

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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May 24, 1990

Conference set on race relations

Mary Frances Berry, the U.S. Civil Rights Commissioner who prevailed through court action and prevented President Ronald Reagan from firing her in 1983, will address a conference on race relations at the Lansing Radisson Hotel Thursday, May 31.

Berry will give the keynote speech for the event, titled "Michigan's Racial and Ethnic Diversity: Setting the Agenda for the 1990s," at 9:45 a.m. following opening remarks by President Haenicke; State Rep. Morris W. Hood Jr. (D-Detroit); and President David W. Adamany of Wayne State University.

Part of a daylong conference that also includes a panel discussion by community leaders and afternoon workshops, the event signals the start-up of two new state institutions that will focus public attention on racial and ethnic relations. Opening this year are the Race Relations Institute at WSU and the Institute for the Study of Race and Ethnic Relations at WMU.

Berry, who now is the Geraldine R. Segal Professor of American Social Thought and a professor of history at the University of Pennsylvania, was an assistant secretary for education in the U.S. Department of Health, Education and Welfare during the Carter administration. She earlier was provost at the University of Maryland at College Park and chancellor at the University of Colorado at Boulder.

She is the author of five books and one of the founders of the Free South Africa Movement.

Following her address, a panel of community leaders moderated by Louise Reid Ritchie, a columnist with the Detroit Free Press, will respond to her remarks.

They include Gina Aranki, staff assistant to U.S. Rep. John Conyers Jr. (D-Detroit); George Arwady, publisher of the Kalamazoo Gazette; John Castillo, western regional manager in the community services bureau of the Michigan Department of Civil Rights; Arthur L. Johnson, vice president for community relations at WSU and president of the Detroit chapter of the National Association for the Advancement of Colored People; and U.S. Rep. Howard Wolpe (D-Lansing).

Two workshops will begin at 2 p.m.: "Conflict Resolution," convened by Joseph B. Stulberg, director of the master's degree program in industrial relations at WSU; and "Racism Through Dualism," led by Lewis H. Carlson, professor of history at WMU.

Concluding remarks will be made by Provost George M. Dennison of WMU and Sue Marx Smock, dean of the College of Urban, Labor and Metropolitan Affairs at WSU.

A registration fee of \$25 covers all sessions, a luncheon, materials and parking. For more information, persons may call Alicia Yeagley at 7-2380.

Search concludes with Ferraro recommended as new dean of the College of Arts and Sciences

Provost George M. Dennison has announced that the search for a new dean of the College of Arts and Sciences has been concluded.

Dennison will recommend to President Haenicke that Dr. Douglas P. Ferraro, professor of psychology and psychiatry and chairperson of psychology at the University of New Mexico, be named the University's newest dean.

Haenicke is expected to recommend approval of Ferraro's appointment at the next regular meeting of the Board of Trustees on Friday, June 29. The appointment would be effective July 1.

Ferraro would replace Dr. A. Bruce Clarke, former dean who now serves as associate vice president for academic affairs. Dr. David O. Lyon has served as interim dean of the college and will resume his post as associate dean of arts and sciences.

"President Haenicke and I have very high regard for Dr. Ferraro's skills and talents as a scholar and as an academic administrator," Dennison said. "We are very pleased that he has accepted our offer to provide leadership in our largest college."

The College of Arts and Sciences provides instruction for approximately 4,915 undergraduate students and 1,240 graduate students.

A certified psychologist in the state of New Mexico and a qualified expert in forensic psychopharmacology, Ferraro has conducted extensive research and written numerous publications in his major fields of interest, which are psychopharmacology, behavioral medicine/health psychology and forensic psychology.

He is a fellow of three divisions --

experimental psychology, experimental analysis of behavior and psychopharmacology -- of the American Psychological Association. He has served as president of the Southwestern Psychological Association, the psychology section of the Southwest and Rocky Mountain Division of the American Association for the Advancement of Science, and the Biofeedback Society of New Mexico.

His honors include membership in Phi Kappa Phi and Phi Eta Sigma; listings in regional, national, and international Who's Who professional publications; and outstanding teaching awards in 1976 and 1982.

Ferraro has served as a consultant for several agencies, including the National Institute of Mental Health, National Institute of Drug Abuse, National Drug Abuse Council, National Research Council, and the Animal Resource Board of the National Institutes of Health.

He earned his bachelor's, master's and doctoral degrees from Columbia University in 1961, 1963 and 1965 respectively. A member of the UNM faculty since 1965, Ferraro has been chairperson of the Department of Psychology there since 1984.

Dahlberg named to post

Kenneth A. Dahlberg, political science, has been elected as a member-at-large to the Board of Governors of the Society for Conservation Biology. This new professional society seeks to conserve and maintain the earth's genetic and biological diversity by encouraging interdisciplinary work among the pure and applied natural and social sciences.

Dennison announces decision on Inselbergs

Citing mitigating circumstances, Provost George M. Dennison has reduced the discipline but reaffirmed his findings of unprofessional conduct on the part of two professors in an April 3 physical altercation with a student they suspected of cheating during a biology examination.

In announcing his decision May 18, Dennison reiterated the University's strict adherence to due process for all concerned parties and its institutional commitment to protect the academic integrity of the classroom by providing conditions essential to an environment within which teaching and learning can occur.

On April 10, the University released its preliminary findings of unprofessional conduct and proposed discipline of a two-semester unpaid suspension for Edgar Inselberg, biological sciences, and a one-semester unpaid suspension for Rachel M. Inselberg, education and professional development.

After a May 14 disciplinary hearing with both Inselbergs, as prescribed by the University's collective bargaining agreement with its faculty union, the American Association of University Professors, Dennison has decided to change the discipline for the Inselbergs as follows:

- For Edgar Inselberg:
 - Suspension without pay for the 1990 fall semester;
 - He must guide his conduct in the future by strict adherence to the provisions of the Rules of Conduct as provided in the WMU/AAUP contract;
 - He must consult with the Office of Instructional Development concerning tactics and strategies for developing, administering and assuring the integrity of examinations. These consultations must also cover appropriate ways to handle large classes while accomplishing the academic objectives. He must authorize the director of instructional development to report to the provost in general terms the results of these consultations prior to the close of the 1990-91 academic year;
 - He must consult with the associate director of the Office of Faculty Development concerning the appropriate role of faculty members in the control and management of classroom situations and authorize that official to report in general

terms to the provost concerning the progress of that consultation prior to the close of the 1990-91 academic year; and

- Failure on his part to adhere to these

(Continued on page four)

Race team ready to fill 'er up -- with sunlight!

WMU and Jordan College officials May 16 unveiled Sunseeker, a solar-powered vehicle designed and built by more than 120 students and faculty at the two institutions.

"I am confident that we'll be very competitive in General Motors' Sunrayce," said Provost George M. Dennison at a news conference in Kohrman Hall. The Sunrayce is an 1,800-mile rally race July 9-19 through eight states from Disney World in Orlando, Fla., to GM's Technical Center in Warren, Mich.

GM received more than 60 proposals to compete and selected 32 schools in North America for the race. Race winners will be determined based on the lowest elapsed time for completing the course. Sunlight is the only power source, but battery charging from the car's solar array will be allowed daily in the morning and the afternoon. The race is expected to average 165 miles per day, with the longest day consisting of 215 miles.

GM will sponsor the top three teams in the 1990 World Solar Car Challenge Race next November in Australia. GM won the 1987 event with its Sunraycer, which has been retired and donated to the Smithsonian Institution in Washington, D.C.

Dean Leonard R. Lamberson, engineering and applied sciences, noted that the purpose of Sunrayce USA is to promote interest in technical education. He explained that WMU and Jordan decided to team up for this project because of the University's expertise in racing and aerodynamics and Jordan's experience in photovoltaics.

Jeremy Berg, dean of the Jordan College Energy Institute in Comstock Park, praised the teamwork and stressed that more than 120 students have been working on the project for a 15-month period. Thousands of hours have been devoted to work on the vehicle's body, frame and

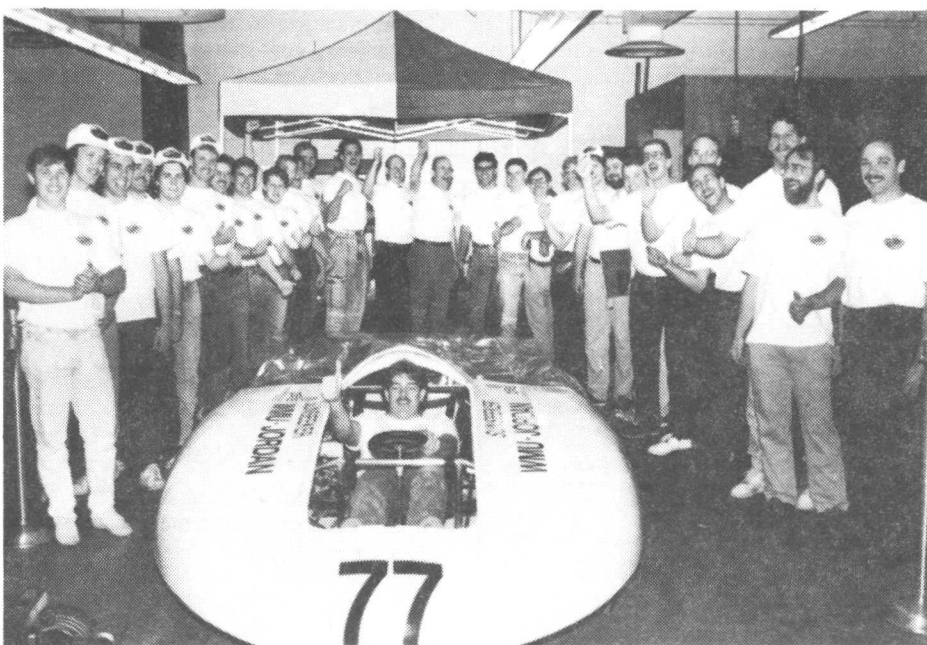
suspension, motor, telemetry, solar cells, aerodynamics, strategy and final assembly, he said.

Jeffrey S. Bordner, an April WMU graduate in aircraft engineering from Ortonville, is the team leader. He indicated that the vehicle is 19.7 feet long, 6.6 feet wide and 35 inches high. It will weigh 600 pounds with the driver. The car has a molded body with monocoque (honeycomb) reinforcement, an aluminum frame, silver zinc batteries and high-pressure, 20-inch-diameter bicycle tires.

Bordner pointed out that the GM Sunrayce time trials are scheduled for July 5

at the Daytona (Fla.) Speedway and that the race itself will include several laps around the Indianapolis Motor Speedway.

Dennison and Bordner had special praise and thanks for many corporate sponsors who helped underwrite the cost of the special project, including: Welch's; the Consumers Power Co.; the Kellogg Co.; the General Motors Corp.; the Dana Corp.-Beaver Aerospace; Energy Conversion Devices; Studio Three Associates; Sonnenschein Batteries Inc.; Duane Weed Video Productions; the Eaton Corp.; Plascore Inc.; Tengam Engineering Inc.; and Performance Controls Inc.



RACING WITH THE SUN -- At a May 16 news conference in Kohrman Hall, a proud group of students and faculty members from WMU and Jordan College unveiled Sunseeker, their solar-powered entry in General Motors' Sunrayce USA. The 1,800-mile trek will take the team from Orlando, Fla., through eight states to Warren, Mich. The WMU-Jordan vehicle is one of 32 that will compete in the July 9-19 race.

Benefits pool is 33.2 percent of employee's pay

Spring, the time of regeneration, seems to be the time we all take stock of ourselves, our earnings and our accomplishments, assessing our current physical and financial well-being. We go on diets and vow to give up our harmful habits; we make commitments to ourselves. We project where we'd like to be financially next year, and where we think we will be.

The University, too, predicts and projects where it thinks it may be in 1990-91, in terms of what it will cost to keep healthy, happy, productive employees. And it makes commitments to its employees in terms of the benefits it offers, in addition to salary and wages.

According to Barbara S. Liggett, associate vice president for human resources, studies support the claim that a well-rounded benefits package is as important to recruiting and retaining a workforce as salary competitiveness.

More and more women, traditionally the care-givers, are entering the American workforce. Consequently, child and elder care are among the work and family programs that have become dominant issues for the '90s. According to Medical Benefits magazine, U.S. workers lose \$100 billion annually as a result of compelling family needs.

The University wants to respond to these needs, Liggett said. The newest perk in the WMU benefits package is the Benefits Reimbursement Account for Dependent Care. The account for financing dependent child and elder care is one of the benefit concepts studied and recommended by the University's flexible benefits committee, chaired by David P. Robin, Waldo Library.

Newspapers and magazines graph predictions to show how much it costs now and will cost in the 1990s to care for our health, and how much we need to lay aside for a good retirement. The Department of Human Resources, too, wants to show you in graphs how the University divides and spends the dollars it contributes to health and retirement costs and other fringe benefits -- those "extras" that enrich our lives and protect our physical, mental and emotional well-being.

The benefits pool for the 1989-90 fiscal year is set at 33.2 percent of salary base, compared to 32.8 percent for 1988-89. The benefits pool, or fringe pool, is the amount set aside by WMU to supply the money that is paid in addition to base salaries to provide benefits for WMU's more than 2,700 eligible regular faculty and staff.

In dollars, \$12,478,000 has been budgeted for 1989-90 to pay for the fringes provided for both active and retired eligible employees, compared to a cost of \$11,366,500 in 1988-89. That's an increase of 9.8 percent over the amount spent last year, which had soared 22 percent over the actual cost of benefits for 1987-88. The amount also reflects a belief in the predicted slowdown of the rapid escalation of hospital/medical costs in the past several years.

The chart shown here depicts the division of the budgeted benefits pool for 1989-90. Included in the pool expenses are: FICA/Social Security; employee selected retirement plans of either MPSERS or TIAA-CREF; University contributions for hospital/medical insurance for employees and dependents; life insurance; long-term disability insurance; workers' compensation; unemployment compensation; travel insurance; compensated ab-

sences; early retirement incentive; sick and annual leave payoffs upon retirement, resignation or termination; tuition discount; spouse/dependent tuition remission; parking; and the wellness program.

Benefit costs not included in the fringe pool are payments for time not worked. These include paid holidays, and used sick and annual leave. These paid non-worked time benefits add an additional approximated 10 percent to fringe benefits costs. However, since they are covered in base salary budgets, they are not listed as separate cost items.

Your employing unit is assigned payroll costs that include not only the pay you receive, but the additional blended benefits pool rate of 33.2 percent, which is added to the base pay for each position. This means that whatever your pay, it costs WMU another 33.2 percent to employ you. If you earn \$16,000, WMU's cost to keep you on the payroll is \$21,312 (\$16,000 plus \$5,312 in benefits pool expenses).

Every year, the budget office staff calculates the cost of all the items in the pool and compares it to the base salary budget. They then determine the percent needed for benefits, and set the pool rate for the next fiscal year.

Some items, such as Social Security, retirement benefits and life insurance, have had moderate change in the past four years. But the hospital/medical benefits continue to gobble a bigger bite of the pie. While still a small slice, the amount budgeted for spouse/dependent tuition

remission and staff tuition discount costs was increased to respond to wider use.

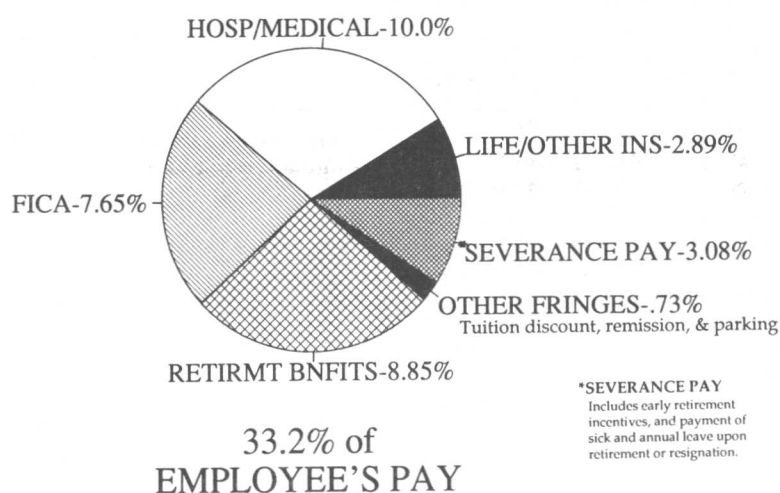
"I am glad to see the greater use of tuition discounts, because we know that to be employable, workers in the '90s, particularly women and minorities, must be better educated," Liggett said. She cited statistics released by the WMU Women's Center that state at present, half of women in the U.S. workforce have a high school education or less, and that by the year 2000, only 14 percent of the jobs available will be open to someone at this educational level.

"I believe our employees have a high regard for the quality of education at Western," she said. "They want to raise the level of their academic knowledge and skills, and that of their families."

"I am pleased to endorse programs like Zest for Life," Liggett continued, "for we must continue to encourage members of our workforce and their families, and our retirees to develop healthy lifestyles and we must continue to offer information to help them do this. Faculty and staff must work together to control substance abuse in our University community. We must let our colleagues know about the confidential help and counseling available to all employees from WMU's Employee Assistance Program."

"Western wants to offer its employees the best, most comprehensive benefits program financially possible, but developing healthy lifestyle choices is everyone's individual responsibility," Liggett stressed.

DIVISION of WMU BENEFITS 1989-90



Communication ethics conference set

Scholars from around the country will gather to examine academia's growing interest in communication ethics at a May 31-June 3 conference at the Kellogg Biological Station Education Center on Gull Lake.

The event is being sponsored by two WMU units -- the Center for the Study of Ethics in Society and the Department of Communication -- and by the Communication Ethics Commission of the Speech Communication Association. It is the first national conference sponsored by the commission since that group's founding in 1984.

The conference is designed to promote research and teaching related to ethical issues and standards in all aspects of human communication. Conference participants will focus on such topics as media ethics, public relations, organizational communication ethics, propaganda and communication ethics theory. The program includes presentations of competitive papers, position papers, panels and case studies.

Two offices merge

The University Curriculum and Alpha Program recently have merged offices in order to more effectively meet the needs of their students.

The telephone number for the combined office is 7-4410. The previous Alpha Program number has been disconnected. The central reception office for these units is in 203 Moore Hall.

University Curriculum concerns should be directed to Marilyn V. Duke, and questions about the Alpha Program should go to Marilyn T. Coe.

The conference will begin with registration at 1 p.m. Thursday, May 31, and will conclude at noon on Sunday, June 3. Attendance will be limited to the first 100 persons who preregister through WMU's Office of Faculty Development at 7-5305.

For WMU faculty and students who wish to attend the conference, expenses will be limited to the cost of meals and a conference facility fee for each day of attendance.

For more information about the event, persons should contact conference co-director James A. Jaksa, faculty development, at the above number.

Elliott to coach women's basketball

Pat Charity Elliott, who was a star player and assistant coach at WMU, has been named as the Broncos' new head women's basketball coach. Her three-year contract, effective April 24, 1990, was approved April 27 by the Board of Trustees.



Elliott

Elliott was an assistant at the University of Arizona for the last three years. She spent the previous five years as a Bronco assistant, during which time the club won the 1985 Mid-American Conference tournament title and reached the semifinals, the next two seasons. She played one season of pro basketball in Italy in 1981-82 and coached junior

Libraries add powerful research database

A powerful new business database is now available to researchers on special terminals at Waldo Library and at three University branch libraries.

ABI/Inform is a database containing references with abstracts to thousands of journal articles in accounting, administration, computers, finance, international business, management, marketing and other business areas. It is available free of charge to patrons of the University libraries.

Both ABI/Inform and ERIC, an education and social sciences database available since May of last year, can be accessed by using any of 15 dedicated terminals available at Waldo Library and the branch libraries. Seven such terminals are available at Waldo Library and an additional eight dedicated terminals are located in the business, physical sciences and education libraries.

Once a researcher reviews an article abstract in either database and determines that the full article may be of value, a search of library holdings or the interlibrary loan process can be used to secure the full article.

Because both databases are housed in the administrative data processing department's mainframe computer, easy access from multiple terminals is possible according to Patricia F. Vander Meer, University libraries. Formerly, such databases could be accessed only through a single terminal.

Access to both databases will be expanded even further in the future through the dial access feature of the library's new computerized FINDER system. Faculty, staff and students will be able to search the databases from home or office by using personal computers and the dial access feature.

For more information about using the databases, persons may contact Vander Meer at 382-7011.

Board approves faculty and staff retirements



Schreiber



Wolcott

The retirements of one faculty member and two staff members were approved April 27 by the Board of Trustees.

The faculty member granted retirement with emeritus status is William P. Schreiber, health, physical education and recreation. A faculty member since 1968, his retirement is effective Jan. 2, 1991.

The staff members retiring, along with their years of service and effective dates, are: Mary K. Gibson, plant custodial services, 20 years, effective April 27, 1990; and Cynthia Y. Wolcott, Draper dining service, 12 years, effective April 27, 1990.

varsity basketball at Kalamazoo Central High School and track at Hillside Junior High.

As an undergraduate in 1977-78 and 1980-81, Elliott represented the United States at the 1977 World University Games in Bulgaria. She was an honorable mention All-American and a Kodak All-Region choice, and played in the initial Women's All-America Classic in Philadelphia. She was one of 15 nominees for the Wade Award as the nation's top collegian.

Elliott is the only WMU women's player to tally more than 1,500 career points (1,542) and clear over 1,000 rebounds (1,028). She also still owns the career field goals (700) record plus the season rebounds (296 in 1978) mark.

Elliott succeeds Jim Hess, who resigned March 13 after compiling an eight-year record of 104-113.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Editor: Ruth A. Stevens; Staff Writers: Cheryl P. Roland, Michael L. Smith; Photographer: Neil G. Rankin.

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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.

Board okays Dannison appointment

Linda S. Dannison has been named interim chairperson of the Department of Consumer Resources and Technology. Her appointment, effective July 1, 1990, was approved April 27 by the Board of Trustees. She will replace Sue S. Coates, chairperson since 1975, who is retiring.



Dannison

Dannison has been a WMU faculty member since 1981, teaching undergraduate and graduate courses in family life and vocational education. She serves as a board member of the Michigan Council on Family Relations and as a member of the Homemaking Advisory Committee and the Reproductive Health Advisory Committee of the Kalamazoo Valley Intermediate School District.

Dannison also is involved in a cooperative effort between WMU, Central Michigan University and Michigan State University to provide technical assistance for

the implementation of a Consumer Home Economics Standards and Program Model. The project is supported by a \$55,835 grant from Michigan Vocational Education Services. She earned her bachelor's degree from WMU, and her master's and doctoral degrees from Kansas State University.

In other action, the Board approved the faculty rank of Dean Janet I. Pisaneschi, health and human services, as professor in the Department of Philosophy. This joint rank with her previous appointment as professor in the School of Community Health Services is effective Aug. 20, 1990.

The Board also approved three resignations: Mitzi Cole, University libraries, effective April 18, 1990; Kathryn E. Field, art, effective Aug. 21, 1990; and Dr. Kathryn Lehman-Srinivasan, languages and linguistics, effective Aug. 27, 1990.

In addition, the Board approved a leave of absence for Stuart J. Dybek, English, effective Aug. 20, 1990, through Dec. 31, 1990.

Board approves revised mission statement

A revised mission statement taking account of new directions for the University was approved April 27 by the Board of Trustees.

The revised statement grew out of a self-study the University currently is conducting in preparation for the North Central Association's decennial reaccreditation visit in 1991. It accounts for changes that have occurred since the last revision in 1980.

"The revised mission statement places greater emphasis upon research and graduate education, institutional outreach and involvement in economic development, assessment of institutional and student performance, and institutional diversity," said Provost George M. Dennison.

Specifically, the revised statement identifies five major goals to guide the University's development in the 1990s:

- To offer instructional programs of academic excellence reflecting the high quality of the faculty and students, the depth and breadth of the curriculum and co-curriculum emphasizing personal growth and development, the enhanced facilities and learning resources, and the continuing assessment of learning and the learning process.
- To increase the graduate enrollment, expand external support for research, facilitate scholarship and creative activity,

and reward professional accomplishments of faculty, staff and students.

- To assist regional and state economic development through on- and off-campus instruction, applied research centers, and technical assistance to business, industry, government and schools.
- To meet the needs of the citizenry by providing leadership and sponsorship of and participation in cultural events and civic activities.

- To increase the diversity of the student body, faculty and staff and enhance the multicultural nature of the University community.

Dennison noted that the revisions were reviewed and endorsed by all the agencies of University governance, including the Faculty Senate, Council of Deans, president's staff, provost and president.

In other action, the Board approved a name change for the Department of Blind Rehabilitation and Mobility. It now will be known as the Department of Blind Rehabilitation.

Rehabilitation services for the blind involve two distinct fields of practice: orientation and mobility, which refers to the practice of teaching blind individuals to travel independently; and rehabilitation teaching, which refers to the practice of helping blind individuals acquire the adapted skills associated with personal rehabilitation.

"Blind rehabilitation is a broad term that encompasses both areas of specialization," Dennison said. "In keeping with the practices within the field of blind rehabilitation, the faculty of the department recommended elimination of the mobility specialization, as no longer needed, and a corresponding change to the name of the department."

Those recommendations were endorsed by the college, the Faculty Senate, the provost and the president.

DeVries appointed

Kenneth J. DeVries, WMU Foundation, has been appointed to two leadership positions in professional organizations.

He has been named to the Executive Board of the West Michigan Planned Giving Group and he has been selected as the chairperson of the Ethics Committee of the West Michigan chapter of the National Society of Fund Raising Executives.

Both appointments are for three years.

17 faculty members granted tenure

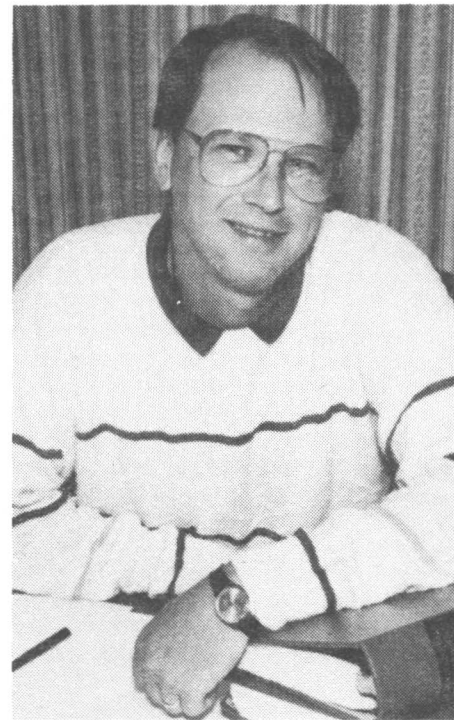
Seventeen faculty members were approved for tenure by the Board of Trustees April 27. The appointments are effective with the beginning of the 1990-91 academic year.

The faculty members and their departments, by academic rank, are:

Associate professor -- Susan Caringella-MacDonald, sociology; Christopher S. Cho, mechanical engineering; Alan Kehew, geology; Kenneth F. Kennedy, finance and commercial law; Richard O'Hearn, music; William K. Redmon, psychology; Judith Stone, history; Jay S. Treiman, mathematics and statistics; Dennis J. Vanden Brink, mechanical engineering; Steve M. Wolfenbarger, music; and Allen Zagarell, anthropology.

Assistant professor -- Raja G. Aravamuthan, paper and printing science and engineering; David A. Burnie, finance and commercial law; James R. Daniels, theatre; Robert F. Reck, marketing; Donna M. Ring, University libraries; and Alvin S. Rosenthal, physics.

On campus



EYE ON THE ENVIRONMENT -- Helping the University protect the environment is a concern of Thomas A. Korinek. An environmental specialist

in the Division of Environmental Health and Safety, he oversees the hazardous waste program on campus. He's responsible for making sure the University complies with state and federal guidelines regarding hazardous waste. That includes getting containers for the waste put in laboratories, ensuring that hazardous materials are properly stored and coordinating a regular pick-up schedule for disposal. Korinek also trains employees regarding hazardous waste and keeps the University abreast of any new rules and deadlines. "I like the fact that I'm not tied to a desk," he says. "Part of my job is 'sit-down' work, but I also get out and do physical work." Korinek, who earned a bachelor's degree in resource administration from Michigan State University, worked for a private disposal firm for eight years before joining the WMU staff two and a half years ago. He says he's continuing to learn on the job at WMU. "This job is almost an education in every field where waste could be generated because the University is so diverse," he says. "On a given day, I deal with everything from a chemistry lab to the University's aviation facility."

Human Resources

Memorial Day observed

Memorial Day will be observed as a legal holiday on Monday, May 28, by all University employee groups. There will be no classes in session and all offices and units, except those designated essential services, will be closed.

Flextime begins June 4

Although the University's regular business hours of 8 a.m. to 5 p.m. remain unchanged, summer flextime may be arranged from the first Monday in June through the last Friday in August under certain circumstances. This year, the availability of flextime will run from June 4 through August 24.

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: Dean Robert H. Luscombe, fine arts, on recent controversies over what constitutes art, May 26; and Arthur W. Helweg, anthropology, on China one year after the Tiananmen Square demonstration, June 2.

"WMU Forum," a program produced by media services for Kalamazoo Community Access Television, will air at 7:55 p.m. Friday, June 1, on Channel 32. Host Ronald C. Kramer, sociology, will talk about the parental consent for abortion bill that currently is before the Legislature with Dorothy Talanda, president of Kalamazoo Right to Life, and Michelle Serlin,

The immediate supervisor and the unit vice president must approve all requests for flextime arrangements. Flextime conditions require that offices be staffed to remain fully operational from 8 a.m. to 5 p.m. All employees are scheduled to work during core hours of operation which are 9 a.m. to 3:30 p.m.

Flexible hours are 7 to 9 a.m. and 3:30 to 5:30 p.m. Lunch periods may be scheduled for one-half hour or one hour between 11:30 a.m. and 1 p.m. Those offices designated as essential for students and prospective students will follow the policies for extended hours governing their areas.

president of the Kalamazoo chapter of the National Organization for Women. The program will be repeated at: 8:25 p.m. Sunday, June 3, on Channel 30; 7:55 p.m. Tuesday, June 5, on Channel 32; and 7:25 p.m. Thursday, June 7, on Channel 32.

"Barry Lopez: Visiting Scholar," a program produced by media services, will air on Kalamazoo Community Access Television May 27-June 2. The program profiles a well-known writer who visited campus. It will air at: 5:55 p.m. Sunday, May 27, on Channel 31; 7:25 p.m. Tuesday, May 29, on Channel 31; Thursday, May 31, on Channel 31; and 7:25 p.m. Saturday, June 2, on Channel 30.

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) **Instructor** (Temporary; 1-year position), I-40, Business Information Systems, 89/90-437, 5/22-5/29/90.

(R) **Assistant Professor**, I-30, Biological Sciences, 89/90-438, 5/22-5/29/90.

(R) **Secretary III**, S-06, Intellectual Skills Program, 89/90-450, 5/22-5/29/90.

(R) **Paper Plant Operator**, P-03, Paper and Printing Science and Engineering, 89/90-451, 5/22-5/29/90.

(N) **Assistant Supervisor**, P-02, Dining Services, 89/90-453, 5/22-5/29/90.

(R) **Greenhouse Technician**, P-01, Biological Sciences, 89/90-454, 5/22-5/29/90.

(N) **Secretary I**, S-04, History, 89/90-455, 5/22-5/29/90.

(N) New

(R) Replacement

WMU is an EEO/AA employer

Obituary

Walter G. Marburger, professor emeritus of physics and the first president of the WMU Faculty Senate, died in Kalamazoo May 21. He was 97.

Marburger, who served as Faculty Senate president in 1958-59, joined the faculty in 1925. He retired in 1963 after 38 years of teaching physics and electronics classes at WMU.



Marburger

Annual mass order rates available until June 15

University office personnel are reminded that mass orders for department letterhead and envelopes with the University signature and gray seal may be placed with Printing Services through June 15. A price list and additional information may be obtained by contacting Printing Services at 7-8098.

A 1915 graduate of the University of Michigan, Marburger earned a master's degree in physics from that institution in 1924.

He was the co-author of the 1955 text, "Laboratory Introduction to Physics for Our Times" and the 1958 edition of "Physics for Our Times." He worked during the summer of 1954 as resident research associate in the Reactor Engineering Division of the Argonne National Laboratory at Lemont, Ill., and served as a consultant to that division for many years. He was listed in "Leaders in American Science," "Who's Who in the Midwest" and "Who's Who in American Education."

While teaching and after his retirement, Marburger was active in local, state and regional amateur radio operations and for many years operated an amateur radio station from his Kalamazoo home.

A memorial service is scheduled for 11 a.m. today at Langeland Memorial Chapel, 622 S. Burdick. Contributions in Walter Marburger's name may be made to the First United Methodist Church or to the WMU Foundation.

Lee Honors College, Grand Rapids building to be completed in July, Asken tells Senate

Two major construction projects -- the Lee Honors College and the expansion and renovation of a building to house the University's regional center in Grand Rapids -- will be completed in July, the Faculty Senate learned May 17.

Ground was broken April 27, 1989, for the Lee Honors College and Nov. 27, 1989, for the project in Grand Rapids, which will consolidate the University's activities there.

Evie Asken, campus planning, extension and engineering, also told the Senate that other projects "are right on schedule." They include the building for the Haworth College of Business and the new computer center, both of which are expected to be completed this fall.

Asken, who reported to the Senate on the status of more than \$70 million in current construction, asked for the patience of the University community during any inconvenience the projects cause.

"We like to call it progress," she said. "Keep that in mind as you stumble through the mud and debris in the months ahead."

She also reported that:

- Studies are being developed now for a replacement of the power plant on the grounds of the Kalamazoo Regional Psychiatric Hospital, a project estimated to cost at least \$60 million, and on possible uses of buildings on the University's East Campus. Both studies are expected to be completed this fall.

- Waldo Library has been evacuated. Operations will resume in expanded and renovated space there "in about a year, when we will have a spectacular new facility."

Gifts and grants reports presented to Board

The University received more than \$2 million in gifts and grants during February and March, according to reports presented to the Board of Trustees at its April 27 meeting.

Gifts received by the University in February totaled \$205,879. A March gift total of \$167,108 brought the year-to-date total of gifts received to \$3,230,366.

External grants to the University during February totaled \$527,521 and March grants totaled \$1,246,150. The year-to-date total of external grants received now stands at \$6,476,118, which is an 8.18 percent increase compared with last year's total for the same period.

Notable grants received during February included a \$108,914 grant from the U.S. Department of Health and Human Services' Public Health Service Division of Medicine to the Physician Assistant Program at WMU. That grant will fund continuing minority recruitment and retention efforts in the program as well as curriculum expansion and improvement of clinical education.

During March, the University's Center for Developmentally Disabled Adults received \$887,453 from the state Department of Mental Health through the Kalamazoo County Human Services Department. The grant supports the center's work in providing day activities for about 100 adult residents of the county who are developmentally disabled. Activities include speech and language therapy, occupational therapy, recreational activities and community living skills training.

Big Boy hours to change

In an effort to more efficiently serve the University community, the Big Boy Express in the Bernhard Center will implement operational changes Monday, June 4.

The most significant of these changes will be a move away from all-day service. The new hours will be 10 a.m. to 8 p.m. Mondays through Thursdays; 10 a.m. to 4 p.m. Fridays; noon to 7 p.m. Saturdays; and noon to 10 p.m. Sundays. Breakfast will no longer be served and the Breakfast Club will no longer exist.

In addition, Big Boy Express will modify the menu by deleting or changing some of the less popular items. New items will be introduced periodically, beginning with a broiled breast of chicken sandwich.

- A building has been completed on Oliver Street that is part of an "antenna farm" for the University's new cable television system, EduCable. The farm will include 13 dishes to receive signals from earth-orbiting satellites.

- Work is also being completed on a 1,700-square-foot psychology laboratory in Wood Hall, among a number of other projects.

In its only official action of the meeting, the Senate approved a recommendation to substitute President's Day, observed on the third Monday in February, for Good Friday as one of the holidays for faculty members provided in the current collective bargaining agreement between the University and the WMU chapter of the AAUP.

The change was recommended because Good Friday "is a purely religious holiday" and is inconsistent with "the separation of church and state" in public institutions," said Alan Jacobs, anthropology, chairperson of the Senate's Professional Concerns Committee.

The recommendation will go to both President Haenicke and to the AAUP chapter.

Grant to fund access guide for elderly and disabled

Kalamazoo area disabled persons will have an easier time maneuvering around town as a result of a \$5,000 grant recently awarded to a WMU faculty member by a statewide organization that focuses on encouraging community involvement and volunteerism among college and university students.

Barbara A. Rider, occupational therapy, received the award as part of the Michigan Campus Compact Venture Grant program. The grant will be used to produce and distribute an access guide to Kalamazoo area business and service facilities for use by elderly and disabled persons. The guide, which is being developed with the help of student volunteers, is now near completion and project plans call for 1,000 copies of the guide to be printed late this summer.

According to Rider, the Venture Grant funds will assure a wide distribution of the guide at little or no cost to elderly and disabled persons and the agencies that serve them. Funding also will provide a chance for WMU student volunteers to learn more about human service agencies and the accessibility problems of disabled and elderly individuals.

The purpose of the MCC's Venture Grants is to foster the habit of lifelong involvement in community service programs as well as to provide interesting models for use at other colleges and universities. Funding for Venture Grants is underwritten by the W.K. Kellogg Foundation of Battle Creek.

Rider says the project was conceived as a way to aid disabled county residents and disabled visitors to the community who have no concise source of information about accessibility of businesses and services. The guide being developed is modeled after a similar guide put together for the Greater Detroit area. A companion "Access Guide to Western Michigan University" also is being published to

Decision (Continued from page one)

terms will lead to further action as appropriate.

For Rachel Inselberg:

- A letter of reprimand will be placed in her personnel file;

- She must guide her future conduct by strict adherence to the provisions of the Rules of Conduct as provided in the WMU/AAUP contract;

- She must not volunteer or accept any further role in the classes of Professor Edgar Inselberg; and

- She must consult with the associate director of the Office of Faculty Development concerning the appropriate role of faculty members in the control and management of classroom situations and authorize that official to report in general terms to the provost concerning the progress of the consultation prior to the close of the 1990-91 academic year.

The Inselbergs have 30 days to respond, including the initiation of a grievance.



NEW DOORS OPEN -- The new entrance to the Seibert Administration Building for the Graduate College was officially opened during a reception May 18. Here, from left, Dean Laurel A. Grotzinger, Graduate College, gives a tour to Rosanna F. Crawley, Office of the Vice President for Business and Finance; John P. McDonough, chairperson of the Graduate Student Advisory Committee; and Kailash M. Bafna, chairperson of industrial engineering. The entrance includes a new reception area that expands the space and makes it more convenient for persons to access the college. "This new entrance highlights the fact that the Graduate College and graduate programs are a special entity to the University," Grotzinger said. Other changes include an interior redesign resulting in more efficient work stations, as well as a new ceiling, flooring and signage. The new look also incorporates pieces from the University art collection.

provide access information solely about campus facilities.

Both guides will provide information about such things as handicapped parking locations; entrances; existence of automatic doors, elevators, steps, ramps and handrails; door widths; floor surfaces; telephone heights; and suitability of bathroom facilities for disabled persons. Businesses and services assessed will include motels, theatres, museums, libraries, parks, supermarkets, malls, hospitals, colleges, medical care centers and restaurants.

"The guide will not judge whether a business or agency meets state accessibility standards," Rider says. "Rather, it will provide the kinds of information disabled individuals and the elderly need in order to better use Kalamazoo County businesses and services."

The guide will be printed in a convenient 5-1/2-by-8-inch format and will include blank pages for each owners' personal additions.

About 150 assessments already have been completed by occupational therapy and blind rehabilitation and mobility students at WMU over the past three years. Those assessments have been logged into a computer by volunteers at the Kalamazoo Center for Independent Living.

The next step is for student volunteers

to verify and update the information already collected through telephone interviews and on-site visits. New businesses and services and those not already surveyed also must be added to the data base. In addition, assessments of the facilities for local human service agencies must be added to the existing data. Once complete, Rider says, the data will be reorganized to fit the access guide format.

Rider estimates that about 15 students will work an average of two hours per week for 10 weeks to collect the remaining information before the guide is ready for printing.

The Michigan Campus Compact is an action-oriented, three-year demonstration project, now in its second year, which encourages voluntary community service opportunities for students and promotes education for citizenship by supporting service and internship experiences. It is affiliated with Campus Compact, a national project to promote public and community service that is sponsored by the Education Commission of the States.

MCC's Venture Grants are open to individuals or groups on MCC's 10 member campuses who wish to develop or expand community service programs. For more information about the grants, persons may contact Julie A. Wyrwa, student volunteer services, in the Lee Honors College at 7-3230.

Calendar

MAY

Thursday/24

(thru June 15) Exhibition of watercolors, Don King, art, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

Open working session, Faculty Senate Undergraduate Studies Council subcommittee on general education, 211 Bernhard Center, 8-10 a.m.

Lunch hour seminar, "Pay and Performance - Part II, The Mechanics of Money," for clerical/technical employees, Ann E. Houser and Janice E. Brown, both human resources, Red Room C, Bernhard Center, 12:10-1 p.m.

Monday/28

Memorial Day recess.

Wednesday/30

Doctoral oral examination, "An Analysis of the Congruence of Perceptions of Leadership Styles of Principals as Perceived by Principals and Teachers in the Archdiocese of Detroit," Sister Denise Seymour, educational leadership, 3310 Sangren Hall, 10:30 a.m.

Thursday/31

Open working session, Faculty Senate Undergraduate Studies Council subcommittee on general education, 211 Bernhard Center, 8-10 a.m.

JUNE

Saturday/2

Student recital, Dorothy Vogel, piano, Dalton Center Recital Hall, 4 p.m.

Wednesday/6

Meeting, Human Subjects Institutional Review Board, Conference Room C, third floor, Seibert Administration Building, 8:15 a.m.

Graduate College writing workshop for the preparation of doctoral dissertations, specialist projects and master's theses, Red Room C, Bernhard Center, 2-3 p.m.

Thursday/7

Open working session, Faculty Senate Undergraduate Studies Council subcommittee on general education, 211 Bernhard Center, 8-10 a.m.

*(and 8) Management and executive development seminar, "Managing Accelerated Productivity," Sally Bishop, Insight Consulting Group, Santa Monica, Calif., Fetzer Center, 8:30 a.m.-4:30 p.m.

Training seminar, "Valuing Diversity," for non-supervisory employees, 204 Bernhard Center, 8:30-11:30 a.m.

*Admission charged