

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Volume 15, Number 23

March 2, 1989

Alumni express satisfaction with their experience

More than 95 percent of the graduates of the classes of 1981 and 1986 who responded to a recent survey expressed approval of their overall experience at WMU, the quality of their degree and the breadth of their general education courses.

"Those are particularly strong responses that suggest WMU is performing well in a number of important dimensions," said Mary Anne Bunda, University assessment, who conducted the survey. "These results also suggest a great deal of confidence on the part of alumni in their WMU education."

The survey is part of a larger effort to assess the outcomes of education at the University, including a program to test freshmen and seniors that is now in its second year. First-year results showed that both freshmen and seniors are above average in knowledge of subject matter.

"In each of the two classes, more than 70 percent of the respondents said they were satisfied and another 25 percent said they were very satisfied," Bunda explained. "Only a handful of graduates -- 4.4 percent in 1981 and 3.1 percent in 1986 -- expressed dissatisfaction of any kind."

Alumni also had praise for high quality coursework presented in a challenging manner by a highly qualified and caring faculty, Bunda said.

"The most common form of closing comment was a general expression of

pride in their WMU experience," Bunda said. "A number of others said that Western deserved a better reputation than they thought it had."

In another key dimension, 52.5 percent of 1986 graduates rated the quality of their degree as above average and another 11.5 percent rated it as excellent, Bunda said. Some 32.1 percent rated their degree as average for a total approval rating of 96.1 percent. Graduates from 1981 gave a similarly high rating of 96 percent.

Graduates of both classes were equally pleased with their experience of the University's general education program, which requires students to take courses in a variety of disciplines outside their major field of study. Some 95 percent of respondents in both classes said they believed the breadth of exposure given them in general education adequately covered the humanities, mathematics, fine arts and the sciences, Bunda said.

In their evaluation of personal experiences on campus, 44.5 percent rated theirs as excellent, 38 percent good and 11 percent average for an approval rating of 93.5 percent. Graduates from 1981 expressed a 92.9 percent level of approval, but with slightly more respondents in the average range.

In addition, Bunda said, alumni had high praise for the skills they gained in their major field of study. A total of 95.3 percent of 1981 respondents strongly agreed with, agreed with or were neutral on statements reflecting feelings of competence in their major. About the same -- 96 percent -- of 1986 graduates responded that way.

The survey results were based on 301 responses from 1981 bachelor's degree graduates and 332 responses from 1986 bachelor's degree graduates. Surveys

were sent to about 600 members of each class for a response rate of about 50 percent, which Bunda characterized as "very good."

Bunda urged caution in the interpretation of the alumni survey results. "These are perception data," she said. "We don't know why people gave ratings the way they did. We only have the ratings that they gave."

"However," she said, "the process keeps us sensitive to a different constituency. Students on campus can make their voices heard in a number of ways. Our alumni need a regular mechanism for giving direction as we seek to improve WMU."

Bunda said she believes it is important to gather data from graduates who have been out of school for at least two years. She hopes to conduct a similar survey in another two years.

"If we surveyed alumni immediately after graduation, we'd get a lot of unique, individual perceptions and not enough of a global perspective," she said. "After a couple of years, you can get a good impression of how alumni believe their experience at Western affected their ability on the job, their desire to attend graduate school and their ability to perform there."

In fact, a majority of graduates -- 55 percent -- either had, currently do or intend to participate in graduate studies, most in master's degree programs. "Persons who have attended graduate school rate their preparation at WMU for such study as good," Bunda said.

Graduates said they chose Western in the first place because of the "availability and reputation" of the University's academic programs.

The survey found differences between the two classes in two areas, computer skills and international understanding, Bunda noted.

There was "a strong positive shift" in ratings of the adequacy of computer skills between the classes of 1981 and 1986. It was during those years that Western began to require computer literacy of all graduates.

In the other area, graduates in 1986 indicated a stronger understanding of

(Continued on page four)

Trustees to meet in Detroit

The Board of Trustees will conduct its regular meeting in the Detroit area Friday, March 3, at the Radisson Plaza Hotel, 1500 Town Center, Southfield.

The meeting will begin at 3 p.m. in the Windover Room. This is not the first time the Board has elected to meet outside of Kalamazoo. In fall 1986, the Board met in Grand Rapids, the site of the University's largest regional center.

A total of 38 percent of WMU's students come from the Detroit metropolitan area and thousands of Bronco alumni reside there. A reception for Western's Detroit area alumni is scheduled for later that day.

Agenda items for the trustees' meeting include a proposal to name the College of Business the Haworth College of Business, in recognition of a \$5 million gift the WMU Foundation recently received from Haworth Inc. of Holland.

Also on the agenda are room and board, apartment rental and parking fee rates, all of which are expected to be tabled to allow additional time for public comment. The Board also will consider personnel, gift and grant reports, as well as a revision of WMU Foundation bylaws.

These Board committee meetings also are scheduled for Friday in the Windover Room: Academic and Student Affairs Committee at 1 p.m.; and Budget and Finance Committee at 1:45 p.m.

All meetings are open to the public.

No News next week

There will be no *Western News* Thursday, March 9, due to spring break. The next *News* will be printed Thursday, March 16, and the deadline for that issue is noon Tuesday, March 14.

WMU 'responsive' to need of blacks, other minorities, says former administrator

"Western Michigan University has been responsive to the needs of blacks and other minorities to ensure their advancement within the institution," Robert W. Ethridge, a former WMU administrator, told an audience at the second annual W.E.B. DuBois Luncheon Feb. 23.



Ethridge

"But," he said, "we must remain fleet of foot if we are to maintain diversity within the University community."

The luncheon, part of Black History Month activities at the University, is intended to recognize the contributions of African-Americans to the University. It was sponsored by the Black Americana Studies Program.

Ethridge was introduced by Chauncey J. Brinn, vice president for development and administrative affairs and secretary to the Board of Trustees. LeRoi R. Ray Jr., director of the Black Americana Studies Program, served as master of ceremonies.

Ethridge, a WMU alumnus, was an area coordinator in housing, assistant to the president and secretary to the Board of Trustees between 1969 and 1981 before going to Emory University in Atlanta, where he is assistant vice president for equal opportunity programs.

Ethridge traced WMU's commitment to minorities to James W. Miller, president of the University from 1961 to 1974. "Jim Miller was my mentor," he said. "He was very supportive of me."

"Dr. Miller had the vision and foresight to see this place as diverse as it was supposed to be," Ethridge said. "It was important for some of us to be in positions of significance, where we could do some planning and blow off some steam."

"Western has maintained that commitment and built it into the fabric of the institution," he said as he began to list dozens of minorities who had come to Western, advanced at Western and, in some instances, moved on to other institutions. "Western has not lost that momentum."

To continue that momentum, however, Ethridge said that individuals must do "a lot of mentoring to assure the involvement of minorities. We must do some in-service training to assure the upward mobility of minorities here."

"It's not where you are," he stressed, "it's where you move to, it's advancement within the institution, maintaining the commitment that Jim Miller and others have made."

Ethridge, who earned a bachelor's degree at Western in 1963, a master's degree here in 1970 and a doctoral degree at the University of Michigan in 1979, said blacks and other minorities "have made contributions to WMU that will endure."

"We are sometimes overburdened with the task of moving the institution," he continued. "We must understand that it won't be over until it's over, even though the burden may become a little lighter."

Ethridge concluded his remarks on a personal note. "I'm pleased that I could play a part in the history of this institution. It's good to be back for a visit."

Senate to meet tonight

The Faculty Senate will meet at 7 p.m. Thursday, March 2, in the Fetzer Center. Agenda items include the first reading of bylaw amendments, a report from the Undergraduate Studies Council and a presentation on the proposed Policy on Political Activities.



HONORED AT RECEPTION -- Contributors to "The History of Women in Education in Greater Kalamazoo," which was produced as a supplement to the Feb. 27 *Western Herald*, were honored at a reception that day in the Bernhard Center. Among them were, from left, Lois D. Matthews, English, who wrote a piece on Blanche Draper, a writer, editor and publicist at Western; Christine M. Farmer, a recent WMU graduate who wrote an article on Mary Ensfield, the first woman to hold the job of Kalamazoo County School Commissioner; and Mary Frances Fenton, College of Education, who was the project coordinator. The publication was produced by the Kalamazoo Women's History and Research Network in observance of Women's History Month in March. Several other events to celebrate the month are taking place in the coming weeks. See the calendar on page four for details.

Faculty members breathe new life into journal

Intent on rescuing an academic journal from what seemed like certain death, a trio of WMU faculty members became publishers two years ago. The result has been a new lease on life for the journal and introduction of the University's name to the far corners of the world.

The Journal of Sociology and Social Welfare, now in its 16th year of quarterly publication, has not only been rescued from the brink of death, it is enjoying remarkable good health. Subscriptions to the publication are up more than 50 percent during the past two years and the journal's attractive appearance, timely publication practices and growing reputation have led to a surge of manuscript submissions from scholars across the country and, recently, from the international academic community as well.

Under the guidance of editor Robert D. Leighninger, sociology, and associate editors Edward J. Pawlak and Danny H. Thompson, both social work, the journal has undergone an extensive facelift, has made international subscription inroads and is now received by more than 500 individuals and institutions in 25 countries.

"It's a great opportunity for the University," says Thompson, noting that because WMU is now the official publisher of the journal, authors and subscribers have regular contact with the University name.

"Academics in other countries have a more intimate contact with the University because of the journal," Pawlak says.

All of this has been accomplished, Leighninger says, while preserving the journal's unique editorial philosophy of encouraging emerging scholars by offering extensive editorial assistance and advice on improving research techniques and writing quality.

According to Leighninger, the journal promotes the integration of the social sciences and the human services in order to understand social welfare. It publishes papers that analyze social welfare policy and politics, social problems and the operations of human service organizations. As is the case with most academic journals, the JSSW maintains high standards in selecting the papers it accepts for publication. Unlike many journals, however, a good idea that still needs work is not apt to meet with a curt rejection.

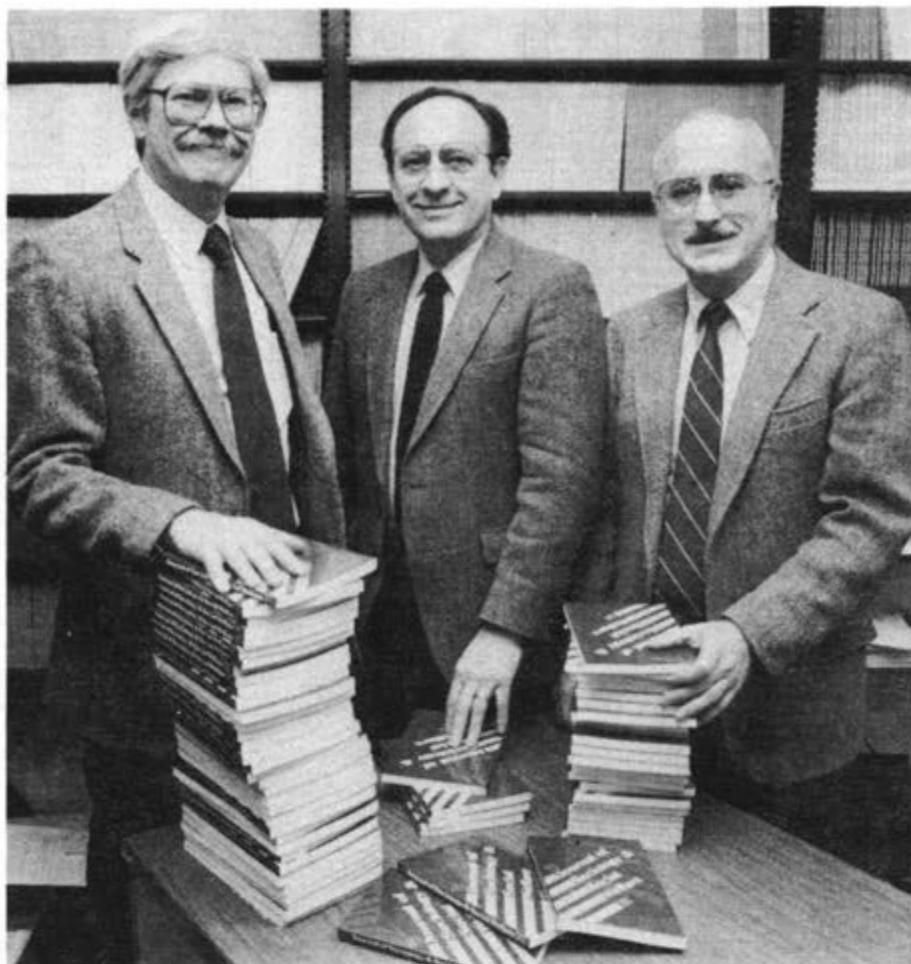
"Most journals act as screeners," Leighninger says, "picking out the gems for publication and rejecting everything else. We have a different philosophy. We like to work with people -- help them polish their rough stones into gems."

Reviews and rejections of papers submitted to the JSSW are not the typical short and often cruel rejection letters used by many publications, Leighninger says. Prospective authors have received as many as three pages of feedback giving specific suggestions for improving the submitted work.

Thompson points out that many good ideas and promising pieces of work have been salvaged as a result of that personal touch the journal has offered its contributors. Publication in the JSSW, he says, has been the start of several academic writing careers. Pawlak agrees and says that has been a source of great personal satisfaction.

"It really pleases me to see something that we've heavily critiqued published eventually as a nicely flowing piece of work," he says.

The journal, published for the first 13



PUBLISHING TEAM -- Behind the effort to rescue the Journal of Sociology and Social Welfare are, from left, editor Robert D. Leighninger, sociology, and associate editors Edward J. Pawlak and Danny H. Thompson, both social work.

years of its existence at the University of Connecticut, had fallen on hard times before the trio took over. The major cause of the problems lay in the fact that the journal's one-person staff at that university simply did not have the time needed to devote to the business side of the journal -- manufacturing and subscriptions.

Production hold-ups that led to late printing dates annoyed subscribers and left accepted authors in limbo wondering when their papers would appear. Since production practices required authors to submit their papers in camera-ready form ready for reproduction, the typefaces and quality of the finished product varied and the number of typographical errors was high.

With encouragement from Donald E. Thompson, assistant vice president for academic affairs and chief research officer, the trio took a proposal to President Haenicke asking for a developmental grant to revamp the journal format and have each issue professionally typeset and printed.

None of the three had any experience in publishing. But with a grant from Haenicke and further support from the College of Health and Human Services, the College of Arts and Sciences, the Department of Sociology and the School of Social Work, they took on the task. With advice from faculty members involved in similar publishing enterprises (WMU publishes three other journals and a variety of other academic pieces) and help from the staff of the Office of University Publications, the three novices lay the groundwork for their successful efforts.

Leighninger, who had been heading the editorial side of the journal since 1979, remained as editor. His role is handling author relations, working with the journal's editorial board and representing the journal at professional conferences and meetings.

Pawlak assumed control of the manufacturing side of the journal taking responsibility for copy and proofreading and ensuring a professional product. In that role, he reads as many as 70 manuscripts a year, completing a pre-acceptance screening of each submission.

Thompson took over what Pawlak calls "the invisible part of the business" that is crucial to success. He handles budgeting and dealings with subscribers and subscription services. After initially taking time to computerize the operation, he is now busy learning the finer points of the job, such as how to increase circulation by cracking a particular market and how to coordinate his efforts with those of the subscription services that help them market the journal.

Submissions to the journal, which had plummeted during the years before publication began at WMU, have rebounded and the number and variety of articles received have allowed the editors to group submissions on related topics for use in special issues. The result has been issues devoted to such topics as social welfare history and welfare reform. Additional special issues result when a professional or group of professionals approach the journal about devoting an issue to a single topic.

This year, three such special issues are in the works and one or more of those issues will be heavily promoted for classroom use. Such issues, Leighninger says, are also very saleable as back issues.

Hoover biographer to speak

An expert on J. Edgar Hoover, the FBI and the origins of the Cold War will be at Western Tuesday and Wednesday, March 14-15, as part of the Visiting Scholars Program.

Richard Gid Powers, professor of history and American studies in the Graduate Center and College of Staten Island at the City University of New York, will give three lectures.

At 7:30 p.m. Tuesday, March 14, he will discuss "Anti-Communism and American Culture" in 2750 Knauss Hall. His address at 10 a.m. Wednesday, March 15, is titled "J. Edgar Hoover and the Cold War." At 2 p.m. Wednesday, he will discuss "Crime and Popular Culture: the FBI and the 1930s." The latter two talks will be in 2010 Friedmann Hall.

Powers is the author of a critically acclaimed biography of Hoover titled "Secrecy and Power: The Life of J. Edgar Hoover." The biography of the man who headed the FBI from 1924 to 1972 followed an earlier book, "G-Men: Hoover's FBI in American Popular Culture," for which Powers won the 1984 Popular Culture Association's Ray Browne Award for the outstanding book in popular culture that year.

In "G-Men," he analyzed Hoover's meteoric rise to power and cast him as a popular culture hero fostered by the 1930s and '40s G-Man films and comic strips. "Secrecy and Power," published in 1987, tells the tale of the rise and fall of Hoover, drawing on FBI files,



Powers

Four-way stop to be installed at intersection

On Monday, March 6, four-way stop signs will be installed at the intersection of North Dormitory Road and Gilkison Avenue on campus.

"Two major problems have existed at this intersection for the past several years: traffic accidents and traffic congestion for west-bound vehicles," said Lanny H. Wilde, public safety.

Currently, there are stop signs on two sides of the intersection: North Dormitory Road and the exit from the Sindecuse Health Center parking lot. But there were no signs to stop the flow of traffic on Gilkison Avenue.

Wilde said that an analysis of the traffic situation at the intersection was conducted by students from a Communication 232 class, who approached him this past September about doing the study as a class project. The group researched the requirements for a four-way stop in the Michigan Manual of Uniform Traffic Control Devices and conducted the necessary traffic survey in November.

"Based on the number of traffic accidents and traffic volume through the intersection, this location meets the requirements for a four-way stop," Wilde said.

Stop ahead signs and oversized stop signs will be installed on the two Gilkison Avenue approaches to the intersection. Orange flags will be attached to the two new stop signs to draw attention to them. Four-way supplementary plates will be installed on all four stop signs.

"Some people have expressed concern that it will be difficult to stop and start on Gilkison because of the grade during the winter when snow is on the pavement," Wilde said. "Currently, drivers must slow on Gilkison going down the hill if they intend to turn right onto North Dormitory and must slow or stop going up the hill before turning left onto North Dormitory. Coming to a complete stop should not be difficult."

He also pointed out that the snow crew plows and sands Gilkison as one of its first priorities.

"The four-way stop sign approach worked well at the intersection of Wilbur and Marion to alleviate traffic congestion several years ago and we are confident of the same results at this intersection," Wilde said.

personal documents, interviews and presidential papers.

Powers' visit is being coordinated by the humanities area of the College of General Studies. For more information, persons may contact Lewis H. Carlson, humanities, at 7-5375.

The Visiting Scholars Program was established in 1960, and has provided more than 365 visits by scholars representing some 65 academic disciplines.

Ethics workshops to focus on using case studies to teach

The third program in a series of workshops on "Teaching Ethics Across the Curriculum" is scheduled for Wednesday, March 15.

Lee Danielson of the School of Business at the University of Michigan will present two sessions for faculty members interested in teaching ethics courses in their respective disciplines or integrating the study of ethics into other courses.

At 1 p.m. in 205 Bernhard Center, he will talk with College of Business faculty members on using case studies as an instructional technique. And at 3 p.m. in the Faculty Lounge of the Bernhard Center, he will talk with all faculty members about "Teaching Ethics with Case Studies: Elements of a Good Case and Discussion Strategies."

The series is being sponsored by the Office of Faculty Development, the Center for the Study of Ethics in Society and the Office of Instructional Development. To register or for more information, persons may contact the Office of Faculty Development at 7-5305.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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

Western News (USPS 362-210) is published by the Office of Public Information, B-207 Ellsworth Hall, Western Michigan University, Kalamazoo, MI 49008-5165, weekly during fall and winter semesters and bi-weekly during spring and summer sessions, except during vacation periods. Second class postage paid at Kalamazoo, MI 49008-5165.

POSTMASTER: Send address changes to Western News, Office of Public Information, Western Michigan University, Kalamazoo, MI 49008-5165.

Western News is distributed without charge to faculty and staff members, retirees, members of the Parents Association and other friends of the University including students, who may obtain copies at several campus locations.

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.

No alcohol, no smoke and limited visitation to be offered as options in residence halls

Beginning in fall 1989, students living in residence halls at Western will have an option to reside in non-smoking, non-alcohol and limited visitation arrangements.

These added options are being offered on an experimental basis at the request of President Haenicke, who said, "I want to ensure that students are able to read and study in their residence hall rooms and can get a good night's sleep. For those students who choose a smoke- and alcohol-free environment, we need to offer this added option. We need to foster greater consideration of the rights of others -- roommates and neighbors, especially with regard to clean air and fewer guests."

Eicher/LeFevre Halls in the Goldsworth Valley II complex will be reserved for non-smokers. Some floors in Garneau Hall, also in the Valley II complex, will be reserved for persons who agree to a no smoking, no alcohol and limited visitation policy. Visitation hours on these designated floors will be 9 a.m. to 11 p.m. Sunday through Thursday and 9 a.m. to 1 a.m. Friday and Saturday.

Currently, students may designate on their housing applications whether or not

they smoke and whether or not they want to reside with smokers. However, this means that there are smokers in every residence hall. The new option will offer a smoke-free environment in entire halls or on entire floors.

The current alcohol policy is that students may not drink alcoholic beverages in the residence halls if they are under age 21, and they may not drink alcoholic beverages outside their rooms if they are over age 21. The added option bans alcohol in rooms on designated floors no matter what the age of the residents.

Currently, the residents of each hall vote on their visitation hours and all have elected 24-hour visitation. Visitors must check in at a desk and must be accompanied by a hall resident. The added option will limit the hours residents on certain floors may have visitors.

Also this fall, Garneau-Harvey Halls will be converted from their present coed by suite arrangement to coed by floor; this is in response to an increasing number of requests for this designation. WMU offers residents a choice of coed by suite, by floor or by hall.

Personnel

Tax-deferred savings meetings set

To have a financially secure retirement, experts say we'll all need to fund our own savings plans to supplement Social Security and whatever basic retirement plan we've set up with our employer. Supplemental tax-deferred retirement savings accounts (SRAs) are designed to meet this need. All WMU employees are eligible to participate in these special tax advantaged savings incentive plans.

On Thursday, March 16, the staff benefits office will play host to two meetings to inform you about voluntary tax sheltering programs. They will be conducted from 9:30 to 11:30 a.m. and from 1:30 to 3:30 p.m. in the West Ballroom of the Bernhard Center.

Representatives from TIAA-CREF, Fidelity Investments of Boston and the Calvert Group will be present to give an overview of their various programs, products and services available to WMU employees. Thomas Gauntlett from SDM&G also will be present. A question and answer period will follow.

For more information, call the staff benefits office at 7-3630.

New 'Business Principles and Practices' series offered

The ever-popular "Business Principles and Practices" training series has been updated to provide a new look at important areas of business operations at WMU. All employees who have responsibilities for department business forms, procedures or fund accounting are invited to attend.

Part one, "Budgeting and Fund Accounting," is set for Wednesday, March 8, in 105 Bernhard Center. It will present a detailed look at monthly accounting and operating reports and how to manage and reconcile them.

From 8:30 to 11:30 a.m., the seminar leaders will be Dean K. Honsberger, budgets and financial planning, Lowell P. Rinker, accounting, and Betty J. McKain, grants and contracts. They will

Senate

The Budget and Finance Council of the Faculty Senate will meet at 3 p.m. Tuesday, March 14, in Conference Room C on the third floor of the Seibert Administration Building. Agenda items include an update on University budget considerations in Lansing, a report of the provost's committee on tuition comparisons and a review of program revision requests.

Exchange

FOR SALE -- Like new, 84-inch, three-cushion sofa. Upholstered in quilted cotton fabric, predominately blues and greens on tan background. Call 7-5818.

On campus



CHEF'S CHOICE -- For some people, it's hard to find time to prepare three meals a day. Imagine cooking up some 2,000 meals a week! During a busy time, that's what you'll find Thomas W. Houser doing. "I cook for the masses," says the executive chef in

the Fetzter Center. He supervises the food preparation for the people who attend business conferences or University events at the center, and for events that take place at the president's house. With help from two assistant chefs, four prep cooks and a banquet staff of 40 regular and student employees, Houser puts together dishes for everything from receptions to lunches to dinners. "There's a lot of creativity involved," says Houser, who worked at Oakley's and McGonigle's Saloon before joining the WMU staff three years ago. "We're not just a cafeteria." Besides working from sample menus offered to event organizers, Houser can prepare meals to the customer's specifications. He says he's noticed a real trend toward the lighter fare and the charbroiler he recently acquired helps him address those kinds of needs. One of his favorite entrees as a marinated grilled swordfish. Besides cooking up the food, Houser does some ordering. He says he can go through 30 cases of chicken breasts in a busy week and 660 pounds of beef tenderloin in eight weeks. Despite all the time he spends with food, he says he doesn't get sick of eating the dishes he prepares. "I always work up a good appetite!" he says.

Media Services

Members of the University community are invited to attend a special televised lecture, "Natural Disasters," at 6 p.m. Monday, March 13, in 1114 Brown Hall.

The second in the "Infinite Voyage" series, the program will feature Richard Fiske of the National Museum of Natural History at the Smithsonian Institution. His lecture is titled "Krakatau 1883: Local Devastation, Global Revelation."

Fiske will discuss the massive volcanic eruption on the Indonesian island of Krakatau, which was one of the most devastating in recorded history. He will tell how improved worldwide communication affected the perception of the eruption. A question and answer session will follow at 6:30 p.m.

The lecture will be carried live by satellite from the California Institute of Technology. The series is made possible by Digital Equipment Corp. and is produced with the assistance of the National Technological University, the National Academy of Sciences and public television station WQED in Pittsburgh.

The Department of Geology and Media Services are coordinating the local presentation. The entire two-hour program will be videotaped for later use by faculty members in their classes. For more information, contact Annette LaVier, Media Services, at 7-5001.

The remaining two installments in the "Infinite Voyage" series will feature archeology of ancient Americans and clues to our own evolutionary fate. Air dates will appear in future issues of the *Western News*.

Media

Two faculty members will be guests during the coming weeks on "Focus," a five-minute radio 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: Darlene R. Mosher, Women's Center, on Women's History Month, March 4; and Paul C. Friday, Criminal Justice Program, on Michigan's expanding prison system, March 11.

"WMU Forum," a program produced by media services for Kalamazoo Community Access Television, will air at 8 p.m. Friday, March 3, on Channel 32. Host Ronald C. Kramer, sociology, will discuss Michigan groundwater with Donald J. Brown, Science for Citizens Center, and Richard N. Passero, Institute for Water Sciences. The program will be repeated at: 10 p.m. Sunday, March 5, on Channel 30; 8:30 p.m. Tuesday, March 7, on Channel 32; and 8 p.m. Friday, March 10, on Channel 32.

discuss the proper use of object codes, procedures for transfers between accounts, the booked budget and grant accounts.

From 1 to 2 p.m., there will be a computer demonstration of the Budget Master software program by Robert L. Johnson, accounting, and J. Karen Star, budgets and financial planning. If you use an IBM PC or compatible, this program can help you keep track of budgets and expenses. Diskettes and manuals will be distributed free to participants.

Part two of the series, "Employment Procedures," is scheduled for 8:30 to 11:30 a.m. Wednesday, March 15, in 204 Bernhard Center. Sue Rodia, employment, will discuss the hiring process, posting, referral, testing, advertising for help and the I-9 form.

'Courtesy in Business' is seminar topic

The ability to cheerfully handle the day-to-day stressful office situations, like all the telephones ringing at once, demands for rush typing jobs and unexpected drop-in visitors, is what makes a professional, courteous, helpful University representative.

Learn the techniques to help you

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

(R) **Nurse's Aid/Central Supply**, S-06, Sindecuse Health Center, 88/89-344, 2/28-3/6/89.

(R) **Assistant Professor** (Tenure Track), I-30, Education and Professional Development, 88/89-345, 2/28-3/6/89.

(R) **Assistant Professor** (Tenure Track), I-30, Education and Professional Development, 88/89-346, 2/28-3/6/89.

(R) **Assistant Professor** (Tenure Track), I-30, Education and Professional Development, 88/89-347, 2/28-3/6/89.

(R) **Assistant Professor** (Tenure Track), I-30, Educational Leadership, 88/89-348, 2/28-3/6/89.

(R) **Assistant Professor** (Tenure Track), I-30, Education and Professional Development, 88/89-349, 2/28-3/6/89.

(R) **Assistant Professor** (Tenure Track), I-30, Education and Professional Development, 88/89-350, 2/28-3/6/89.

(R) **Secretary I**, S-04, Education and Professional Development, 88/89-351, 2/28-3/6/89.

(R) **Replacement**
WMU is an EEO/AA employer

manage these difficult situations by attending "Courtesy in Business," presented by the staff training office from 9 a.m. to noon Tuesday, March 14, in 204 Bernhard Center.

To enroll in these seminars, send the registration form in the back of your staff training catalog to the personnel department or call Dawn at 7-3620.

Obituary

Word has been received of the recent death of D.P.S. Dwarikesh, 64, emeritus in languages and linguistics.



Dwarikesh

A faculty member from 1968 until his retirement in 1986, he died near his home village of Agra, India. He was the author of many books on Hindi literature and linguistics in India and the United States.

His research interests also included pre-Indian history. During a sabbatical leave in 1979, Dwarikesh discovered what were believed to be the oldest known cave wall and ceiling paintings in India. He received a \$200,000 grant from the American Institute of India Studies to continue research on the paintings, estimated to be more than 15,000 years old at the time.

Zest for Life

If you are one of the 40 million Americans who have high cholesterol, we invite you to join a three-session workshop that will help you discover the tasty choices that are available when selecting and preparing foods that are low in fat and cholesterol.

The Cholesterol Countdown class will be conducted from 7 to 9 p.m. Mondays, March 13, 20 and 27.

All participants will need to have two serum cholesterol assessments, one prior to the program and one three months later. This workshop is offered in collaboration with the WMU Dietetics Program and is taught by Maija Petersons, consumer resources and technology.

Advance sign-up is required. Call the Zest for Life office at 7-3262 to register or for more information.

Look for the Spring into Wellness Week schedule of events in the Western Herald on March 15. The activities will include a variety of wellness seminars and events designed to promote health enhancement and increase awareness of healthy lifestyle habits.

Calendar

MARCH

Thursday/2

(thru 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.

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.

Meeting, Faculty Senate, Fetzer Center, 7 p.m.

Guest artist recital, mezzo-soprano Lisa Bonenfant and pianist JoAnn Kulesza, Dalton Center Recital Hall, 8 p.m.

*(thru 4) Play, "Hunting Cockroaches," York Arena Theatre, 8 p.m.

Friday/3

Last day to drop winter semester classes, registrar's windows, third floor, Seibert Administration Building, 8 a.m.-5 p.m.

Meeting, Al-Anon, Wesley Foundation basement, 12:10-1 p.m.

Saturday/4

(thru 16) Michigan Art Education Association Region 5 Show, showcases, Sangren Hall, weekdays, 7 a.m.-10:30 p.m.; Saturdays and Sundays, 9 a.m.-10:30 p.m.

Women's basketball, WMU vs. Ball State University, Read Fieldhouse, noon.

*Men's basketball, WMU vs. Ball State University, Read Fieldhouse, 2:30 p.m.

*50th anniversary concert, Kalamazoo Junior Symphony Orchestra, Miller Auditorium, 8 p.m.

Monday/6

(thru 10) Spring break.

Wednesday/8

Clerical/Technical Organization meeting, Red Rooms A and B, Bernhard Center, noon-1 p.m.

Staff training seminar, "Business Principles and Practices, Part One" 105 Bernhard Center; "Budgeting and Fund Accounting," 8:30-11:30 a.m.; and computer demonstration of Budget Master program, 1-2 p.m.

Thursday/9

Staff training seminar, "Survival Tactics for Supervisors," Red Rooms B and C, Bernhard Center, 8:30 a.m.-noon.

*Concert, Mantovani Orchestra, Miller Auditorium, 8 p.m.

Friday/10

Meeting, Executive Board of the Administrative Professional Association, Faculty Dining Room, Bernhard Center, 8:30 a.m.

Meeting, Al-Anon, Wesley Foundation basement, 12:10-1 p.m.

Monday/13

Doctoral oral examination, "Administrative Commitment to Public Service

Programs in Institutions of Higher Education," Mary Ellen Brandell, educational leadership, Tate Center, 3210 Sangren Hall, 10 a.m.

(and 15) Academic Computer Center microcomputer workshop, "Introduction to WordPerfect," 2202 Sangren Hall, 1-2:50 p.m. Prerequisite: "Beginner's Introduction to Microcomputers." Advance registration required, call 7-5430.

Televised lecture, "Krakatau 1883: Local Devastation, Global Revelation," Richard Fiske, National Museum of Natural History, Smithsonian Institution, 1114 Brown Hall, 6 p.m.

Women's History Month films, "Fear Woman" and "Simplemente Jenny," 2750 Knauss Hall, 7 p.m.

*Performance, Christian illusionist Andre Kole, Miller Auditorium, 7:30 p.m.

Tuesday/14

*Executive education/management development seminar, "Successfully Working with People," Ron G. Wells, management consultant and professional speaker, Fetzer Center, 8:30 a.m.-4:30 p.m.

(thru April 12) Exhibition of large handmade paper wall hung reliefs and three-dimensional vessel forms, Gretchen Deems, Grand Rapids artist, Space Gallery, Knauss Hall, weekdays, 9 a.m.-4 p.m.

Staff training seminar, "Courtesy in Business," 204 Bernhard Center, 9 a.m.-noon.

Doctoral oral examination, "The Impact of Type of Ownership on Mental Health Organizations," Gary R. Mathews, sociology, 2514 Sangren Hall, 10 a.m.

(thru 31) Exhibition of photographs, "Southwest Michigan Outland: Its People, Places and Spaces," John M. Carney, art, Gallery II, Sangren Hall, weekdays, 10 a.m.-5 p.m.; reception for the artist, Monday, March 20, 5-7:30 p.m.

(and 16) Academic Computer Center microcomputer workshop, "Advanced dBASE III PLUS," 2202 Sangren Hall, 1-2:50 p.m. Prerequisite: "Introduction to dBASE III PLUS" or equivalent experience. 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, 3 p.m.

Meeting, Budget and Finance Council of the Faculty Senate, Conference Room C, third floor, Seibert Administration Building, 3 p.m.

*Men's basketball awards banquet, Bernhard Center; social hour, 6 p.m.; dinner, 7 p.m.

Visiting Scholars Program lecture, "Anti-Communism and American Culture," Richard Gid Powers, professor of American studies and history, City University of New York, 2750 Knauss Hall, 7:30 p.m.

Wednesday/15

Staff training seminar, "Business Principles and Practices, Part Two: Employment Procedures," 204 Bernhard Center, 8:30-11:30 a.m.

Writing Across the Curriculum workshops, Lee Danielson, School of Business Administration, University of Michigan; in-service discussion with College of Business faculty, 205 Bernhard Center, 1 p.m.; seminar for all faculty, "Teaching Ethics with Case Studies: Elements of a Good Case and Discussion Strategies," Faculty Lounge, Bernhard Center, 3 p.m.

Visiting Scholars Program lectures, Richard Gid Powers, professor of American studies and history, City University of New York: "J. Edgar Hoover and the Cold War," 2010 Friedmann Hall, 10 a.m.; "Crime and Popular Culture: The FBI and the 1930s," 2010 Friedmann Hall, 2 p.m.

Career planning and placement services workshops: "Creating Effective Resumes and Letters," 208 Bernhard Center, 3:30-5 p.m.; and "Introduction to Job Search," 208 Bernhard Center, 5:30-7 p.m. Advance registration required, call 7-2745.

Biological sciences seminar, "Application of 13C-NMR to Studies of Nutritional State in Rat Cancers," Thomas O. Henderson, University of Illinois at Chicago, 4200 McCracken Hall, 4 p.m.

Women's History Month film, "She's Nobody's Baby," 3760 Knauss Hall, 7 p.m.

Thursday/16

Staff training seminar, "Interaction Management, Part One," 204 Bernhard Center, 8:15 a.m.-noon.

*(and 17) Executive education/management development seminar, "Purchasing: The Fundamentals and Modern Techniques," Brian G. Long, Marketing and Management Institute, and Robert F. Reck, marketing, Fetzer Center, 8:30 a.m.-4:30 p.m.

Meetings on tax-deferred savings programs, West Ballroom, Bernhard Center, 9:30-11:30 a.m. and 1:30-3:30 p.m.

Women's History Month lecture, "64 Years of Struggle for Women's Suffrage in Michigan," Virginia Paganelli Caruso, associate professor of history, Nazareth College, Red Rooms A and B, Bernhard Center, noon.

University Film Series, "The White Rose (Germany, 1983)," directed by Michael Verhoeven, 2302 Sangren Hall, 4 and 8 p.m.

Honors College program, "Volunteerism and Community Service: A Panel Discussion," Nancy Maleady, executive director, Big Brothers/Big Sisters of Greater Kalamazoo; William Pell, executive director, Gryphon Place, Kalamazoo; and Ruth Parker Sarvadi, director, Retired Senior Volunteer Program, Senior Services Inc., Kalamazoo; Fox Hall lounge, 7 p.m.

Women's History Month film, "Sex Roles in the Amish Community," 3760 Knauss Hall, 7 p.m.

Concert, Southwestern Michigan Vocal Festival, Miller Auditorium, 7 p.m.

*Admission charged

Alumni survey (Continued from page one)

different cultures and value systems than their 1981 counterparts. "We've had a requirement for the study of non-Western cultures for a long time," Bunda said. "So it's not at all clear why there's a difference between the two classes on this issue."

Bunda listed several other findings of the survey, including:

- Seventy-five percent of all graduates were involved in at least one extracurricular activity, such as an academic club, intramurals or student media. The most reported activity was a club related to a major.

- The vast majority of alumni -- up to 86 percent -- are employed full time. Of those not employed full time, some have part-time employment, some attend school full time and some are not seeking employment.

- Seventy-eight percent are engaged in continuing education, most related to

their current employment.

- Seventy-five percent of all graduates have returned to the campus since graduating.

Volunteerism panel planned

A panel discussion on "Volunteerism and Community Service" will be presented at 7 p.m. Thursday, March 16, in the Fox Hall lounge.

Participating will be: Nancy Maleady, executive director of Big Brothers/Big Sisters of Greater Kalamazoo; William Pell, executive director of Gryphon Place in Kalamazoo; and Ruth Parker Sarvadi, director of the Retired Senior Volunteer Program at Senior Services Inc. of Kalamazoo.

The program is part of a series sponsored by the Honors College on "Leadership and Community Service: Preparing to Make a Difference."



COLD AND CATTAILS -- Though the frozen landscape near Goldsworth Valley Pond definitely tells us it's winter, the cattails on the banks remind us that spring can't be far behind. And no matter what the weather, the swans who call the pond home don't seem to mind bathing in its frigid temperature.