

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

Volume 15, Number 25

March 23, 1989

Haenicke to conduct open office hours

President Haenicke will conduct open office hours from 10 a.m. to noon Thursday, March 30, to provide students, faculty and staff members with the opportunity to stop by and visit with him on any topic of concern.

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

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

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

Kelley to be honored

The University community is invited to a reception honoring the retirement of Stanley W. Kelley, employee relations and personnel, from 3 to 5 p.m. Friday, March 31, at the Oaklands.

C/TO spring luncheon reservations due March 28

Spring is right around the corner and so is the annual spring luncheon sponsored by the Clerical/Technical Organization. All University employees are invited to attend the event from 11:45 a.m. to 1:30 p.m. Tuesday, April 4, in the Fetzer Center.

This year's theme is "C/Ts: Worth Their Weight in Gold." The luncheon will include a men's and women's fashion show presented by Redwood and Ross with the fashions modeled by members of the WMU staff. In addition, members of WMU's Gold Company will provide entertainment.

This luncheon also will feature the first C/TO Service Award and Support Award. Make plans to attend and find out who will be the recipients of these two awards. Door prizes will end this year's festivities.

Registration information is available from Sandy L. Custer, Sindecuse Health Center, 7-3282. There are two luncheon choices and the cost is \$7 per person. The reservation deadline is Tuesday, March 28.

Haenicke issues letter on affirmative action

President Haenicke issued this letter on equal opportunity and affirmative action to the University community March 20:

"Western Michigan University commits itself firmly to the principles of equal opportunity and affirmative action.

"In practical terms, equal opportunity means that when we recruit, hire, train, promote, transfer or compensate individuals, we do so solely on the basis of merit and qualification and without regard to race, color, religion, national origin, sex, sexual orientation, age, handicap, height, weight or marital status.

"Affirmative action poses a different challenge. At Western we have set a goal to increase the number of women and minorities on all levels of University employment. Therefore, whenever employment decisions and personnel actions are made, we will make a determined effort to identify and include in any pool of candidates qualified women

State legislators receptive to University testimony

President Haenicke was very pleased with the attentiveness, receptivity and the large number of legislators present for Western's March 15 hearing in Lansing with the House Appropriations Subcommittee on Higher Education, chaired by State Rep. Morris Hood Jr. (D-Detroit).

In addition to providing written responses to subcommittee questions provided in advance of the hearing (as reported in the March 16 *Western News*), Haenicke commented on WMU's record enrollment and continued interest in undergraduate students and teaching; the growing graduate intensiveness of the institution and its broad range of scholarship programs; new construction; the more than doubling of research support because of the great ability and willingness of the faculty to "hustle, hustle" to get federal, industry and foundation support; and other fund-raising efforts.

He also reported on Western's aggressive off-campus, extension course offerings; many cooperative relationships with other institutions in the Grand Rapids area and elsewhere in the state; and deferred maintenance projects, such as the face-lift to the residence halls and planned improvements for classroom buildings. Using Western's computerized budget model, Haenicke graphically demonstrated major expenditure needs and revenue shortfalls. He cited faculty salaries as a continuing major problem area.

State Rep. Donald Gilmer (R-Augusta) is the only local legislator on the subcommittee, but several other local legislators were present for WMU's hearing, including: Rep. Mary Brown (D-Kalamazoo); Rep. Mick Middaugh (R-Paw Paw); and Rep. Paul Wartner (R-Portage). Rep. Carolyn Cheeks Kilpatrick (D-Detroit), a member of the subcommittee, is a WMU alumna. Carol A. Waszkiewicz of Kalamazoo, chairperson of the Board of Trustees, also was present to make an introductory statement.

"We are blessed with many good friends -- individuals and foundations -- who help us in areas where the state can't help us or where we can help ourselves," Haenicke said. He was referring to gifts to finish such major construction projects as the new business building and library addition, where state funds do not cover all of the costs.

and minorities; they will be given special consideration. We, furthermore, will continue to take affirmative action for qualified disabled veterans, veterans of the Vietnam era and handicapped persons.

"We carry a collective responsibility to achieve the objectives of equal opportunity and affirmative action at Western Michigan University. I am asking for your help and leadership in this regard.

"Mr. David Glenn is my designee as the University's affirmative action compliance officer. I have charged him with the responsibility to maintain the necessary programs, records and reports to comply with all government regulations, including the maintenance and monitoring procedures for our policy objectives, and to report to me regularly on our progress.

"Please join me and our Office of Affirmative Action in making our equal opportunity/affirmative action policies truly effective."

Haenicke singled out WMU's nationally-known Evaluation Center and Institute for Water Sciences as just two outstanding examples of faculty securing large outside grants for support. He noted that Western's 25 complete degree programs offered off campus is an "absolute mark of distinction."

Citing Western's offering of the state's first live TV satellite business course this semester, Haenicke explained that 25

students are present in the electronic classroom in Kalamazoo, 25 more students are in Grand Rapids and 23 more students are in a classroom at Lake Michigan College in Benton Harbor. All 73 students can interact with the teacher. "We're losing about \$30,000 on this course because we're finding that satellite programming is very expensive, but we want to serve our students

(Continued on page four)



FROSTED BRANCHES -- Last Friday's rainstorm painted these trees near Miller Auditorium with a coating of ice that lasted all weekend, turning the campus into a glistening wonderland.

Community service unit changes name, Kalamazoo urban planner becomes head

The Community Information System for Human Services at WMU has been renamed the Community Information System and a veteran Kalamazoo area urban planner is the organization's new director.



Visser

The new name reflects the broadened scope of the organization's activities into additional areas besides health and human services, says James A. Visser, who was named director of CIS last fall. The expanded scope of CIS activity, Visser says, reflects its board of directors' decision to increase the unit's usefulness to the community by improving the community's level and scope of knowledge about local conditions and trends, and by helping community agencies and local governments improve their planning efforts.

The 11-year-old unit is a nonprofit community organization that maintains an extensive base of information about the Kalamazoo area. Administered by WMU, CIS is funded, in part, by the University, the Greater Kalamazoo United Way, the Kalamazoo Foundation, the Irving S. Gilmore Foundation and the Dorothy U. Dalton Foundation. The rest of CIS's funding comes from sales of publications and the fees charged for research and database services.

CIS will continue to provide the core services for which it originally was established -- serving as a data clearinghouse and technical assistance unit for use by local health and human service agencies. However, CIS is now expanding its information services into economic development, government

services, education and community planning.

According to Visser, CIS also recently improved its capacity to provide health services information when it became the repository for the data files and library of the recently closed Southwest Michigan Health Coordinating Council. The council's materials are being maintained by CIS as a service to interested agencies and researchers.

Among services offered to the community by CIS are: **research services**, which include needs assessments, program evaluations, grant application data assistance and specialized surveys; **survey research services**, which include survey design and testing, sampling, survey implementation, data entry and data analysis and interpretation; and **database services**, which include helping clients plan, design and build their own databases and maintaining selected data sets.

CIS also publishes: with Gryphon Place the Agency Resource Directory, which serves as a cross-referenced and indexed guide to human services agencies; the Zip Code and Census Tract Street Directory -- a listing of all street addresses in Kalamazoo County by zip code and by the numbers the Census Bureau has assigned to tracts in the county; and "Who Lives Where in Kalamazoo," a demographic analysis of Kalamazoo County.

Prior to assuming the role of CIS director, Visser served for seven years as executive director of Kalamazoo Downtown Development Authority. He worked as manager of the city of Kalamazoo's Economic Development Division from 1979-1982 and also held planning and community development positions with the city from 1976-1979.



PROFESSORS OF THE DAY -- Persons from several business firms became short-term faculty members at Western during the College of Business' annual Professor of the Day Program March 15. Pictured with Dean Darrell G. Jones, business, seated right, are guest lecturers: (seated left) Laura A. Davis, vice president for corporate affairs and corporate secretary at the W.K. Kellogg Foundation in Battle Creek; (standing from left) Robert C. Salisbury, corporate vice president for finance and chief financial officer at the Upjohn Co. in Kalamazoo; Maurice W. Barrett, president of the Borgstrom Manufacturing Corp. in Kalamazoo; Frank O'Brien, international and strategic marketing manager at the Donnelly Corp. in Holland; and Kenneth M. Cyrus, vice president, secretary and general counsel at the Upjohn Co.

Cable series to focus on new view of intelligence

An ambitious series of 13 programs that explores an alternative to the traditional view of IQ will air on Kalamazoo Cable Access Television beginning the week of April 2.

The series, titled "Multiple Intelligences," looks at a new theory that is gaining support among educators and psychologists. This view could have significant implications for the way students are taught and the way their individual gifts and talents are measured, according to David S. DeShon, social science, coordinator of the videotape project.

The theory, also called multiple intelligences, has been proposed by Howard Gardner, a Harvard University educator who spoke at WMU as part of the Visiting Scholars Program last year. It is based on the principle that intelligence is not a single entity and that it cannot be measured by simple paper-and-pencil tests.

Gardner suggests that the mind is made up of many different problem-solving mechanisms. He claims that there are at least seven "intelligences": linguistic, logical-mathematical, musical, spatial, bodily-kinesthetic, interpersonal and intrapersonal.

IQ tests, he says, focus only on the first two and virtually ignore the rest. The tests may measure a student's ability to succeed in academic work, but they do not look at the broader range of talents required to succeed in life after school, Gardner says.

"What modern psychological research seems to be telling us is that the traditional view of IQ is a good predictor of success in school," DeShon says. "But the traditional view of IQ as well as success in school are both poor predictors of success in life."

DeShon and his colleagues from a faculty organization called the Anton Group have been working on the series

Here is a list of the programs in the "Multiple Intelligences" series, their dates and their presenters. Each will air on Kalamazoo Cable Access Television Channel 30 at 4 p.m. Sundays and at 10 p.m. Wednesdays.

- April 2 and 5 -- "Multiple Intelligences: An Introduction." David DeShon, social science, will provide an overview and interview Howard Gardner.

- April 9 and 12 -- "The Brain-Mind Flow." Michael D. Swords, natural science, will discuss the roles of biology and experience in the formation of intelligence.

- April 16 and 19 -- "Data from Brain-Injured Persons." Nickola W. Nelson, speech pathology and audiology, will show how the intelligences can be independently destroyed or spared by brain injury.

- April 23 and 26 -- "A Linguistic Intelligence: The Province of All Peoples, Part One." Daniel P. Hendriksen, languages and linguistics, will discuss the evidence for a universal linguistic intelligence, no matter what language.

- April 30 and May 3 -- "A Linguistic Intelligence: The Province of All Peoples, Part Two." Gwendolyn Etter-Lewis, English, will talk about a developmental perspective of linguistic intelligence based on Gardner's model.

- May 7 and 10 -- "Linguistic Intelligence and Reading." Constance S. Weaver, English, will discuss developing children's reading ability naturally, from whole-to-part, to accommodate multiple intelli-

gences.

- May 14 and 17 -- "The Musical Intelligence: A Composer's Perspective." Ramon Zupko, music, will discuss how any of the intelligences can provide a catalyst for the genesis of a musical work.

- May 21 and 24 -- "The Crowning Capacities of Human Kind." June S. Cottrell, communication, will discuss the implications for education and for society of the intrapersonal and interpersonal intelligences.

- May 28 and 31 -- "The Spatial Intelligence." DeShon will talk about cultural biases and educational implications of the spatial intelligence.

- June 4 and 7 -- "The Dynamics of Movement." Gail L. Landberg, humanities, will discuss the development and expression of the bodily-kinesthetic intelligence through dance and sports.

- June 11 and 14 -- "The Mathematical Intelligence." Walter Turner, mathematics and statistics, will examine Gardner's concept of mathematical intelligence.

- June 18 and 21 -- "Educational Implications for the 1990s." Ronald A. Crowell, education and professional development, will discuss how the multiple intelligences concept implies change for current educational practices.

- June 25 and 28 -- "A Multiple Intelligence Curriculum for the 21st Century." Lawrence B. Schlack, emeritus in educational leadership, will discuss individualizing the curriculum to the dominant intelligence of each child.

Author of 'The Greenlanders' to discuss work

Writer Jane Smiley will present an informal seminar and read from her work during a visit to Western Wednesday, March 29.

A professor of English at Iowa State University, Smiley is the author of four novels. Her most recent book is "The Greenlanders," on which she will present the informal seminar at 4 p.m. in 3323 Brown Hall. The reading is scheduled for 8:30 p.m. in 3321 of Brown Hall and will be followed by a reception.

Published in 1988 by Knopf of New York, "The Greenlanders" is written somewhat in the manner of an old Norse saga and is set in 14th century Greenland. The passages from this novel that Smiley will discuss are available from William W. Combs, English, at 7-2603.

Smiley also is the author of "The Age of Grief," a collection of stories and a novella that was nominated for the

Jet designer to speak

The chief designer of the Harrier jet will speak at 7 p.m. Thursday, March 30, in 3770 Knauss Hall.

John W. Fozard will discuss "The Harrier Jet V/STOL Fighter: A 30-Year Anglo-American Engineering and Operational Adventure" in an address sponsored by the Department of Engineering Technology. The Harrier was the first operational vertical and short take-off and landing attack fighter.

Fiction Award of the National Book Critics Circle. Her story, "Lily," which was included in "The Age of Grief," shared first prize in the 1985 O. Henry Memorial Award for Short Stories.

Her visit to WMU is being sponsored by the Department of English with support from the Medieval Institute and the Cultural Events Committee.

Colloquium to focus on court, medical communication

Communication as it relates to courtroom proceedings and medical situations will be discussed at the next research colloquium sponsored by the Department of Communication. The colloquium will be from 3 to 4:30 p.m. Friday, March 31, in the Faculty Lounge of the Bernhard Center.

Two faculty members in the department will make presentations. Thomas Sill will discuss "Language Complexity and Juror Understanding" and Peter G. Northouse will focus on "Disclosure About Illness."

Coach Payne resigns

Vernon Payne, coach of the Bronco men's basketball team since 1982, has resigned.

"I accept Vernon Payne's resignation with mixed emotions," said Leland E. Byrd, intercollegiate athletics, in an announcement



Payne

March 14. "While the basketball program did not reach the heights in games won which Coach Payne, myself and the basketball community expected, Vernon achieved leadership successes in molding the character of student-athletes which will make a lasting contribution to society. His ability to inspire and motivate players to become the best that each can be has made an indelible impact on those whose lives he has touched."

Payne, whose 1988-89 club went 12-16, had a seven-year record of 69-126 at Western.

Program scheduled on 'Caring for Our Elderly'

A five-session program on "Caring for Our Elderly" will begin Thursday, March 23.

The sessions will cover such topics as mental health concerns, managing care from long distance, choosing a nursing home and social security and other financial issues.

Sponsored by the Employee Assistance Program and the Gerontology Program, the sessions will run from 5:15 to 6:30 p.m. in the Sindecuse Health Center library each Thursday through April 20.

To register, persons should call 7-3264.

Food industry leaders here

Competitive trends in selling and merchandising perishables within the food distribution system will be the main topic at WMU's 24th annual Food Management Conference. The conference is scheduled for Monday and Tuesday, March 27-28, at the Fetzer Center.

Centering around the theme, "A Fresh Look at Perishables," the conference will focus on the rapidly expanding and changing perishables departments in today's supermarkets. Keynote speakers will be: Donald R. Keough, president, chief operating officer and a director of the Coca-Cola Co. in Atlanta; Robert C. Schwarze, president and chief executive officer of the National Food Brokers Association in Washington, D.C.; and Daniel E. Josephs, president and chief operating officer of Dominick's Finer Foods chain in Chicago.

Food industry leaders from Michigan, Indiana, Illinois, Kentucky and Ohio are expected to attend the conference. It is being sponsored by WMU's Food Distribution Program in the Department of Consumer Resources and Technology and by Sigma Phi Omega, a professional business fraternity.

Social responsibility is topic

"Corporate Public Affairs and Social Responsibility" is the title of a talk to be presented at 7 p.m. Wednesday, March 29, in the Fox Hall lounge.

George Franklin, vice president for public affairs at the Kellogg Co. in Battle Creek, will be speaking. His address is the final lecture in a series sponsored by the Honors College on leadership and community service.

WESTERN MICHIGAN UNIVERSITY WESTERN NEWS

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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.

Media

Ronald A. Crowell, education and professional development, discusses the comeback of a classroom learning technique called "cooperative learning" on "Focus," a five-minute radio interview produced by the Office of Public Information. "Focus" is scheduled to air Saturday, March 25, at 6:10 a.m. on WKPR-AM (1420) and at 5:45 p.m. on WKZO-AM (590).

Two programs on "Asian Security Issues" are scheduled to air on Kalamazoo Community Access Television during the coming weeks. The shows, produced by media services, feature a group of internationally known Asian scholars speaking at last spring's Asian Forum on campus. The titles of the programs and their air dates are -- "Domestic Politics in the Philippines: Implications for Asian Security: 7 p.m. Saturday, March 25; 6:30 p.m. Sunday, March 26; 6 p.m. Monday, March 27; and 7 p.m. Tuesday, March 28; and "North Korean-South Korean Security Postures in the Late 1980s: 6:30 p.m. Wednesday, March 29; 8 p.m. Thursday, March 30; 8:30 p.m. Friday, March 31; and 7 p.m. Saturday, April 1. All will be on Channel 31, except the March 25 and 28 showings, which will be on Channel 33.

"Poets in Their Time: Gathering the Tribes," a program produced by media services for Kalamazoo Community Access Television, will air four times the week of March 27. The program features poet Carolyn Forché remembering her heritage. The program will air at: 6:30 p.m. Monday, March 27, on Channel 31; 6 p.m. Tuesday, March 28, on Channel 31; 6 p.m. Wednesday, March 29, on Channel 33; and 7 p.m. Thursday, March 30, on Channel 32.

The second of the University's monthly half-hour "Global Perspectives" commentary programs will be carried at 11:30 a.m. Friday, March 24, on SCOLA, the national satellite television

No mail Friday, March 24

Faculty and staff members are reminded that there will be no mail or parcel delivery Friday, March 24, a holiday for AFSCME employees. More information is available at 7-8809.

Media Services

The University's Audio-Visual Center is undergoing a transition that includes a change of staff and relocation.

Amie M. O'Connor, a former media equipment coordinator, took over as manager of the center Jan. 3. The recipient of a master's degree in communication from WMU in 1986, she replaced James P. Robinson, who retired.

Replacing O'Connor as media equipment coordinator is Donald Ladner, a 1982 WMU graduate with a bachelor's degree in communication. He worked for technical services in equipment repair as a student.

network that carries international news broadcasts. The service is available locally on campus Channel 4 and on Channel 33 through the Community Access Center. Participants in this month's program include Lewis H. Carlson, humanities, moderator; Henry Cohen, Kalamazoo College; Arnold A. Gerstein, humanities; and Dasha Nisula, languages and linguistics. Kanti S. Sandhu, media services, is the producer-director.

Libraries

Edwin W. Polk, a 1937 WMU graduate, has donated to the University libraries 94 books on the subject of the German military forces during and prior to World War II. Polk is now retired and living in Kalamazoo after a 40-year career as a teacher in the Detroit Public Schools.

During World War II, he served as a skipper of a PT boat in the South Pacific. Following the war, he became involved in collecting military relics of the Third Reich and in gathering a library of military texts and references produced in Germany by officers of the Wehrmacht.

This unique collection will be housed in the special collections department of Waldo Library when the new library addition is completed. The collection will be made available to library patrons at that time.

Personnel

U.S. Savings Bonds are a great investment

Want a good investment? Buy U.S. Savings Bonds. Western's U.S. Savings Bond drive begins next week and you will be receiving a mailing telling you how to use the University's payroll savings plan for purchasing bonds.

While you can sign up to buy bonds anytime, once a year the University personnel department makes a special effort to encourage you to use this convenient method for saving regularly, according to Stanley W. Kelley, employee relations and personnel.

The payroll deduction method of purchasing bonds offers tax advantages because interest is exempt from state and local income taxes and federal tax is deferred until the bonds are cashed. U.S. Savings Bonds come in denominations

Michelle Dick stepped in as media traffic coordinator on Jan. 30, replacing Elisa R. Dely, who is now working in public relations for Miller Auditorium. Dick, a 1988 WMU graduate with a bachelor's degree in communication, formerly served as director of the 46th District Service Office Inc. in Kalamazoo. She also worked for Media Services as a student.

The Audio-Visual Center will relocate from Waldo Library to Sangren Hall within a few months as a result of the library/computer center construction project.

Drug Free Workplace Act affects University

The recently legislated Drug Free Workplace Act of 1988, effective March 18, 1989, affects WMU because it requires all institutions that apply for or receive any federally funded grant, or any contract of \$25,000 or more, to certify that they will carry out steps to ensure a drug free work environment.

The University is mandated to give public notice that it will implement policies and procedures that prohibit the unlawful appearance and use of controlled substances in the workplace, according to Barbara S. Liggett, associate to the vice president for business and finance.

In compliance with this act, President Haenicke has signed the following policy:

"Western Michigan University prohibits the unlawful manufacture, distribution, dispensing,

possession or use of a controlled substance in the workplace. Employees violating such prohibition will be subject to disciplinary actions, up to and including discharge.

"All employees must abide by the terms of the policy statement. Furthermore, in accordance with the Drug Free Workplace Act of 1988, an employee must notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction."

Further general information about the Drug Free Workplace Policy will be sent to all employees. Questions about certification of compliance regarding federally funded grants and contracts may be directed to the Office of Research and Sponsored Programs, 7-3670.

On Campus

MOTIVATING YOUNG MINDS -- Helping high-risk students make the transition from high school to college is the job of Halbert E. Bates. He's the director of the Martin Luther King Jr. Program, a one-year probationary student development program aimed at encouraging students who would not otherwise attend college to do so. A new group of about 100 students enters the program each summer for an eight-week session. Bates and his staff spend the rest of the year following up on those students, making sure they're getting the grades they need in classes, the advising they need to make choices and the counseling they need to deal with non-academic concerns. Right now, about 20 percent of the students who enter the MLK Program graduate. Bates says that's not a bad statistic, considering the special population involved in the program. And work is under way to improve that figure -- Bates and his staff will now be monitoring those students through their first 36 credit hours at Western. He says he identifies with many of the students, who come to the University not exactly sure they want to be in college. He spent two years at Jackson Community College before transferring to WMU and going on to complete both his bachelor's and master's degrees here. He served as an assistant track coach for eight years before being named to his



current position in 1985. "The most rewarding part of my job is seeing those students succeed," says Bates. "I like the challenge of motivating the students to reach their goals."



that fit every budget -- from \$100 to \$10,000 -- and earn near market interest.

They cost just one-half of face value, so purchase prices start at only \$50. And, as Kelley points out, many people find the savings bond purchase plan through payroll deduction to be their most effective method of saving for the future. "When you join the plan, you select an amount to be set aside from each paycheck to buy bonds," he says. "The rest is automatic -- you save payday after payday without interruption, and you can feel good about loaning some of your savings to Uncle Sam."

Staff training seminar highlights pay and performance

Do you know all that you should about how to reach pay goals? From 9 a.m. to noon Tuesday, March 28, there will be a staff training seminar on "Pay and Performance: Options and Opportunities" in the Red Rooms of the Bernhard Center.

Ann E. Houser, personnel, will present a general explanation of the job classification and compensation system. She also will cover University policies

relating to pay and the steps needed to successfully advance your pay opportunities. The seminar is open to all employees.

Part four of 'Business Principles and Practices' series set

Session four of the "Business Principles and Practices" training series is scheduled for 8:30 to 11:30 a.m. Wednesday, March 29, in 204 Bernhard Center.

Carol J. Shuster, accounts payable, will discuss U-orders, purchase requisitions, travel vouchers, intra-University transfers and other payables forms. Betty J. McKain, grants and contracts, will be present to highlight the special information necessary for grant-related payables.

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.

Exchange

FOR SALE -- Three-bedroom home near Borgess Medical Center and Nazareth College. Two-and-a-half-car garage, professionally landscaped yard. \$41,900. For more information, call 343-1756.

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) **Custodian** (1 Position; 1st, 2nd or 3rd Shift), M-2, University Facilities/Custodial Services, 88/89-370, 3/21-3/28/89.

(R) **Assistant Professor** (Tenure Track), I-30, Biological Sciences, 88/89-372, 3/21-3/27/89.

(R) **Assistant Professor** (Tenure Track), I-30, Biological Sciences, 88/89-373, 3/21-3/27/89.

(R) **Clerk II**, S-03, Personnel, 88/89-375, 3/21-3/27/89.

(R) **Instructor** (Temp., 1-Year Position), I-40, Counseling Center, 88/89-376, 3/21-3/27/89.

(R) **Assistant Professor** (2-Year Term.), I-30, School of Music, 88/89-377, 3/21-3/27/89.

(R) **Secretary III**, S-06, Continuing Education, 88/89-378, 3/21-3/27/89.

(R) **Coordinator, Tate Center** (0.5 FTE, 20 Hours/Week), P-01, Tate Center, 88/89-379, 3/21-3/27/89.

(R) **Custodian** (1 Position; Variable Shift), M-2, Residence Hall Custodial/Bernhard Center, 88/89-380, 3/21-3/28/89.

(N) **Finance Clerk III** (0.5 FTE; 20 Hours/Week), S-05, Fetzer Center, 88/89-381, 3/21-3/27/89.

(N) **Assistant Manager, Programs**, P-02, Fetzer Center, 88/89-382, 3/21-3/27/89.

(R) **Secretary III**, S-06, Military Science, 88/89-383, 3/21-3/27/89.

(R) **Residence Hall Director** (4 Positions), R-05, Residence Hall Facilities/Residence Hall Life, 88/89-384, 3/21-3/27/89.

(R) **Secretary II**, S-05, College of Arts and Sciences Advising, 88/89-385, 3/21-3/27/89.

(N) New
(R) Replacement
WMU is an EEO/AA employer

Calendar

MARCH

Thursday/23

(thru May 5) Exhibition of paintings, "J Series, Landscapes and Fantasy Birds," acrylic and pastel, and "Bird Series," hand colored lithographs, by Susan Rumsey, 1240 Seibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

Staff training seminar, "Interaction Management," 204 Bernhard Center, 8:30 a.m.-noon.

(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.

(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.

Doctoral oral examination, "Choice in the Classroom: Human Impulsivity and Self-Control," John Esch, psychology, 283 Wood Hall, 10 a.m.

University Film Series, "A Sunday in the Country (France, 1984)," directed by Bertrand Tavernier, 2302 Sangren Hall, 4 and 8 p.m.

Spring Into Wellness Week activities: "Caring for Our Elderly," Ellen Page-Robin, Gerontology Program, and Valerie Martin, Employee Assistance Program, Sindecuse Health Center, 5:15-6:30 p.m., advance registration required, call 7-3264; and lecture, "Living with AIDS: A Personal Story," Rick Hayner, Friends of Huron Valley for Persons with AIDS/ARC, 2750 Knauss Hall, 6 p.m.

Women's History Month film, "With Babies and Banners," 3760 Knauss Hall, 7 p.m.

Friday/24

Good Friday, no classes.

Baseball vs. Ferris State University, Hyames Field, 1 p.m.

Saturday/25

Women's gymnastics, WMU vs. Illinois State University, Gary Center Gymnasium, 1 p.m.

Monday/27

*(and 28) 24th annual Food Management Conference, Fetzer Center, Monday evening and all day Tuesday.

Women's History Month lecture, "Preparing for the Multi-Cultural Environment of 1989 and Beyond," Olga M. Bonfiglio, director and founder, Global Visions, Kalamazoo, Red Rooms A and B, Bernhard Center, noon.

Women's History Month films, "Maria of the Pueblos" and "Toni Morrison," 2750 Knauss Hall, 7 p.m.

Faculty recital, "Brass Faculty Showcase," Dalton Center Recital Hall, 8 p.m.

Student jazz combo recital, Dalton Center Multi-Media Room, 8 p.m.

Tuesday/28

Staff training seminar, "Intervention," for AFSCME employees, 204 Bernhard Center, 8:15 a.m.-noon.

Staff training seminar, "Pay and Performance: Options and Opportunities," Red Rooms, Bernhard Center, 9 a.m.-noon.

*Banquet honoring the women's basketball team, Bernhard Center; social hour, 6 p.m.; dinner, 7 p.m.

Student saxophone recital, Joseph Lekan, Dalton Center Lecture Hall, 7 p.m.

Faculty recital, percussionist Judy Moonert and bassoonist Lee Goodhew, Dalton Center Recital Hall, 8 p.m.

Lecture, "Requirements for Freedom and Peace in Namibia," Helmut Angula, chief representative of the Southwest African People's Organization observer mission to the United Nations, Knauss Hall (call 342-5646 for room), 8 p.m.

Wednesday/29

Staff training seminar, "Business Principles and Practices IV - Accounts Payables Procedures," 204 Bernhard Center, 8:30-11:30 a.m.

Baseball, WMU vs. the University of Michigan, Hyames Field, 1 p.m.

Softball, WMU vs. Michigan State University, Ebert Field, 3 p.m.

*17th annual Seminar for Secretaries and Office Personnel, Fetzer Center, 7:30 a.m.-1:30 p.m.

Hearing (Continued from page one)

because we believe in public access," he added.

Haenicke praised WMU's faculty and staff, many of whom have accepted increased workloads and longer work days. "I get extreme gratification from the fact that most people have responded very well to it," he said.

Using the budget model, Haenicke pointed out that WMU needs \$8.4 million next year to maintain "a level operation," and the governor's recommended 3 percent increase would only provide \$1.6 million in new revenue. He said that he needs \$2.8 million for just faculty salary increases and there are more staff members than there are faculty. "Faculty salaries remain a major problem; we are in an uncompetitive position both nationally and in the state," he observed.

He illustrated his point by noting that WMU's full professors rank seventh in compensation in Michigan and both the associate and assistant professor ranks are 10th in the level of salaries. He stressed that the situation is worsened by the fact that many of Western's faculty are nearing retirement and their replacements will cost the institution more. "This is a national problem!" he said.

In response to a question from Hood about tuition levels, Haenicke reported that Western's tuition has increased by 115 percent over the past 10 years and it is now the eighth highest of the state's 15 public, four-year institutions.

Haenicke observed, "We are miserly, parsimonious and watchful of our expenditures, but we don't want to give up the specialty programs where we are so very good. We do many things that other schools don't do. We have a

bargain tuition for the program mix we offer." He cited such high-cost programs as Western's heavily graduate intensive courses in blind rehabilitation, occupational therapy, paper science, printing, health and human services, music and aviation as some examples.

Gilmer asked Waszkiewicz if she and her Board colleagues were willing to tell the governor that his recommended 3 percent appropriation increase for WMU is not nearly enough to maintain the quality of the University. She responded that she was as concerned as the governor about accessibility and quality and how they impact on the students. She said she agonizes about them, but she and her colleagues don't know at this time what to do about revenues. "We would all hope for improvement in the economy," she concluded.

Kilpatrick acknowledged that 3 percent is not enough, but added that she and her legislative colleagues do not know where the additional revenues are to be found. She praised WMU for not closing off admissions because she said she knows the benefits of a public education.

Haenicke said that everyone thinks enrollments will level out so the decision has been made to "hang in for two or three years" rather than load on more new, permanent positions. He also expressed concern about the increasing financial burden on students. He observed that 30 to 50 years ago there seemed to be a greater willingness on the part of families to break their backs financially to send their children to college, but now it appears that more and more of that cost is the increasing responsibility of the individual students.

Career planning and placement services workshop, "Professional Interviewing Training," B-106 Ellsworth Hall, noon-1:30 p.m. or 3-4:30 p.m. Advance registration required, call 7-2745.

School of Music Convocation Series concert, music by student composers, Dalton Center Multi-Media Room, 2 p.m.

Department of Biological Sciences seminar, "Elemental Analysis of Southwest Michigan Mosses," Elwood B. Ehrle, biological sciences, 4200 McCracken Hall, 4 p.m.

Lectures by writer Jane Smiley; informal seminar on her most recent novel, "The Greenlanders," 3323 Brown Hall, 4 p.m.; reading from her works, 3321 Brown Hall, 8:30 p.m., followed by reception.

Honors College program, "Corporate Public Affairs and Social Responsibility," George Franklin, vice president for public affairs, the Kellogg Co., Battle Creek, Fox Hall lounge, 7 p.m.

Women's History Month film, "Fund: The Story of Ella Baker," 3760 Knauss Hall, 7 p.m.

*(thru April 1) Play, "Hair of the Dog," York Arena Theatre, 8 p.m.

Thursday/30

Staff training seminar, "Interaction Management," 204 Bernhard Center, 8:30 a.m.-noon.

President Haenicke's open office hours, 3060 Seibert Administration Building, 10 a.m.-noon.

University Film Series, "The Year of Living Dangerously (Australia, 1982)," directed by Peter Weir, 2302 Sangren Hall, 4 and 8 p.m.

Mathematics and statistics colloquium, "Boundary Value Problems for Higher Order Equations," Chaitan P. Gupta, math and computer science division, Argonne National Laboratory, commons room, sixth floor, Everett Tower, 4:10 p.m.; refreshments, 3:45 p.m.

Women's History Month film, "Pinks and the Blues," 3760 Knauss Hall, 7 p.m.

Lecture, "The Harrier Jet V/STOL Fighter: A 30-Year Anglo-American Engineering and Operational Adventure," John W. Fozard, chief designer of the Harrier jet, 3770 Knauss Hall, 7 p.m.

Concert, "Closer to Brel," Arnie Johnston, English, 10th floor lounge, Sprau Tower, 7:30-9 p.m.

*Dalton Series concert, "The Western Wind," Dalton Center Recital Hall, 8 p.m.

*Admission charged



'MAKING A DIFFERENCE' -- About 130 persons attended the eighth annual Issues and Opportunities for Women Conference March 17 in the Bernhard Center. The keynote speaker, State Rep. Mary Brown, center, opened the event with an address focusing on the conference's theme, "Making a Difference." She is pictured here with Ginny L. Keen, mathematics and statistics, left, who was the conference chairperson, and Carol A. Waszkiewicz of Kalamazoo, chairperson of the Board of Trustees, who introduced Brown.

New technology featured at TECH EXPO

"Today's Dreams, Tomorrow's Technology" is the theme of this year's TECH EXPO, a free public open house in the College of Engineering and Applied Sciences.

The student-organized event, which will take place in four buildings, will run from noon to 8 p.m. Friday, March 31, and from 10 a.m. to 3 p.m. Saturday, April 1. It will include tours, contests, displays, demonstrations and door prizes.

Featured will be the latest in everything from airplanes and automated manufacturing to cars, computers and construction to paper and printing to dietetics and design to robotics and ergonomics.

Activities will begin at Kohrman Hall. Free transportation will be provided to the University's facilities at the Kalamazoo County Airport and to McCracken Hall, home of the paper science and engineering programs. The Printing Management and Research Center also will be open for tours and demonstrations.

New to TECH EXPO this year are a fly-in and breakfast at the airport. The fly-in is scheduled for both Friday and Saturday. Tours of the airport facility and free transportation to campus will be included.

An all-you-can-eat breakfast will be served at the airport from 8 a.m. to noon Saturday only. The cost is \$4 for adults

and \$3 for children age 12 and under. More information on the fly-in and breakfast is available by calling 7-6588.

A "heart smart" lunch will be planned, prepared and served in the restaurant on the third floor of Kohrman by students in the Food Service Program from noon to 2 p.m. Friday and Saturday. Menu items will range in price from \$2 to \$3.50. A nutritional analysis of menu items will be available and recipes will be distributed.

Other TECH EXPO features will include:

- a bridge-building contest, with cash prizes for builders of the three model bridges that hold the most weight;

- displays of innovative construction techniques and ways a contractor or individual can reduce costs of construction; and

- a demonstration of a computer-controlled manufacturing system.

Tours of Kohrman Hall will begin on the hour and half hour near the administrative offices in Room 2022 on the northeast corner of the building off the Wood Hall parking lot. Tours also are planned at McCracken Hall, the Printing Management and Research Center and the airport on the hour and half hour from the Wood Hall parking lot outside the northeast corner of Kohrman Hall.