

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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April 19, 1990

Senate gives Haenicke 'overwhelming' support

The Faculty Senate gave President Haenicke "an overwhelming vote of confidence" at its annual dinner meeting April 12, said Linda M. Delene, marketing, president of the Senate.

The vote followed remarks by Haenicke on last week's occupation of the Seibert Administration Building by protesting students. Haenicke emphasized due process, noting that the rights of students and faculty members would be protected.

"It was important for faculty members to express their support for President Haenicke at this time," Delene said.

Negotiating teams named

Although formal negotiations are not expected to begin until late June, the University and its faculty union, the American Association of University Professors (AAUP), have jointly announced their respective bargaining teams.

Representing the University will be: A. Bruce Clarke, associate vice president for academic affairs; Werner Sichel, chairperson of economics; Dean Janet I. Pisaneschi, health and human services; Carol L. Stamm, chairperson of management; Dean K. Honsberger, budgets and financial planning; and Dinah J. Rank, collective bargaining and contract administration. Rank also will serve as chief negotiator.

The AAUP's bargaining team will be: Lynwood H. Bartley, communication; Phillip P. Caruso, economics; Ahmad D. Issa, finance and commercial law; Deloris J. Phillips, social work; Leo J. Stevenson, finance and commercial law; and Shirley C. Woodworth, communication. Bartley will serve as the team's chief negotiator.

The parties indicated that they plan to use the problem-solving approach to collective bargaining that worked so well three years ago. "We expect a speedy and amicable settlement," Bartley and Rank said.

The University's current three-year contract with the faculty union expires Sept. 6, 1990.

Eight to receive \$2,500 Teaching Excellence Awards

Eight WMU faculty members have been selected to receive \$2,500 Teaching Excellence Awards.

Funds for the awards were included in the 1989-90 Higher Education Appropriations Act of the Michigan Legislature to recognize excellent teaching as an integral part of the effort to improve instruction.

Each state university was provided with funds to make a varying number of awards based on the size of the institution. The criteria for selection included: superior classroom performance; innovative instructional practice; high educational standards; and concern for students in and out of the classroom.

At WMU, one winner was selected from each of five colleges and three winners were selected from the College of Arts and Sciences, the largest college. They are: **College of Arts and Sciences Humanities Division** -- Shirley A. Van Hoeven, communication; **College of Arts and Sciences Social Science Division** -- Ralph C. Chandler, public affairs and administration; **College of Arts and Sciences Science and Mathematics Division** -- Larry D. Oppliger, physics; **Haworth College of Business** -- Thomas A. Carey, management; **College of Education** -- Mary A. Cain, education and professional development; **College of Engineering and Applied Sciences** -- Paul V. Engelmann, engineering technology; **College of Fine Arts** -- Robert L. Whaley, music; and **College of Health and Human Services** -- Mary Ann Bush, occupational therapy.

"These faculty members exemplify the commitment of the University to excellent teaching," said Provost George M. Dennison. "We think it highly appropriate to recognize that teaching excellence has always characterized this faculty, and we are grateful to the Legislature for the means to recognize these outstanding teachers."

The recipients will be presented with their checks by President Haenicke during a ceremony at the Friday, April 27, Board of Trustees meeting.

The selection process was administered by the respective institutions. At WMU, nominations for the award were solicited by department committees comprised of faculty members and students. The department committees submitted their choices to college committees, also



Bush



Cain



Carey



Chandler



Engelmann



Oppliger



Van Hoeven



Whaley

comprised of students and faculty. The college committees forwarded their choices to the deans for final approval.

Van Hoeven has been a WMU faculty member since 1970 and has directed the Department of Communication's graduate program since 1979. She has taught classes ranging from "Interpersonal Communication" to "Power and Leadership in Organizational Communication," a graduate-level course she designed and developed. In 1976, Van Hoeven received the WMU Alumni Teaching Excellence Award and, earlier this spring, she was named one of two "Women of the Year" by WMU's Commission on the Status of Women.

Chandler has been a WMU faculty

member since 1976, teaching in the Department of Political Science and in the School of Public Affairs and Administration. Last year, he was selected as the recipient of the Liberty Bell Award by the Kalamazoo County Bar Association as well as the State Bar of Michigan for his contributions toward furthering the understanding of the justice system and the rights of citizens. He was the recipient of a WMU Alumni Teaching Excellence Award in 1982.

Oppliger, a faculty member since 1963, served as chairperson of the Department of Physics from 1974 to 1980 and has been serving as associate chairperson since last August. Also active in the Lee

(Continued on page four)

Bernhard portrait dedication set for April 21

John T. Bernhard, the fourth president of WMU, will be honored Saturday, April 21, with the dedication of a portrait of him at the Bernhard Center.

The ceremony, which is open to the public, will begin at 1 p.m.

"Commitment, caring and service characterize the leadership of President Emeritus Bernhard," said President Haenicke. "During more than a decade of service, he both developed this University and sustained it. I'm delighted that we have this opportunity to give him our thanks."

At the ceremony, Carol A. Waszkiewicz of Kalamazoo, a member of the Board of Trustees, will provide the welcome, which will be followed by remarks by Haenicke. Philip Denenfeld, former provost and vice president for academic affairs, will give reflections. Larry J. Blovits, the internationally recognized artist who did the portrait, will present the portrait. Bernhard will respond.

During the "Bernhard Years," between 1974 and 1985, the WMU Foundation was established and the University's first capital campaign, "Partners in Progress," was successfully completed. Bernhard worked to preserve the academic core of the University during one of the worst economic periods in Michigan's history -- the recession of the early 1980s -- and to advance the institution's affirmative action goals.

The arts flourished at WMU and relations with the larger community were enhanced during the Bernhard presidency. Programs in the College of Fine Arts grew and, in 1982, the Dorothy U. Dalton Center -- housing the Department of Dance and the School of Music -- was completed. A year later the John E. Fetzer Business Development Center was dedicated, strengthening the Haworth College of Business and creating new ties

with business and industry throughout West Michigan.

Bernhard served WMU and higher education at local, state, national and international levels. In 1979-80 he was chairperson of the American Association of State Colleges and Universities. He also was a member of the Education Commission of the States and a board member of the Interamerican University Association and American Council on Education.

Closer to home, Bernhard served terms as head of the Kalamazoo Consortium for Higher Education and the Presidents Council of State Universities of Michigan. He continues to be a board member of the Borgess Medical Center, the W.E. Upjohn Institute for Employment Research, the Kalamazoo Symphony Society and the Kalamazoo Civic Players.

The heart of the Bernhard presidency was that he and his spouse, Ramona, approached the University family and the larger community as a team, extending their hospitality and friendship to thousands of people on behalf of the University. Under Ramona's leadership, the Oaklands, WMU's former presidential residence, became a reception center for campus and community alike.

Upon his retirement as president, the Board of Trustees named the University's campus center for him and granted him an honorary degree. He holds honorary degrees from several other institutions, including Kalamazoo College and Nazareth College. In 1985 Bernhard, who was president of Western Illinois University before coming to WMU, returned to his first love, teaching, as a professor of political science. He will retire this year.

President Emeritus James W. Miller, the University's third president, was similarly honored with a portrait dedication at Miller Auditorium Feb. 10.



Right foot red, left hand green

Monica E. Worner, left, a sophomore from Mount Clemens, and Becky A. Housey, a sophomore from Coldwater, outmaneuvered their opponents to take first place in the "Twister" competition April 16 in the Goldsworth Valley Pond area. The competition, featuring the party game that was introduced in the 1960s and is once again gaining popularity, was sponsored by the Office of Student Life.



PROFESSORS OF THE DAY -- Persons from several business firms became short-term faculty members at WMU during the Haworth College of Business' annual Professor of the Day Program April 11. Pictured with Dean Darrell G. Jones, business, seated right, are guest lecturers: (seated left) Sarolta M. Ficsor, revenue agent for the Internal Revenue Service in Kalamazoo; (standing from left) Don Brett, vice president for corporate information technology at the Kellogg Co. in Battle Creek; Robert A. Woodruff, chairperson and chief executive officer for D & W Food Centers in Grand Rapids; Donald Thomason, executive vice president of operations for the U.S. Food Production Division of the Kellogg Co.; and Victor Melone, president of Securities Counsel Inc. of Kalamazoo.

Haenicke calls for more growth in funded research

The University has the potential to conduct \$20 million per year in sponsored research, President Haenicke told faculty members and guests at a seminar April 3 sponsored by the Department of Mechanical Engineering.

That would be more than twice the 1988-89 record rate of \$9 million, which Haenicke described as "a very significant accomplishment in itself." When he came to WMU in 1985, external support for research was at \$3.9 million a year.

"That is a chore that rests squarely on the faculty's shoulders," he said. "It is not something the president can do."

Haenicke said that much of the growth in research at the University will come in the sciences and in engineering, where there is considerable external support. "But whatever the source," he said, "our goal is several years down the road."

He described three myths about research he has found at the University: there is too much emphasis on research; teaching suffers from this emphasis; and unsupported research doesn't get enough attention.

Using the metaphor of a bodybuilder, Haenicke said, "When I came here five years ago, I found a body with good, well-developed chest muscles; that was teaching. But it had two underdeveloped, spindly legs; that was research."

"When you're trying to get in condition, you don't put emphasis on where you're already strong, and we are very, very strong in teaching at this institution," he said. "You put your emphasis on what needs building up, so that the whole body is in harmony, in balance, in equilibrium."

Continuing the metaphor, Haenicke addressed the second myth. "Just because you work on the leg muscles doesn't mean your chest muscles have to suffer. That is just nonsense. The research we do as faculty members informs our teaching, and extends it to our colleagues."

"We shouldn't train where we don't practice, especially in a field like engineering," he continued. "It's absurd to propose that without active engagement you can remain current in any field for longer than five years. You don't want a dentist putting his or her hands in your mouth who hasn't filled a few cavities himself or herself, do you?"

"It's a submyth that a good researcher is a lousy teacher," Haenicke said, "although it sometimes depends on the level. A researcher may not be best in a lecture setting but is wonderful in the laboratory, hitting at the new stuff and working closely with students there."

Addressing the third myth, Haenicke said that external funding is a "crude, unsophisticated way" of measuring the University's research efforts. "The fact is, most of what we do in research is not funded, but it is recognized and appreciated nonetheless."

"It is simply that funded research is often the more visible and more talked about," he said. "We're creatures of convenience in that regard."

Haenicke noted "several positives and several negatives" that affect research at the University. The positives include: the third highest percentage of graduate enrollment in the state, at about 25 percent, which brings good graduate students to the research effort; good computer resources; and "a faculty that by and large is very good indeed."

Among the negatives: "Too often, only a few faculty members in a given department are active researchers. Seldom do we see whole departments that work at the same level. We don't have enough Ph.D. programs and many of ones we have are concentrated in one college."

The number of Ph.D. programs is increasing, he noted, with several already approved or under consideration, including those in mathematics education, physics, political science, history and English.

"And we sometimes suffer from the wrong ambiance," Haenicke said. "We're not always willing to move in new directions. There is sometimes too much resistance."

One source of help to improve a department's research performance is a differential teaching load, which does not necessarily require new funds to accomplish. "While it may require a major restructuring, it is enormously helpful for research," he said.

"One simply goes to the department chairperson with a plan to identify faculty members who teach more, thereby relieving others to do more research," he said. "The important thing is to recognize both with merit pay and at tenure and promotion time. Both deserve their pats on the shoulder."

Haenicke would, however, reserve the rank of full professor for those faculty members who successfully combine

Institute acquires facsimile of rare book

WMU's Medieval Institute has acquired a limited edition facsimile of the famous "Book of Kells."

The original dates from 800 A.D. when Irish monks transcribed and illustrated the Gospels of the New Testament. The facsimile will be on display at the Kalamazoo Institute of Arts through Sunday, April 29.

Next, the book will be on display in the lobby of the Fetzer Center during the 25th International Congress on Medieval Studies May 10-13. It will be permanently housed in the rare book room of the Cistercian Studies Library, located in Hillside West.

Persons may view the book by appointment by calling the library at 7-5221 between 9 a.m. and 5 p.m. weekdays.

"Now, for the first time, members of the WMU community, citizens of Kalamazoo and art lovers throughout Southwest Michigan may have access to one of the greatest artistic achievements of Western civilization," said Otto Grundler, Medieval Institute.

The copy, valued at \$18,000, is one of the few available in North America, Grundler said. It was produced by Fine Art Facsimile Publishers of Switzerland after years of research and craftsmanship. About 1,200 copies were produced worldwide.

The original, never intended for daily use, belongs to the Library of Trinity College in Dublin. The first known record of its existence is an account of the theft of "the great Gospel of Columkille, the chief relic of the Western world" from the great stone church of Kells in 1006.

About three months later, the book was found buried near the church. It remained in Kells until around 1661, Grundler said, when it was brought to Dublin and entrusted to Trinity College, where it is today.

"No other work of art possesses such powerful symbolism or mystical effect," Grundler said. "All but two of its 680 pages are decorated in full color with an indescribable wealth of symbolic painting and mystical illustrations."

The Medieval Institute acquired its copy of the book from the publisher for "substantially less than its full price" because of courtesies extended to the publisher over the past three years at the Medieval Congress, where the company has maintained a booth, Grundler said.

The Medieval Institute sponsors the congress, which attracts some 2,000 scholars to the campus each May to present and hear papers on the Middle Ages.

Board to meet April 27

The Board of Trustees will meet at 11 a.m. Friday, April 27, in 1040 Fetzer Center. Among the agenda items is a recommended 6.8 percent increase in room and board and apartment rental rates that was tabled at the March 16 meeting.

These Board committee meetings also are set for April 27 in the Fetzer Center: Budget and Finance Committee at 8 a.m. in Room 1060; and Academic and Student Affairs Committee at 10:15 a.m. in Room 2030. All meetings are open to the public.

Robinson reception set

A retirement reception for Samuel J. Robinson, plant custodial services, is scheduled for 2 to 5 p.m. Wednesday, April 25, in the Red Rooms of the Bernhard Center. The University community is invited to attend.

teaching and research.

Despite some limitations, he concluded, the University has moved ahead forcefully in its support of research.

"We have a vice president whose sole focus is research and who provides a strong infrastructure, including increased funds for travel and special projects," he said. "Library acquisitions have increased substantially and we have increased funds for graduate tuition remission and for teaching assistants."

"Our computer operations budget is up significantly, we're building a new computer center and we're expanding and renovating our library," Haenicke said. "Those are all steps forward for us. We intend to continue them."

Targowski writes book on information systems

In today's age of information, more than 50 million computers are in daily use worldwide. A WMU faculty member believes a book he has written will help individuals who depend on computers in a business environment.

Andrew S. Targowski, business information systems, says his book, "The Architecture and Planning of Enterprise-Wide Information Management Systems," will give graduate business students and computer professionals a better understanding of information systems in all areas of business, such as management, production and engineering.

The 13-chapter textbook, which was

published by Idea Group Publishing of Harrisburg, Pa., is designed for information systems planners, designers, managers, executives and graduate students.

Through the book, a new computer concept known as "federated systems methodology" is introduced. The method instructs computer specialists to design, build, operate and maintain a normative business information system logically integrated with other enterprise systems.

He says the textbook is the first to examine all areas of enterprise-wide information as they relate to each other. Most textbooks have focused on unrelated computer information systems and technologies, he says.

In Targowski's view, the computer industry has a very chaotic and eclectic way of designing computer systems. He says one problem his book tries to tackle is the major concern in the industry about strategic planning for information systems and how to integrate information technology with business.

The chapters analyze management information systems, manufacturing operations information systems, construction operations information systems, office information systems and home information systems. The architectural computer system outlines of General Motors and Sears are provided as examples.

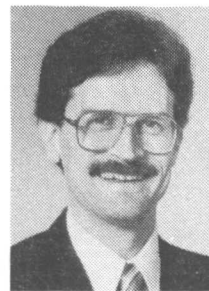
The book currently is being used in graduate courses at WMU, and will be available for some undergraduate students in business information systems courses.

Targowski is a native of Poland, where he served as head of the Warsaw Computer Service Bureau, and later as head of Poland's computer development program.

He has written or co-written numerous books in both Polish and English on computers and information systems and is the author of more than 100 articles for professional publications. He recently was appointed as chairperson of the planning committee of the Information Resources Management Association, a national organization devoted to management of information assets.

Henderson named to post

Stanley E. Henderson, admissions and orientation, has been elected to a three-year term as vice president for enrollment management, admissions and financial aid of the American Association of Registrars and Admissions Officers.



Henderson

He will oversee the work of seven committees and will work with inter-association representatives from AACRAO to nine other national organizations. The committees and inter-association representatives will be responsible for 50 to 75 program sessions and workshops at the AACRAO's annual meeting, as well as other professional activities on the national level.

Henderson is one of five vice presidents who, with three other officers, comprise the association's board of directors.

The AACRAO is an organization of more than 2,200 institutional members with more than 8,200 active individual members in the United States and 20 foreign countries.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Lawson, former student collaborate on book that challenges approaches to study of religion

A professor-student friendship that began in the early 1970s at WMU has resulted in the publication of a new book that challenges previous approaches to the study of religion.

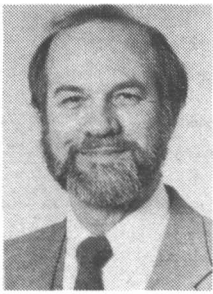
E. Thomas Lawson, chairperson of religion, and Robert McCauley, associate professor of the philosophy of science at Emory University in Atlanta, are the authors of "Rethinking Religion: Connecting Cognition and Culture." The book was published by the Cambridge University Press in England last December and recently released in the United States.

The pair began their professional relationship when McCauley was a student in one of Lawson's classes. McCauley, who Lawson describes as "a brilliant student," was a religion major at WMU. Following his 1974 graduation, he was awarded a Danforth Fellowship and went on to earn a master's degree in the history of religion and a doctoral degree in the philosophy of science, both from the University of Chicago.

"We kept in touch over the years," Lawson says, "and in 1985 I proposed that we work on an article together. In writing that article, it soon became apparent that we had too many ideas and too much material for a single article so we spent the next four years writing this book."

The result is a book, Lawson says, in which the authors make a strong plea for a combination of interpretation and explanation in the study of religion. The two approaches are often viewed by scholars as competitive, dividing the humanities from the social sciences. But Lawson says both are vital to a complete understanding of religion.

"There is quite a bit of debate about the



Lawson

best way to study religion," Lawson says. "We get into that whole fight and say you can't do one without the other. In most religion departments, the primary focus is on interpretation of texts, but we're saying that scholars should be able to develop explanatory theories in their study of religion."

In the book, Lawson and McCauley attempt to show how, by examining ritual action, scholars will gain important clues both about how religion works psychologically and about social characteristics. Examining what religious people know about their own religion is critically important, Lawson says.

Using tools developed during recent years for the study of linguistics and other cognitive sciences, Lawson and McCauley propose a testable scientific theory to represent the knowledge that religious people have about their religion.

"We show that you can actually use a set of rules to analyze ritual," Lawson says.

The book will be used in a graduate religion class on theory and method at WMU during the 1990-91 academic year. Lawson says that, although parts of the book are very technical, other parts are designed to appeal to anyone with an interest in the study of religion.

The book is available from Western's Campus Bookstore or through the publisher.

Next News is May 10

This is the last issue of *Western News* for the winter semester. The *News* will be published every other week during the spring session. The first issue is scheduled for Thursday, May 10, and the deadline is noon Tuesday, May 8.

Curtis-Smith wins award from arts foundation

C. Curtis-Smith, music, is one of five state artists who will receive a \$3,000 Michigan Arts Award at a ceremony May 8 at the Detroit Institute of Arts.

The awards from the Arts Foundation of Michigan are designed to stimulate new work by Michigan artists. During the 15th annual Michigan Arts Awards ceremony, Curtis-Smith has been invited to perform or discuss his work.

A WMU faculty member since 1968, he has gained international acclaim as a music composer. He has received more than 60 grants, awards and commissions, including a Guggenheim Fellowship, an award from the American Academy and Institute of Arts and Letters, two Rockefeller grants and the Koussevitzky Prize at Tanglewood. He received WMU's Distinguished Faculty Scholar Award in 1979.

Curtis-Smith's works are performed by major artists and ensembles throughout the world, including pianist Leon Fleisher who has commissioned a piece to be premiered at the Irving S. Gilmore International Keyboard Festival in Kalamazoo next spring.



Curtis-Smith

Golf league entries due

Entries are due at noon Friday, April 20, for the Faculty/Staff Golf League. Play will begin Wednesday, May 9, at Ridgeview Golf Course. For more information, persons should call campus recreational activities at 7-3760.

More than 2,000 degrees to be awarded April 28

The University will award more than 2,000 degrees in commencement exercises Saturday, April 28, in Read Fieldhouse.

There will be two ceremonies: one at 10 a.m. for students graduating from the College of Arts and Sciences and the College of Education; and one at 2 p.m. for those graduating from the other colleges.

Candidates are reminded that regalia may be secured in the basement of East Hall from 10 a.m. to 6 p.m. Tuesday, April 24; from noon to 7 p.m. Wednesday, April 25; and from 8 a.m. to 1 p.m. Saturday, April 28.

Emeriti who would like to attend the ceremonies should call Dennis Boyle, registrar, at 7-4310 to obtain a ticket in the reserved section.

Music for the ceremonies will be performed by the University Symphonic Band conducted by Richard J. Suddendorf, music. The national anthem and the alma mater will be sung by WMU's chapter of Phi Mu Alpha Sinfonia professional music fraternity. The graduates will be welcomed as new alumni of the University by Richard F. Chormann, president of the WMU Alumni Association.

The Rev. William J. Fleener of St. Gregory's Episcopal Church in Muskegon will give the invocation and the benediction at the 10 a.m. commencement. His son, William J. Fleener Jr., will be receiving a bachelor of science degree in psychology during that ceremony.

Sister Dorothy Ederer of St. Thomas More Student Parish will give the invocation and benediction at the 2 p.m. ceremony.

A total of 1,600 bachelor's, 418 master's and 10 doctoral degrees will be awarded.

On campus

MAINTAINING MOMENTUM -- Keeping the work flowing smoothly in the Evaluation Center is the job of Mary E. Ramlow. She's the office manager for the center, which conducts evaluations for selected clients around the country, among other activities. She is in charge of the support staff for nine projects in which the center is involved. She supervises receptionists and word processors and oversees the center's and project budgets. Ramlow says she likes the variety in her job. "When there's a valley on one project, there's a peak on another," she says. "There's never a time when I have nothing to do." Although the Evaluation Center is part of the College of Education, its offices are located in Ellsworth Hall and not in Sangren Hall. The building is just one stop in what has been a trip around campus for Ramlow since she began working at the University in 1970. She also has worked in payroll, the Graduate College, the Office of the Dean of the College of Education, the Department of Education and Professional Development, the Office of the Assistant Vice President for Student Services and Director of Orientation and the Office of the Provost and Vice President for Academic Affairs. Along the way, she took a break from 1976 to 1980 to have two children. "The University really supports its employees," she says. "It's very understanding of people who have families." Ramlow is one of five WMU employees who are Certified Profes-



sional Secretaries. She is the CPS Committee chairperson for the Kalamazoo chapter of Professional Secretaries International and helped set up the CPS review course implemented this year for members of the WMU Clerical/Technical Organization. She likes sports and is planning to participate with the Zest for Life teams in the Corporate Olympics this fall.

Human Resources

Performance review training offered

Performance reviews are just around the corner. If you are a new supervisor of non-bargaining unit employees or one who has not previously attended a workshop on "Performance Review Training," the Department of Human Resources' training and development office wants YOU!

You are invited to attend a seminar to

Exchange

FOR RENT -- Cherry Knoll condo. One bedroom, fireplace, appliances, balcony, pool, garage, top floor. Nice, quiet neighborhood. \$430/month with one-year lease. Call 7-7128 or 375-0707.

Lawn crews need space

It's that time of the year, when members of the landscape services division of the physical plant begin trading their snow shovels for lawn mowers. The division wishes to remind faculty, staff and students to stay a safe distance away from those operating lawn equipment to prevent accidents.

"Our campus has approximately 125 mowable acres, dozens of buildings and thousands of structures to weed whip around and 18 miles of sidewalks to edge," said Timothy M. Holysz, supervisor in the division. "The power equipment we use picks up rocks, sticks and/or other debris and shoots them out as potential injuring projectiles."

Although workers take precautions, the University community is asked to be alert around such operations.

Boucher joined the department in 1977 as an instructor after earning his bachelor's and master's degrees in mathematics from the University. He left WMU briefly after several years to teach high school mathematics in Reading, Mich. In 1980, he returned to the department as assistant director of modular mathematics, helping to supervise graduate students teaching basic algebra courses, assisting the director of the program and aiding some of the 3,500 students served each year.

Boucher also organized and managed the department's softball team, bringing together faculty, staff and graduate students.

Persons may make memorial contributions to the WMU Foundation and designate them for the Department of Mathematics and Statistics.

help you hone your skills for this important supervisory responsibility from 8:30 to 11:30 a.m. Wednesday, April 25, in 204 Bernhard Center.

Ann E. Houser, human resources, will discuss how to deliver the good news and the bad news when conducting appraisals with employees whose performance has been superior, satisfactory or not completely satisfactory. Houser will suggest ways to communicate, comparing actual performance to accountabilities and measures. She will cover how to recognize good work and develop solutions for problem areas.

Please make reservations for this seminar by calling Chrysa K. Richards at 7-3620. The workshop will be repeated Tuesdays, May 1 and May 15, same time and place.

Benefacts statements mailed

The Benefacts statements listing individual retirement and other benefits through Dec. 31, 1989, were mailed to all eligible employees' home addresses the week of April 16. If you have not received your statement, please call the benefits office in the Department of Human Resources at 7-3630.

Media

Two faculty members will be guests in the coming weeks on "Focus," a five-minute interview produced by the Office of Public Information. "Focus" is scheduled to air on these Saturdays at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590) with the following speakers and topics: Kenneth A. Dahlberg, political science, on Earth Day, April 21; and Ramon Zupko, music, on music plagiarism, April 28.

"WMU Forum," a program produced by media services for Kalamazoo Community Access Television, will air at 7:55 p.m. Friday, May 4, on Channel 32. Host Ronald C. Kramer, sociology, will talk with Marc Ellis, professor of religion, culture and society studies at the Maryknoll School of Theology in New York, about his perceptions of barriers to Mideast peace. The program will be repeated at: 8:25 p.m. Sunday, May 6, on Channel 30; 7:55 p.m. Tuesday, May 8, on Channel 32; and 7:25 p.m. Thursday, May 10, on Channel 32.

Jobs

There will be no job opportunity notices posted by employment services for April 17-23.

Calendar

APRIL

Thursday/19

*(and 20) Management and executive development seminar, "Advanced Purchasing," Robert F. Reck, marketing; Robert Landeros, management; David M. Lyth, industrial engineering; and Brian G. Long, Marketing and Management Institute, Fetzer Center, 8 a.m.-5 p.m.
(and 20) Exhibition of mixed media paintings, including figures, landscapes, still lifes and watercolors of Italy, by Martha Flynn, Kalamazoo artist, 1240 Seibert Administration Building, 8 a.m.-noon and 1-5 p.m.
(and 20) Exhibition of "American Gothic" parodies by Betty Fouch, retired from media services, showcases, entrance to the Space Gallery, Knauss Hall.
Training seminar, "Valuing Diversity," for non-supervisory employees, Doreen A. Brinson and Larry C. Scott, both human resources, 204 Bernhard Center, 8:30 a.m.-noon.
(and 20) Exhibition of etchings by Ann Wisnom, Grand Rapids artist, Space Gallery, Knauss Hall, 9 a.m.-4 p.m.
Exhibition of prints and handmade paper works, Richard Hunt, Chicago artist, Gallery II, Sangren Hall, 10 a.m.-5 p.m.
Department of Human Resources seminar, "Planning for Retirement - Social Security," open to all employees and spouses, presented by Marty Ciesielski, operations supervisor, Social Security Administration, Red Rooms, Bernhard Center, 1-3 p.m.
Spiritual Journey Series, "The Spirituality of Howard Thurman," the Rev. Otha Gilyard, St. Aidan's Chapel, 4 p.m.; reception following.
Retirement reception honoring Harriett K. Creed and Alyce L. Smith, both health, physical education and recreation, the Oaklands, 4-6 p.m.
Student recital, Laurie A. Jarski, cello, Dalton Center Multi-Media Room, 7 p.m.
Graduate conducting recital, Ann Porter conducting the WMU Symphonic Band, Dalton Center Recital Hall, 8 p.m.
*(thru 21) University theatre production, "Closer to Brel," Shaw Theatre, all at 8 p.m. except Saturday, April 21, at 2 and 8 p.m.

Friday/20

Open working session, Faculty Senate Undergraduate Studies Council subcommittee on general education, Faculty Lounge, Bernhard Center, 8-10 a.m.
Career Planning and Placement Services' Teacher Placement Day, East Ballroom, Bernhard Center, 9 a.m.-3 p.m.
Softball doubleheader, WMU vs. Miami University, Ebert Field, 2 p.m.
Open house, Sara Swickard Preschool, 2:30-4:30 p.m.
Women's tennis, WMU vs. Bowling Green State University, Sorensen Courts, 3 p.m.
(and 21) New Sounds Festival, composition students of Ramon Zupko, Dalton Center Multi-Media Room, 8 p.m.
Student recital, Larissa A. Gleason, lyric soprano, Dalton Center Recital Hall, 8 p.m.

Saturday/21

*Workshop, "Taking the SAT," 1008 Trimpe Building, 9 a.m.-12:30 p.m.
Dedication of portrait of President Emeritus John T. Bernhard, Bernhard Center, 1 p.m.
Softball doubleheader, WMU vs. Miami University, Ebert Field, 1 p.m.
Women's tennis, WMU vs. Ohio University, Sorensen Courts, 1 p.m.
Student recital, James M. Ellis, cello, Dalton Center Lecture Hall, 2 p.m.

Sunday/22

Faculty/staff volleyball tournament, Oakland Gymnasium, 9:30 a.m.-7:30 p.m.
Concert, Verdi's "Messa da Requiem," University Symphony Orchestra and Grand Chorus, Miller Auditorium, 3 p.m.

Monday/23

(thru 27) Final examination week.
(thru June 1) Exhibition of watercolors, Don King, art, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.
(thru 28) MFA degree exhibition, Grazyna Wolska, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.; reception Friday, April 27, 4-7 p.m.
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.

Wednesday/25

Training seminar, "Performance Review," for supervisors of non-bargaining unit employees, 204 Bernhard Center, 8:30-11:30 a.m.
Retirement reception for Samuel J. Robinson, plant custodial services, Red Rooms, Bernhard Center, 2-5 p.m.

Friday/27

Open working session, Faculty Senate Undergraduate Studies Council subcommittee on general education, 211 Bernhard Center, 8-10 a.m.
Meeting, Budget and Finance Committee of the Board of Trustees, 1060 Fetzer Center, 8 a.m.
Meeting, Academic and Student Affairs Committee of the Board of Trustees, 2030 Fetzer Center, 10:15 a.m.
Meeting, Board of Trustees, 1040 Fetzer Center, 11 a.m.
Baseball doubleheader, WMU vs. the University of Toledo, Hyames Field, 1 p.m.
*Concert, Kalamazoo Symphony Orchestra directed by Yoshimi Takeda with pianist Jeffery Kahane, Miller Auditorium, 8 p.m.

Saturday/28

Commencement, Read Fieldhouse, 10 a.m. and 2 p.m.
College of Fine Arts reception for graduating seniors, faculty, staff, family and friends, Dalton Center lobby, 1 p.m.
Women's tennis, WMU vs. Miami University, Sorensen Courts, 1 p.m.
Baseball doubleheader, WMU vs. the University of Toledo, Hyames Field, 1 p.m.

Monday/30

Concert, Kalamazoo Youth Symphonic Band conducted by Richard J. Suddendorf, Dalton Center Recital Hall, 8 p.m.

MAY

Tuesday/1

Training seminar, "Performance Review," for supervisors of non-bargaining unit employees, 204 Bernhard Center, 8:30-11:30 a.m.

Wednesday/2

Meeting, Human Subjects Institutional Review Board, Conference Room C, third floor, Seibert Administration Building, 8:15 a.m.
*Training seminar, "Interaction Management - Part I," for supervisors of non-bargaining unit employees, 204 Bernhard Center, 8:30 a.m.-4:30 p.m.

Thursday/3

Open working session, Faculty Senate Undergraduate Studies Council subcommittee on general education, 211 Bernhard Center, 8-10 a.m.
*(and 4) Management and executive development seminar, "Advanced Sales: Skills, Tactics and Strategies for Experienced Sales Professionals," John G. Agno, president, Signature Inc., and Jon M. Huegli, president, the Development Organization, Fetzer Center, 8:30 a.m.-4:30 p.m.
Softball doubleheader, WMU vs. Grand Valley State University, Ebert Field, 4 p.m.

Friday/4

Softball doubleheader, WMU vs. Bowling Green State University, Ebert Field, 2 p.m.

Saturday/5

Softball doubleheader, WMU vs. Bowling Green State University, Ebert Field, 1 p.m.

Monday/7

Spring session classes begin.

Wednesday/9

*Training seminar, "Interaction Management - Part II," for supervisors of non-bargaining unit employees, 204 Bernhard Center, 8:30 a.m.-noon.
Meeting, Clerical/Technical Organization, Red Rooms A and B, Bernhard Center, noon-1 p.m.

Thursday/10

Open working session, Faculty Senate Undergraduate Studies Council subcommittee on general education, 211 Bernhard Center, 8-10 a.m.
(thru 12) 28th annual Michigan Youth Arts Festival, Miller Auditorium, Dalton Center and Shaw Theatre, all day.
*(thru 12) Western Michigan Writers' Conference, Knauss and Brown halls, all day.
(thru 13) 25th International Medieval Congress, Goldsworth Valley III residence halls and the Fetzer Center, all day.

*Admission charged

Awards (Continued from page one)

Honors College, he has taught a number of honors physics courses and co-directed the Michigan Board of Education's Summer Institute for the Arts and Sciences on campus last summer with the dean of the honors college. He received WMU's Alumni Teaching Excellence Award in 1985.

Carey joined the WMU faculty in 1974. He teaches basic management courses for the bachelor and master of business administration cores, as well as graduate classes for the Department of Educational Leadership. Since 1976, he has been responsible for coordinating Management 301-302, a course that involves five faculty members and 170 students each semester who work on "real world" feasibility and consulting projects. He received the WMU Alumni Teaching Excellence Award in 1978.

Cain, a WMU faculty member since 1962, is a specialist in early childhood education. She also has designed and

taught a course in non-sexist education for teachers and school administrators. The author of the proposal that led to the establishment of WMU's Women's Center, she was named the first "Woman of the Year" by WMU's Commission on the Status of Women in 1978.

Engelmann joined the WMU faculty full time in 1987 after teaching part time for four years and serving as a teaching assistant for one year. He has been responsible for the revision of the plastics technology coursework and for the introduction of new coursework in plastics tooling and engineering composites. Under his direction, the educational program of the Western Michigan section of the Society of Plastics Engineers was judged among the best three in the world for three consecutive years.

Whaley has been a WMU faculty member since 1966, teaching courses in tuba and other low brass instruments. A founding member of the Western Brass Quintet, he is a nationally recognized tuba recitalist. He performs as principal tuba with the Kalamazoo Symphony Orchestra and has guest conducted the Kalamazoo Symphony Chamber Orchestra. He will become director of the WMU Symphony Orchestra in September.

Bush joined the WMU faculty in 1974. She teaches courses on such topics as "Growth, Development and Aging," "Introduction to Theory and Treatment Process," "Biofeedback," and "Neurodevelopmental Treatment for Adults." She also supervises students in the occupational therapy clinic. She received WMU's Alumni Teaching Excellence Award in 1983.

Shopping trip is May 12

The Clerical/Technical Organization is sponsoring a shopping trip to Indiana Saturday, May 12. The bus will leave the Bernhard Center at 8:45 a.m.

Participants will be able to take in the craft and antique shops in Shipshewana and the more than 90 stores at Glenbrook Square in Fort Wayne. The return trip includes a stop for dinner in Angola.

The cost is \$30 per person. For reservations, persons should call Ruth E. Mader, Bernhard Center, at 7-4861.



TEAMWORK LUNCHEON -- More than 300 people attended the April 11 teamwork luncheon in the Bernhard Center sponsored by the Clerical/Technical Organization and the Administrative Professional Association. Participants saw a fashion show by Redwood & Ross featuring models from the staff, heard a speech by Debbie A. Renshaw, business information systems, and were introduced to the leadership in both organizations. Paula J. Boodt, left, Graduate College and president of the APA, and Carolyn E. Cox, right, environmental health and safety and president of the C/TO, are pictured here with winners of awards presented by the C/TO, from left: Mary E. Ramlow, Evaluation Center, who received the "Go for the Gold" Award for succeeding in achieving some of her goals and for inspiring other C/Ts; David P. Robin, Waldo Library, who received the C/TO Service Award for his work as a member of organization's executive board and as chairperson of the University Flexible Benefits Study Committee; and Barbara S. Liggett, associate vice president for human resources, who received the C/TO Support Award for her support and encouragement to members of the organization, especially through the implementation of the new Certified Professional Secretary review course.