a.m.-noon.
- (thru March 1) Exhibition of handmade paper, Paul Robbert, art, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.; reception, Thursday, Feb. 15, 4-7 p.m.; slide lecture on his work, Tuesday, Feb. 20, 1213 Sangren Hall, 7 p.m.
- Doctoral oral examination, "The Relationship Between Attitude Toward the Elderly and Interpersonal Contact Among Social Workers," William D. Vickers, educational leadership, Tate Center, 3210 Sangren Hall, 2 p.m.
- Black Americana Studies Program annual W.E.B. Du Bois Luncheon, speaker, Luther Dease, director of media technology and information services, Muskegon Area Intermediate School District, and former director, WMU Upward Bound Program, President's Dining Room, Bernhard Center, 11:30 a.m. (by invitation only).
- Meeting, Clerical/Technical Organization, Red Rooms A and B, Bernhard Center, noon-1 p.m.
- School of Music Convocation Series concert, Student Musicale, Dalton Center Recital Hall, 2 p.m.
- Women's basketball, WMU vs. Eastern Michigan University, Read Fieldhouse, 5:30 p.m.
- *Men's basketball, WMU vs. Eastern Michigan University, Read Fieldhouse, 8 p.m.
- Gospel choir concert, Dalton Center Recital Hall, 8 p.m.

Thursday/15

- Training and development seminar for non-supervisory employees, "Valuing Diversity," 204 Bernhard Center, 8:30 a.m.-noon.
- *(and 16) Management and executive development seminar, "Finance for the Non-Financial Manager," Pamela D. McElroy and James P. D'Mello, finance and commercial law, Fetzer Center, 8:30 a.m.-4:30 p.m.
- Lecture, "Rhetoric in Soviet and American Mass Media," Alla Paroyatnikova, head of the Department of Foreign Languages, Maxim Gorky Literature Institute, Moscow, 10th floor lounge, Sprau Tower, 3 p.m.

Spiritual Journey Series, "Sarada Devi: Holy Mother of India. Does One Always Choose to be Spiritual?," Nancy Falk, religion, St. Aidan's Chapel, 4 p.m.; reception to follow.

Campuswide blood pressure screening: outside 2037 Kohrman Hall, 9:30 a.m.-3:30 p.m.; and Burnham halls lobbies, 4:30-6:30 p.m.

University film series, "Investigation of a Citizen Above Suspicion" (Italy, 1970), directed by Elio Petri, 2302 Sangren Hall, 4 and 8 p.m.

Career planning and placement services workshop, "Creating Effective Resumes and Letters," 208 Bernhard Center, 5:30-7 p.m.; advance registration required, call 7-2745.

Center for the Study of Ethics in Society lecture, "Complicity: Is It Reasonable for Women to be Rational?," Harriet E. Baber, associate professor of philosophy, University of San Diego, 3760 Knauss Hall, 8 p.m.

*Admission charged



GETTING OUT THE WORD ON WMU -- President Haenicke, right, was one of three presidents of Michigan public universities invited as guests on a television public affairs program in Detroit last week. Haenicke is shown here during the Feb. 1 taping of WXYZ-TV's "Spotlight on the News" with, from left, program host Jim Harrington, President James J. Duderstadt of the University of Michigan and President William Shelton of Eastern Michigan University. The three presidents answered questions from Harrington and reporters from the Detroit Free Press and Detroit News on such topics as athletics, tuition, state appropriations and taxes. The program aired last Sunday.

Free blood pressure screening offered

Roll up your sleeve and get ready to perform a "death-defying" act -- getting your blood pressure checked.

WMU's annual Campuswide Blood Pressure Control Program, sponsored by University Wellness Programs, begins Monday, Feb. 12, and moves to 21 sites throughout campus over the next two weeks (see the calendar on this page for times, dates and places).

It is part of a national high blood pressure educational program to help individuals prevent stroke and heart attack through early detection and control of high blood pressure. WMU's program provides free blood pressure assessments and education for lifestyle risk reduction to help faculty, staff and students keep their blood pressures in a healthy range.

Statistics show that one out of five Americans has or will develop high blood pressure, a condition that contributes to destruction of arteries and

leads to early stroke, heart attack, kidney failure and visual impairment. Despite reductions of 30 percent in the mortality rate of cardiovascular disease over the past 20 years, strokes and heart attacks continue to be the nation's leading causes of disability and death, killing more Americans than cancer and accidents combined.

High blood pressure, a leading risk factor for cardiovascular disease, presently affects 15 to 20 percent of America's workforce. High blood pressure, cigarette smoking and elevated blood cholesterol levels are among the primary risk factors that contribute to cardiovascular disease.

"Actuarial charts used by life insurance companies indicate that, at any given age, the higher the blood pressure, the shorter your life expectancy," said Christine G. Zimmer, University Wellness Programs. "Even mild elevations are significant."

Strongest determinants of whether a person will develop high blood pressure presently appear to be heredity and body weight, although family history of blood pressure may be linked to not only genes but family health habits. Lifestyle risk factors affecting blood pressure levels include smoking, overconsumption of caffeine, alcohol and sodium, inadequate calcium intake, unhealthy stress and lack of regular aerobic exercise.

According to the Centers for Disease Control, lifestyle behaviors contribute 54 percent to death from cardiovascular disease, while heredity contributes only 25 percent.

"High blood pressure has no symptoms, so getting your blood pressure checked at least once a year should be high on everybody's list for preventive health care," Zimmer said. "Early detection and treatment can prevent destruction of arteries and vital organ damage."

"Plan to have your blood pressure checked over the next two weeks at one of the many convenient campus locations," she continued. "You, more than anyone else, are in charge of your health and there is much you can do to keep your blood pressure low."

Senate

(Continued from page one)

approved by the Senate allows the ownership of copyright to remain with the creator. For inventions, the creator would receive 60 percent of any proceeds, the University 25 percent and the creator's "primary origination unit," usually an academic department, 15 percent.

The University would have ownership of "tangible research property," such as a prototype device or an integrated circuit, the policy states.

The policy was developed by an ad hoc committee of the Research Policies Council chaired by Subhash R. Sonnad, sociology, and recommended to the Senate by the council. The committee identified the "intellectual property administrator" as the vice president for research.

Since parts of the policy may fall under the jurisdiction of the WMU chapter of the American Association of University Professors, it will be forwarded to both the administration and to the chapter, according to the Executive Board.