

# WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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February 23, 1989

## Several events scheduled in observance of Women's History Month

Lectures, films and a tour of the Michigan Women's Historical Center and Hall of Fame are on the list of Women's History Month activities being planned for March by the WMU Women's Center.

In addition to organizing its own activities, the center has invited more than 50 women's organizations in the area to submit items for a comprehensive calendar of events taking place in celebration of the month. The calendar is available by calling the center at 7-2990.

The local activities are part of a national observance centered on the theme, "Heritage of Strength and Vision." The month is designed to celebrate the contributions of women in history, which many feel have been overlooked and undervalued. President Haenicke has issued a proclamation declaring March as Women's History Month at the University and encouraging participation in the various activities.

The festivities will begin yet this month with a reception at 3 p.m. Monday, Feb. 27, in 105 Bernhard Center. The event is in honor of those who participated in the first publication this year of "The History of Women in Education in Greater Kalamazoo."

Produced as a 16-page supplement to the Feb. 27 Western Herald, the publication contains articles from local writers which portray individuals and programs that laid foundations for the character of Southwest Michigan. A total of 13 persons contributed articles for the publication on topics ranging from the first black woman to teach in the Kalamazoo Public Schools to pioneers in the arts and library programs.

The reception is by invitation only. Those interested in attending may call the Women's Center at the above telephone number.

Beginning March 1 and continuing on Mondays, Wednesdays and Thursdays throughout the month, the Women's Center will be sponsoring a film series. All will begin at 7 p.m., while the rooms will alternate between 3760 Knauss Hall and 2750 Knauss Hall. Titles will range from "The Life and Times of Rosie the Riveter" to "Georgia O'Keeffe." See the



**WOMEN'S HISTORY MONTH** -- Some of the organizers for Women's History Month activities at the University were busy this week putting up posters to remind the University of its observance in March. Pictured are, from left, Darlene R. Mosher, Women's Center; Barbara S. Havira, social science, who directs the Women's Studies Program; and Leslie H. Leighninger, social work, who heads the Commission on the Status of Women.

calendar in this week's and future issues of the *Western News* for titles, dates and locations.

Also on Wednesday, March 1, a noon lecture series will begin. Judith H. Halseth, social work, will give the first address in Red Rooms A and B of the Bernhard Center.

Speaking on "Intuition: A Good Fit with Women's Leadership Style," Halseth will report on her doctoral research with human service administrators on intuition in decision making. She will integrate her findings with recent research on feminine leadership style.

The second noon lecture will be on Thursday, March 16, in Red Rooms A and B of the Bernhard Center. Virginia Paganelli Caruso, associate professor of history at Nazareth College, will discuss "64 Years of Struggle for Women's Suffrage in Michigan." She will outline the efforts of three generations of women to make suffrage an accomplished fact

and will discuss the need for new generations to be enlisted in the struggle.

Carol Payne Smith, education and professional development, will present the third noon lecture on Tuesday, March 21, in Red Rooms B and C of the Bernhard Center. Her topic will be "Women and Minority Participation in the Administration of Michigan's State Supported Colleges and Universities." She will review the progress or lack of progress of affirmative action in this area.

Presenting the final noon lecture in the series will be Olga M. Bonfiglio, director and founder of a new Kalamazoo-based company, Global Visions. Her talk is scheduled for Monday, March 27, in Red Rooms A and B of the Bernhard Center.

She will discuss "Preparing for the Multi-Cultural Environment of 1989 and Beyond," focusing on the changing nature of the workforce from being comprised and managed primarily by

white males to a mixture of races and sexes.

Other events scheduled include a panel discussion sponsored by the Women's History and Research Network at 7 p.m. Tuesday, March 21, in Red Rooms A and B of the Bernhard Center. Local writers will talk about "Research and Writing about Women in Education."

The tour of the Michigan Women's Historical Center and Hall of Fame in Lansing is scheduled for Saturday, March 18. It will leave from Kalamazoo at noon and return at 5 p.m.

Gladys Beckwith, director of the center and president of the Michigan Women's Studies Association, will accompany participants. Besides exhibits featuring women inducted into the hall of fame, there also will be a special display describing the role of the WAVES in World War II.

In addition to the Women's Research and History Network and the Women's Center, Women's History Month events at Western are being sponsored by the Women's Studies Program, the Commission on the Status of Women and the Honors College.

All of the events are free except the tour, for which there is a \$15 charge. For tour reservations or more information, persons may contact the Women's Center at the above telephone number.

### East campus study group to conduct forum Feb. 28

The East Campus Study Committee, established earlier this year by President Haenicke to review options for the use of the East Campus, will conduct a public forum next week.

The five-member committee, chaired by L. Michael Moskovis, associate vice president for regional education and economic development, will conduct its forum at 3 p.m. Tuesday, Feb. 28, in the Martin Luther King Jr. Room of the Bernhard Center.

"President Haenicke has expressed his commitment to the usefulness and beauty of the East Campus," Moskovis said. "Anyone else who is interested in the future of the East Campus is urged to attend the forum and express their views."

The committee already has met with Haenicke, other key administrators and leaders of campus constituency groups, including the Administrative Professional Association, the WMU chapter of the American Association of University Professors, the Clerical/Technical Organization, the Faculty Senate, the Student Leader Group and the Western Student Association.

The committee also will meet with members of the Vine Street Neighborhood Association, Moskovis said. One of its members, Patricia J. Marvin, is a member of the study committee. Other members are Andrew A. Brogowicz, marketing; John R. Cooley, English; and Patricia B. Viard, consumer resources and technology.

"We've made excellent progress so far," Moskovis said. "We've received a lot of good information and insights. In addition, we've reviewed a large number of documents related to East Campus and to individual buildings located there."

In his charge to the committee, Haenicke said that North Hall will be used for the University archives and for compact storage for the University libraries. The committee was asked to consider possible uses for West Hall, East Hall, the Speech and Hearing Center and the Walwood Union.

The committee expects to issue its report this spring, Moskovis said. This will be the only forum scheduled.

### Conference to focus on 'making a difference'

State Rep. Mary Brown will be the keynote speaker for the eighth annual Issues and Opportunities for Women Conference, scheduled for Friday, March 17, in the Bernhard Center.

Brown will open the conference at 8 a.m. with an address on making a difference in the larger community. The theme for this year's conference, which runs through 1:30 p.m., is "Making a Difference."

Other speakers during the day will identify areas where women have made, are making or will make a difference. A goal for the conference is to foster new and continued development of personal and professional growth for women at Western and at the other institutions of higher education in Kalamazoo.

Voncael Lawrence, social work, who is a consultant with LeImage Wardrobe Consulting, will present a luncheon talk. She will discuss and demonstrate how to build a wardrobe through the use of accessories.

Registration materials will be mailed to women on campus early in March. The fee is \$10 and should be paid by Friday, March 10. The personnel department has requested that supervisors provide release time for employees and encourage attendance.

### WMU center publishes national standards to help schools evaluate their personnel

A national committee based at WMU's Evaluation Center has just published national standards designed to give U.S. school districts and institutions of higher education guidance in examining and improving their personnel evaluation systems.

"The Personnel Evaluation Standards," published recently by Sage Publications Inc. of Newbury Park, Calif., is the result of three years of work by the 16-member Joint Committee on Standards for Educational Evaluation, chaired by Daniel L. Stufflebeam, Evaluation Center. The standards are designed to help improve evaluations of teachers, professors, administrators and other educators.

The 21 standards, developed to provide guidance to educational policy boards, were compiled under the sponsorship of 14 of the nation's major education societies, representing more than 3 million administrators, teachers, psychologists, school board members and education research professionals. The joint committee is made up of representatives of the sponsoring organizations, plus the chairperson and a specialist in education law. Both national and international distribution of the standards is expected.

"Until now," Stufflebeam says, "there

haven't been any professional standards for judging the systems that schools, colleges and other educational institutions use to evaluate professional personnel. Every educational institution employs some type of system for evaluating the qualifications and performance of staff, but many of the evaluation systems are flawed and subject to charge that they are biased, subjective, superficial and ineffective in improving teaching and other educational services."

Stufflebeam says that in recent years, the call for more teacher accountability has led some states to enact harsh systems for judging teachers without thoroughly evaluating those systems. Teacher unions, he says, were among the committee's sponsoring organizations that saw a need for national standards to guide educational governing boards in designing personnel evaluation systems that would fulfill expectations and stand up against professional and legal challenges.

The 21 standards, including illustrative cases, are organized into four categories: **Proprietary Standards**, aimed at protecting the rights of students, other clients, evaluators and those being evaluated and assuring that evaluations

(Continued on page two)



# Fringe benefits pool set at 32.8 percent of each eligible employee's pay

At this time every year, most of us take a long look at our annual earnings, remembering what a hard year's work has bought and what it will continue to buy.

Newspapers and magazines we pick up show us towering graph columns rising to the sky and tell us how much it costs to care for our health and how much we need to lay aside for a good retirement.

The University too, wants to show employees how it divides and spends the dollars it contributes to health and retirement costs and other fringe benefits.

Compared with increasing benefits costs experienced by other employers of the same size as the University, Western's costs are rising at a similar rate. The fringe pool for the 1988-89 fiscal year is set at 32.8 percent of salary base, compared to 32 percent in 1987-88.

The fringe pool is the amount set aside by Western to provide the money that is paid in addition to base salaries for fringe benefits for WMU's 2,500 regular faculty and staff members. In dollars, \$11,282,000 has been budgeted to pay the costs of fringes provided for both active and retired eligible employees, compared to \$9,850,000 budgeted and \$9,250,000 actual cost in 1987-88. That's an increase of 15 percent over the amount budgeted last year, and 22 percent more than the actual cost of 1987-88 fringes.

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 absences; 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 approximately 10 percent to fringe benefits costs. However, since they are covered in base salary budgets, they are not listed as separate cost items.

Each employing unit is assigned payroll costs that include not only the pay employees receive, but the additional blended fringe pool rate of 32.8 percent, which is added to the base pay for each position. This means that whatever an employee's pay, it costs Western another 32.8 percent to keep

him or her on the payroll. If someone earns \$16,000, for example, the cost for the University to keep that person on the payroll is \$21,248 (\$16,000 plus \$5,248 in fringe pool expenses).

Every year, the budget office calculates the cost of all the items in the pool and compares it to the base salary budget. The budget staff then determines the percent needed for fringes and sets the pool rate for the next fiscal year.

Some items like social security, retirement benefits and life insurance have not changed much in the past three years. But hospital/medical benefits continue to take a bigger piece of the pie. While still a small slice, spouse/dependent tuition remission costs took 43 percent more than budgeted and staff tuition discount use was up 59 percent over budget in 1987-88.

"We're pleased to see the greater use of tuition discounts," said Barbara S. Liggett, associate to the vice president for business and finance. "We think it shows that our employees have a high regard for the quality of education at Western, and an interest in raising the level of their academic knowledge and skills and those of their families, whether they are working to complete a degree or for self-enrichment."

"We hear a lot about flexible benefits plans; tuition discounts will fit well as an option in a flexible-type program," Liggett continued.

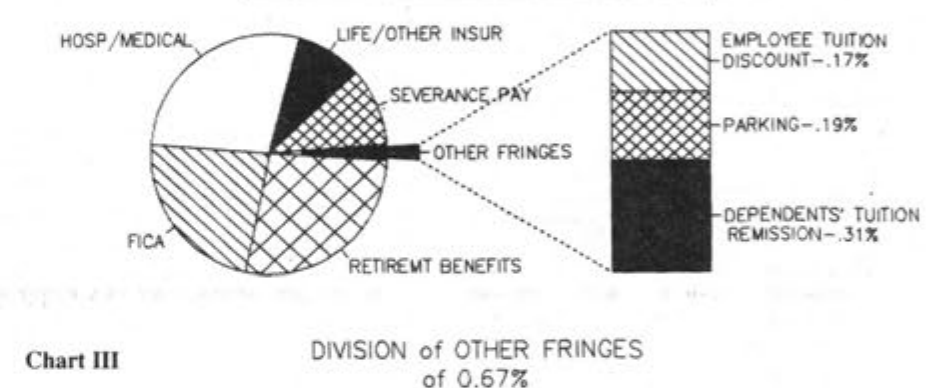
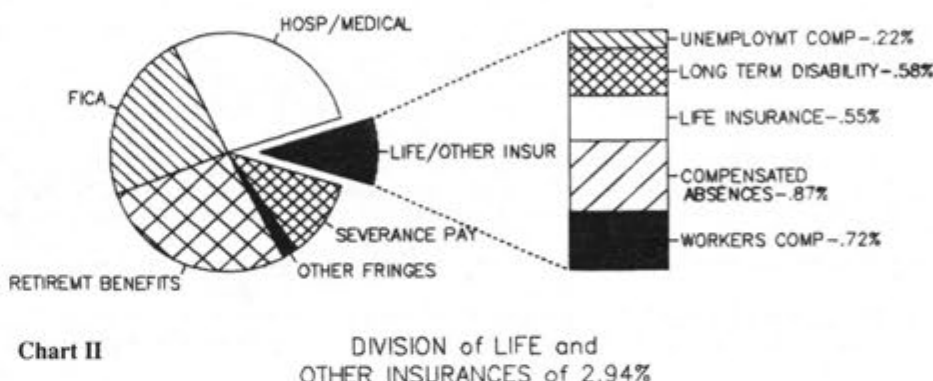
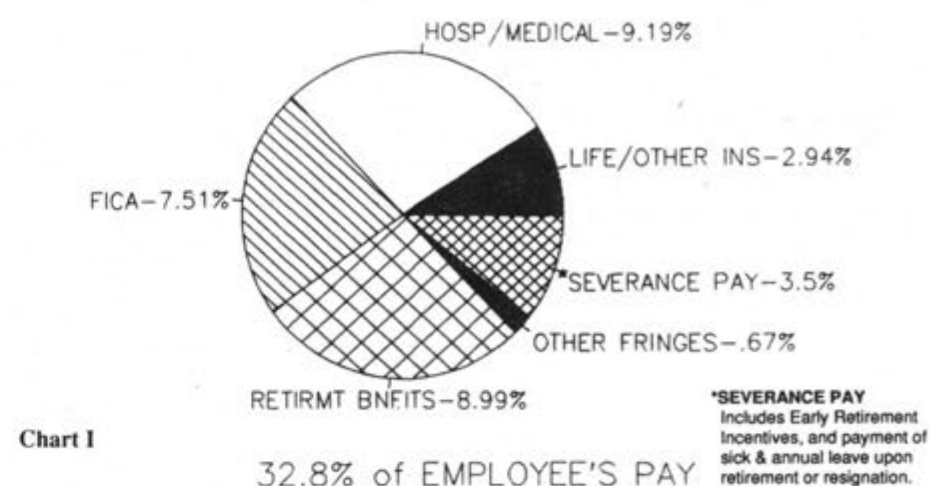
She mentioned that the University currently has a committee, chaired by David P. Robin, Waldo Library, examining flexible benefits plans. While it's too soon to speculate on how such a plan could be adapted for Western, the committee hopes to have some recommendations by the end of April.

"We must continue to encourage our workforce and its families and our retirees to develop healthy lifestyles, and we must continue to offer information to help them do this," Liggett said. She cited the wellness programs, Zest for Life and the Employee Assistance Programs available to all employees.

"Employees and administrators must work together to control the rapid rise in the cost and use of medical services," she continued. "The University is pleased with the support it has received from all our Western family. This cooperation is necessary if we are to continue to enjoy one of the best total benefits packages given by any local employer."

Here are charts explaining the budgeted fringe benefits pool for 1988-89. Chart I illustrates the division of fringes. Chart II provides detail on life and other insurances. Chart III shows detail on other fringes, such as employee tuition discount, spouse/dependent tuition remission and parking.

## DIVISION OF WMU FRINGE BENEFITS 1988-89



## Standards (Continued from page one)

are carried out legally and ethically; **Utility Standards**, aimed at promoting timely and informative evaluations that help staff members improve their performances; **Feasibility Standards**, which call for evaluation systems that are easy to implement and fund, are politically viable and are efficient in their use of time and resources; and **Accuracy Standards**, requiring that information obtained be technically accurate and that conclusions be logically linked to the data, resulting in sound information about relevant qualifications and performance.

The development of the standards was financed by the Besser Foundation, the Conrad N. Hilton Foundation, the Exxon Education Foundation, the Lilly Endowment, WMU, the WMU Foundation and the 14 sponsoring organizations. About 300 educators and others served on the panels that helped write and critique the various drafts of the standards.

## Teaching ethics workshop set

The second in a series of in-service workshops on "Teaching Ethics Across the Curriculum" will be presented from 3 to 5 p.m. Wednesday, March 1, in the Faculty Lounge of the Bernhard Center.

Max Thomas of the humanities division at Delta College will speak on "The SOLVE Method for Ethical Analysis."

The workshops are designed for faculty members interested in teaching ethics courses in their respective disciplines or in integrating the study of ethics in other courses. They are sponsored by the Office of Faculty Development, the Center for the Study of Ethics in Society and the Office of Instructional Development.

To register, persons should call the faculty development office at 7-5305.

The 14 professional societies that sponsored the development of the standards are: American Association of School Administrators, American Association of School Personnel Administrators, American Educational Research Association, American Evaluation Association, American Federation of Teachers, American Psychological Association, Association for Measurement and Evaluation in Counseling and Development, Association for Supervision and Curriculum Development, Education Commission of the States, National Association of Elementary School Principals, National Association of Secondary School Principals, National Council on Measurement in Education, National Education Association and National School Boards Association.

The standards were the subject of extensive study by an independent international validation panel that visited campus last August to examine the standards and prepare a report on its findings. That validation panel, whose members came from around the United States and from Ireland, is in the process of preparing its final report detailing the group's opinion on the quality of the standards. Panel members included experts in statistics, industrial psychology and educational psychology as well as representatives of the teaching profession and school principals.

## Senate

The Research Policies Council of the Faculty Senate will meet at 3 p.m. Thursday, March 2, in Conference Room C on the third floor of the Seibert Administration Building. Agenda items include reports on the Research Screening Committee, research activities and the new faculty research fund.

## Personnel

### Another 'survival' section added

Another section of "Survival Tactics for Supervisors" has been added to accommodate an overwhelming registration that filled the Feb. 23 session of this training seminar.

**The new class will meet from 8:30 a.m. to noon Thursday, March 9, in Red Rooms B and C of the Bernhard Center.**

If you thought that to be a good supervisor, all you had to learn would be a few new skills and how to fill out a few

forms -- and you discovered there was a bit more to it -- this is your chance to learn techniques to deal with the many administrative tasks that you are required to perform.

Personnel department specialists in employment, compensation, personnel data management, employee relations and training will meet with you and other supervisors who have similar concerns. You'll be able to share useful information, whether you're a brand new supervisor or a seasoned veteran.

To sign up for this workshop, complete the reservation form in the staff training catalog and send it to the personnel department, or call Dawn at 7-3620. Space is limited.

### Drops due March 3

The last day to drop one or more classes for the winter semester is Friday, March 3.

Students should be cautioned that even though the following week is spring break, drops will not be allowed either during that week or the following one.

All drops must be processed at the registrar's windows on the third floor of the Seibert Administration Building. Hours are 8 a.m. to 5 p.m. weekdays. Drops for the semester in session cannot be made by telephone.

## WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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Deadline: Items to be considered for publication should be submitted to the Office of Public Information by noon Tuesday of the week of publication. Offices that receive too many copies -- or too few copies -- are asked to call 387-4100. WMU is an equal opportunity/affirmative action institution.



## Jobs

The listing below is currently being posted by the University employment office. Interested regular full-time or part-time employees should submit a job opportunities application during the posting period.

S-01 and S-02 clerical positions are not required to be posted. Interested

## Media

LeRoi R. Ray Jr., Black Americana Studies Program, discusses black political power on "Focus," a five-minute radio interview produced by the Office of Public Information. "Focus" is scheduled to air Saturday, Feb. 25, at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590).

"Asian Security Issues: Superpowers and Arms Limitation Talks" is the title of a program produced by Media Services scheduled to air on Kalamazoo Community Access Television Channel 30 Feb. 27-March 3. The show features a group of internationally known Asian scholars speaking at last spring's Asian Forum on campus. The program will air at: 9 p.m. Monday, Feb. 27; 7:30 p.m. Tuesday, Feb. 28; 7 p.m. Wednesday, March 1; and 7:30 p.m. Friday, March 3.

"Discovering Michigan" is the title of a program produced by Media Services scheduled to air on Kalamazoo Community Access Television Feb. 28-March 4. The show features interesting stories about the history of our state as told by WMU scholars. It will air on Channel 30 at: 6 p.m. Tuesday, Feb. 28; 6 p.m. Thursday, March 2; and 8 p.m. Friday, March 3. It also will air on Channel 31 at 7 p.m. Saturday, March 4.

## Exchange

**FOR SALE** -- Word processor. Lanier desktop system with printer, purchased in 1982. Works perfectly, always under contract. \$900. Call the Department of Educational Leadership, 7-3893.

## Construction fence to change traffic patterns

In the near future, a fence will be installed around the construction site for the Waldo Library expansion and the new computer center, affecting pedestrian and vehicle traffic patterns.

The fence will run from the northwest corner of Waldo Library northwest to the south Sangren Hall parking lot, west to the Kruglak Sundial, south to Vande Giessen Road, east along Arcadia Road and north into the east parking lot of the library.

The current main south entrance to the library as well as the loading dock will be closed. Library patrons will have to enter the library through the north

University employees may contact the employment office for assistance in securing these positions.

(R) **Custodian** (3 Positions; 1st, 2nd or 3rd Shift), M-2, University Facilities-Custodial Services, 88/89-330, 2/21-2/27/89.

(N) **Refrigeration Repairperson I**, M-5, University Facilities-Maintenance Services, 88/89-331, 2/21-2/27/89.

(R) **Dining Services Custodian** (1 Position), F-2, Dining Services, 88/89-334, 2/21-2/27/89.

(R) **Instructor** (Temp., 1-Year Position), I-40, Communication, 88/89-335, 2/21-2/27/89.

(R) **Instructor** (Temp., 1-Year Position), I-40, Economics, 88/89-336, 2/21-2/27/89.

(R) **Secretary III**, S-06, Athletics, 88/89-337, 2/21-2/27/89.

(R) **Clerk III**, S-04, Western's Campus Bookstore, 88/89-338, 2/21-2/27/89.

(C) **Secretary I** (0.5 FTE; 20 Hours/Week), S-04, Paper and Printing Science and Engineering, 88/89-339, 2/21-2/27/89.

(N) **Custodian** (1 Position; 1st Shift), M-2, Fetzer Business Development Center, 88/89-340, 2/21-2/27/89.

(R) **Admissions Officer**, P-04, Admissions, 88/89-341, 2/21-2/27/89.

(R) **Admissions Officer**, P-04, Admissions, 88/89-342, 2/21-2/27/89.

## Capabilities of voice processing system to be upgraded

The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "test marketing" on campus. A pilot group of people has been experimenting with a variety of features over the past few months. "Their feedback helped us

**STAYING ON TOP OF TELECOMMUNICATIONS** -- The world of WMU's computers may be old hat to Joel M. Fletcher. But the area in which he currently works is a new and ever-changing environment. Fletcher is the assistant director of technical services in the Department of Telecommunications. He holds both his bachelor's and master's degrees in computer science from WMU and was an eight-year employee of the Academic Computer Center until switching to his current job this past October. "My group is responsible for maintaining the technical support for operating the telephone system," he says. He oversees the operation of the computer that maintains the database of the University's telephone information: numbers for offices, bills, service requests, cable maps, etc. "We're really a third data center at the University," he says, with the Academic Computer Center and Administrative Data Processing being the other two. In fact, another part of his job is overseeing the long-range strategy for telecommunications with an eye toward integrating the academic and administrative data networks. "As time goes on, there will be more of a need for people to have access to both of the systems," he says.



Fletcher likes his job because of the many changes that take place from day to day in the field of computers. "The technology is growing so fast that it's really exciting to be involved in," he says. "Of course, that makes it difficult from a planning perspective because you really have to keep up with everything." He says he also enjoys the people that are part of the telecommunications team. "I work with a really talented group of people -- they make the job interesting to come to every day."

decide what we were going to offer," Smith says.

Some of the basic upgrades include:

- expanding the message length from two minutes to three minutes;
- increasing the number of messages the mailbox can hold from 10 to 15; and
- increasing the length of time new messages and saved messages can stay in the mailbox without being erased from seven days to 30 days.

In addition, three new features will be added to the Voice Mail system. One feature is called "Future Delivery." Participants will be able to record messages and mark them for delivery any time within 30 days.

"For example, if you have something on your mind today such as setting a date for a staff meeting in a few weeks, you can record the message now and mark it to be delivered to your colleagues' mailboxes at a specific time closer to when it will be of interest to them," Smith explains.

"Group Distribution Lists" are the second feature that is being added for all Voice Mail participants. Users may create up to five group lists for people with whom they frequently exchange information. Each list can contain a maximum of 15 people and can be changed as needed by the individual.

"So if you want to send the same message to these 15 people, you would create your list and use a two-digit code to send the message to all of them at once," Smith says. "It's a lot more efficient than having to input 15 individual mailbox numbers."

The third feature is called "Message Waiting." The WMU voice processing system automatically will notify subscribers using the Dterm telephones every time a new message is delivered to their mailbox. This feature is not available on the single-line sets.

The light on the Dterm 8 telephones will go on when a message is received and go off when the messages are retrieved. On the Dterm 5 telephones, a "MW" will appear in the righthand corner of the display screen when a message is waiting.

Three other options to upgrade Voice Mail also are available. However, they will be added only upon request.

"These enhanced options may not apply to every situation, but they may be very helpful in specific areas," Smith says.

One such option is called "Department Specific Operator Assistance." A specific department extension may be designated to provide personal operator assistance for all voice mailboxes in that area. Callers having difficulty or those in need of immediate assistance can be instructed in the Voice Mail greeting to

press "0" for help, and they will be forwarded to another extension where someone can answer the telephone and assist them.

"Some people mistakenly thought that they already had this feature because of a sample message handed out during Voice Mail training," Smith says. "We are now able to implement it if requested by a department."

Another optional feature is "Outcall Notification." Voice Mail users will be able to program the Voice Processing System to call them at specific times and locations when messages are waiting in their mailboxes.

"This feature is comparable to the message waiting light, except the system will actually call the subscriber and let him or her know a message is waiting," Smith says. "But unlike the message waiting light, the feature is designed to be used on an instrument other than your personal phone."

The subscribers define three parameters: where the system should call them -- either on- or off-campus, as long as it's not at their own telephone; under what conditions the system should call them -- for regular or urgent messages; and how long the system should wait before it calls them -- immediately, after an hour, after four hours, etc.

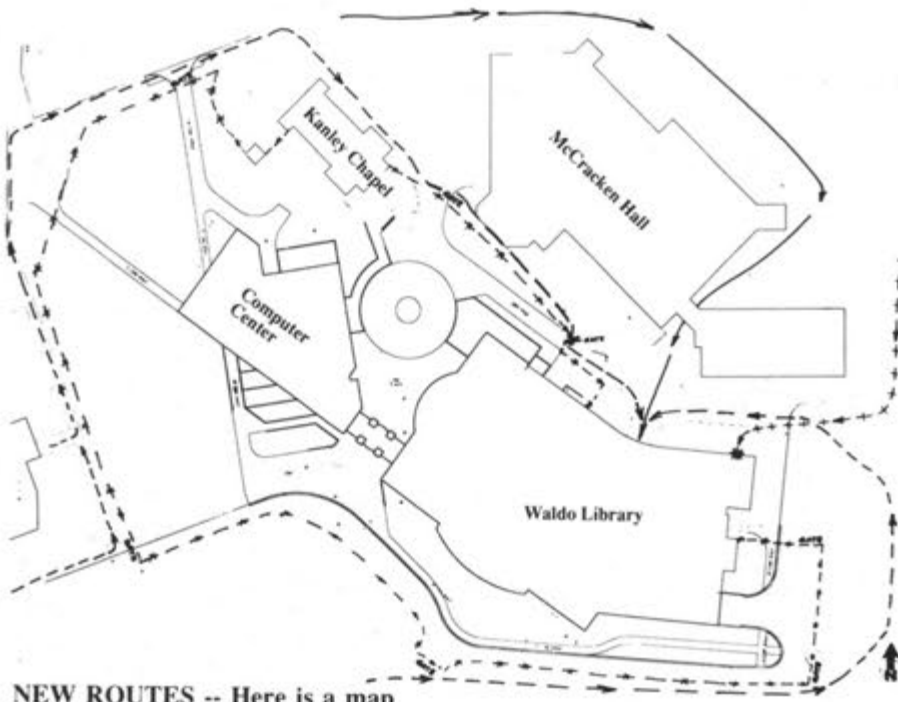
If the subscriber does not answer the telephone where it has directed the system to call, the system will keep attempting to call at fixed intervals.

A final new option available to subscribers upon request is the "Guest Mailbox." This feature will allow users of the WMU system to not only receive but also to send Voice Mail messages to persons off campus.

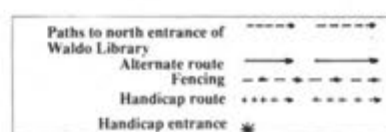
"Until now, Voice Mail subscribers could only receive messages on the system from persons off campus," Smith explains. "With this new feature, subscribers will be able to dedicate space in their individual mailboxes for two-way communication between themselves and off-campus contacts with whom they frequently exchange information."

After receiving a message from an outside contact, subscribers will be able to respond by leaving a message in a special area of their mailbox accessible only to that contact. The contact can then call 387-4000 and enter a password, much the same way current subscribers call the system from off campus to listen to their own messages.

Persons interested in the new features may contact the Department of Telecommunications for additional information by calling 7-4663. Persons with questions relative to the other minor alterations should call Smith at 7-0924.



**NEW ROUTES** -- Here is a map indicating the new traffic patterns that will be necessary because of the construction fence surrounding the Waldo Library and computer center project.





# Calendar

## FEBRUARY

### Thursday/23

(thru 24) Student Employment Week.  
(thru March 17) Exhibition, Ektaprint and Polaroid transfer photography by Barbara Swan, Kalamazoo photographer, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.  
Staff training seminar, "Survival Tactics for Supervisors," 204 Bernhard Center, 8:30 a.m.-noon. (Class filled -- sign up for March 9 session by calling 7-3620.)  
(thru 28) Exhibition, flower photographs by Gretchen Garner, Grand Rapids photographer and associate professor of communication, Grand Valley State University, Space Gallery, Knauss Hall, weekdays, 9 a.m.-4 p.m.  
Campus-wide blood pressure screening: Waldo Library second floor lobby, 9:30 a.m.-3:30 p.m.; physical plant, 2:30-3:30 p.m.; and West Hall lobby, 4:30-5:15 p.m.  
(thru March 1) Exhibition, one-person show of paintings and computer graphics by Samia Halaby, New York artist, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.  
Summer Employment Day, ballrooms, Bernhard Center, 10 a.m.-3 p.m.  
Second annual W.E.B. Dubois Luncheon, President's Dining Room, Bernhard Center, 11:30 a.m.-1:30 p.m. By invitation only -- call 7-2665 for reservations.  
Women's Center workshop, "Personal Safety for Women: A Preventive Approach," Carol R. Dedow, public safety, and Sylvia Nassar, Women's Center, A-331 Ellsworth Hall, noon-1 p.m.  
Cornelius Loew Lecture in Medieval Studies, "The Myth of 'The City on the Hill' and the 'Valley of Fruitfulness': From 12th Century Cistercians to 20th Century Americans," Brian McGuire, University of Copenhagen, 3020 Friedmann Hall, 4 p.m.  
University Film Series, "Circle of Deceit (Germany, 1981)," directed by Volker Schlöndorff, 2302 Sangren Hall, 4 and 8 p.m.  
Honors College program, "Maintaining a Balance: Professional Roles and Community Commitment," Donna Stover, administrative director, Kalamazoo Community Hospital Oncology Program, Fox Hall lounge, 7 p.m.  
Soviet and East European Film Festival, "Autumn Marathon (Soviet Union, 1980)," 3760 Knauss Hall, 7 p.m.  
Visiting Scholars Program lecture, "Federalists vs. Anti-Federalists on the Proper Role of Government in Society," John A. Rohr, professor, Center for Public Administration and Policy, Virginia Polytechnic Institute and State University, 3770 Knauss Hall, 8 p.m.

### Friday/24

Campus-wide blood pressure screening, Rood Hall lobby, 9:30 a.m.-1 p.m.  
Meeting, Al-Anon, Wesley Foundation basement, 12:10-1 p.m.  
Communication research colloquium: "Meta-Analysis: An Approach to Listening Research?," Steven C. Rhodes, communication; and "Participation and Satisfaction with Faculty Merit Pay Policies," James A. Gilchrist and Kim D. White, communication, Faculty Lounge, Bernhard Center, 12:45-2 p.m.  
Center for the Study of Ethics in Society panel discussion, "Ethical Dilemmas in Educational Administration," David Jones, Plainwell School District; Judy Johnson, Kalamazoo School District; and Patrick Jenlink, educational leadership, 205 Bernhard Center, 3 p.m.  
Organ student recital, Dalton Center Organ Studio (Room 1133), 5 p.m.  
(and 25) Mini Blues Jazz Festival, 3770 Knauss Hall: begins at 7 p.m. Friday, Feb. 24, and resumes at noon Saturday, Feb. 25.  
\*Hockey, WMU vs. Ferris State University, Lawson Ice Arena, 7:30 p.m.  
Student recital, jazz saxophonist Jeff Bruzzese, Dalton Center Recital Hall, 8 p.m.  
\*Concert, Kalamazoo Symphony Orchestra conducted by Yoshimi Takeda, Miller Auditorium, 8 p.m.

### Saturday/25

\*Workshop, "Taking the SAT," 1008 Trimpe Building, 9 a.m.-12:30 p.m.  
Men's tennis, WMU vs. Illinois State University, Gary Center, 1 p.m.  
Women's gymnastics, WMU vs. Eastern Michigan University, Gary Center Gymnasium, 2 p.m.  
\*Men's basketball, WMU vs. Youngstown State University, Read Fieldhouse, 2:30 p.m.  
Soviet and East European Film Festival, "Angi Vera (Hungary, 1979), 3770 Knauss Hall, 7 p.m.  
Guest artist recital, pianist Peter Amstutz, Dalton Center Recital Hall, 8 p.m.

### Sunday/26

Concert, University Symphonic Band conducted by Richard Suddendorf, Miller Auditorium, 3 p.m.  
Student recital, Sharon Cantrell, violin/viola, and Loretta Goodwin, violin, Dalton Center Lecture Hall, 5:30 p.m.

### Monday/27

Academic Computer Center mainframe workshop, "Introduction to the Merit Network," 2202 Sangren Hall, 9-10:50 a.m. Prerequisite: prior experience using the VAXcluster. Advance registration required, call 7-5430.  
Writing workshop for the preparation of doctoral dissertations, specialist's projects and master's theses, Graduate College conference room, Seibert Administration Building, 10 a.m.  
Black History Month lecture, Theresa A. Powell, dean of students, Red Room A, Bernhard Center, noon.  
Academic Computer Center microcomputer workshop, "Lotus Macros," 352 Wood Hall, 2-3:50 p.m. Prerequisite: solid hands-on experience with Lotus 1-2-3. Advance registration required, call 7-5430.  
Reception to recognize those who participated in the publication of "The History of Women in Education in Greater Kalamazoo," 105 Bernhard Center, 3 p.m. By invitation only, call the Women's Center, 7-2990.  
Geology lecture, "Using Geographic Information Systems to Predict the Consequences of Earthquakes and Landslides," Earl E. Brabb, U.S. Geological Survey, 1118 Rood Hall, 4 p.m.  
Reception and discussion on health and human services careers, Peter A. Dual, dean of the College of Health and Human Services, San Diego State University, and Martin Luther King Jr./Cesar Chavez/Rosa Parks Visiting Professor, Martin Luther King Jr. Room, 204 Bernhard Center, 4-5:30 p.m.  
Black History Month gospel concert, featuring the WMU Gospel Choir, Dalton Center Recital Hall, 7 p.m.

### Tuesday/28

Staff training seminar, "Effective Office Behaviors," Doreen Brinson, staff training, 204 Bernhard Center, 8:30 a.m.-noon.  
(and March 2) Academic Computer Center microcomputer workshop, "Advanced WordPerfect," 352 Wood Hall, 9-10:50 a.m. Prerequisite: "Introduction to WordPerfect" or equivalent experience. Advance registration required, call 7-5430.  
Lecture, "Mozambique Under Fire: South Africa's Campaign of Destabilization," Christine Root, co-chairperson for political action, Association of Concerned African Scholars, 3770 Knauss Hall, noon.  
Forum to review options for the use of East Campus, East Campus Study Committee, Martin Luther King Jr. Room, 204 Bernhard Center, 3 p.m.  
Guest artist recital, trombonist Paul Bauer, Northern Illinois University, Dalton Center Recital Hall, 8 p.m.  
\*Concert, "The Irish Rovers," Miller Auditorium, 8 p.m.

## MARCH

### Wednesday/1

(thru 31) Women's History Month.  
Meeting, Human Subjects Institutional Review Board, Dean's Conference Room, College of Health and Human Services, Henry Hall, 8:30 a.m.  
Clerical/Technical Organization employee concerns meeting, Faculty Dining Room, Bernhard Center, noon-1 p.m.  
Women's History Month lecture, "Intuition: A Good Fit with Women's Leadership Style," Judith H. Halseth, social work, Red Rooms A and B, Bernhard Center, noon.  
Geography lecture, "Geographic Skills in the Private Sector," Mark Kemper, Manatron Corp., Kalamazoo, 338 Wood Hall, noon.  
Academic Computer Center mainframe workshop, "Introduction to Supercomputing," 2202 Sangren Hall, 1-2:50 p.m. Advance registration required, call 7-5430.  
Career planning and placement services workshops: "Introduction to Interviewing," 208 Bernhard Center, noon-1:30 p.m.; and "Introduction to Job Search," 208 Bernhard Center, 3:30-5 p.m. Advance registration required, call 7-2745.  
Convocation Series concert, faculty chamber music, Dalton Center Recital Hall, 2 p.m.  
Workshop, "The SOLVE Method for Ethical Analysis," Max Thomas, humanities division, Delta College, Faculty Lounge, Bernhard Center, 3-5 p.m.  
Geology lecture, "Diagenetic Mineral Reactions Reveal Rates of Fluid Movement and Timing of Oil Emplacement," James R. Boles, professor of geology, University of California at Santa Barbara, 1118 Rood Hall, 4 p.m.  
Women's History Month film, "The Life and Times of Rosie the Riveter," 3760 Knauss Hall, 7 p.m.  
Center for the Study of Ethics in Society lecture, "Marxism and Justice," Milton Fisk, philosophy, University of Indiana, 2750 Knauss Hall, 7:30 p.m.  
Lecture, "Counselor Licensure: An Analysis of the New Counselor Law and Its Effect on Institutions, Agencies and Private Practice," John S. Geisler, counselor education and counseling psychology, 2302 Sangren Hall, 7:30 p.m.  
Student recital, bassoonist Michael Curtis, Dalton Center Recital Hall, 8 p.m.  
\*(thru 4) Play, "Hunting Cockroaches," York Arena Theatre, 8 p.m.

### Thursday/2

Doctoral oral examination, "The Concept of Foreseeability as It Relates to Personal Injury Litigation in College and University Residence Halls," F. Bruce Johnston Jr., counselor education and counseling psychology, Tate Center conference room, 3210 Sangren Hall, 10 a.m.  
Academic Computer Center mainframe workshop, "Using the OnLine Library Index (OLLI)," 2202 Sangren Hall, 1-1:50 p.m. Advance registration required, call 7-5430.  
Meeting, Research Policies Council of the Faculty Senate, Conference Room C, third floor, Seibert Administration Building, 3 p.m.  
Doctoral oral examination, "Impacts of Self-Esteem and Locus of Control on Expectancy Theory Predictions of Job Involvement," Michael K. Tsai, public administration, School of Public Affairs and Administration, Hillside East, 3 p.m.  
University Film Series, "The Shop on Main Street (Czechoslovakia, 1965)," directed by Jan Kadar, 2302 Sangren Hall, 4 and 8 p.m.  
Guest artist recital, mezzo-soprano Lisa Bonenfant and pianist JoAnn Kulesza, Dalton Center Recital Hall, 8 p.m.

\*Admission charged



**WMU PROGRAM TO BE ON SCOLA NETWORK --** "Global Perspectives," a 30-minute panel discussion with members of the Department of Languages and Linguistics, will be broadcast at 11:30 a.m. Friday, Feb. 24, on SCOLA, a national satellite television network. It offers international news broadcasts from 9 a.m. to 5 p.m. weekdays on campus Channel 4 and on Channel 33 through the Kalamazoo Community Access Center. Participants in the first monthly program are, from left, Jorge M. Febles, Spanish; Paule Miller, French; Robert J. Griffin, moderator; and Jeffrey B. Gardiner, German. They provide commentary on the broadcasts. This is the first network television program produced by WMU and the first U.S.-based program carried by SCOLA, said Frank R. Jamison, media services, who is executive producer of the series. A member of the SCOLA advisory board, Jamison worked with Howard R. Poole, instructional development, to bring the service to Kalamazoo. Kanti S. Sandhu, media services, is producer-director. The pilot project is funded through a grant from the Kalamazoo Consortium for Higher Education. SCOLA stands for Satellite Communications for Learning.