

## Presidential search process being explained to groups by Trustee Ludlow

The process to be used in searching for a new president of the University is being explained to various constituency groups this week by Trustee Charles H. Ludlow of Kalamazoo, who is chairing the search committee.

Ludlow, who is vice chairman of the Board, was scheduled to meet earlier this week with representatives of Western's Clerical/Technical Organization; Administrative Professional Association; Alumni Association; Local 1668 of the American Federation of State, County and Municipal Employees; the Western Student Association (WSA); the Faculty Senate; the WMU chapter of the American Association of University Professors (AAUP); the Deans' Council; and the President's Cabinet.

He indicated that the search process will include four phases: I—Needs Assessment (profile of job-related dimensions); II—Search; III—Screening; and IV—Selection. "We're determined to conduct a successful search in finding a good president for this University," Ludlow commented. "I'm thoroughly convinced that the assistance we'll receive from our professional consulting firm (Korn/Ferry) is essential."

In Phase I, four constituent groups each with 11 members will conduct a needs assessment with the help of Korn/Ferry representatives. Ludlow explained that the membership of each group would include: two Faculty Senators; two AAUP members; two students; one dean; one academic chairperson; one staff member; one alumnus; and one administrator. "Individuals may also address their views in writing to me," Ludlow added.

"Our Board of Trustees and Korn/Ferry will develop a composite profile of needs based on those assessments provided by all four constituent groups," he said. "The composite profile will be used to develop the job-related dimensions." Ludlow believes that the three major sources of candidates will be recommendations from individuals, results of advertising the vacancy, and recommendations from Korn/Ferry.

"Korn/Ferry will perform the initial screen, reducing the number of candidates to

no more than 20, including women and minority representation," he continued. The screening committee, numbering 15, will include 11 persons from the four original constituent groups, plus the four trustees that make up the Board's search committee (Ludlow, Fred W. Adams of Grosse Pointe, Maury E. Parfet of Kalamazoo, and Geneva J. Williams of Detroit). The other 11 members of the screening committee will be selected by using the same ratios to be  
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## Board engages services of consultant for search

The Board of Trustees has engaged a professional consulting firm to assist the University's presidential search committee.

Alfred L. Edwards of Ann Arbor, chairman of the Board, said that Korn/Ferry International of Chicago, Ill., has been hired to facilitate the national search. He apologized for any confusion that might exist over the timing and the decision to seek professional executive search assistance.

He explained that at first the Board did hire Korn/Ferry to conduct a needs-assessment workshop for all eight trustees in March, and the decision has now been made to retain the same firm to provide professional assistance in the actual search for a replacement for President Bernhard, who recently announced his intention to retire in June 1985.

Edwards said that Korn/Ferry will assist the University's search committee in the development of a needs assessment that will be a key document in the development of a

position specification. "Korn/Ferry's selection is intended to complement the typical University search for a chief executive officer," Edwards said.

He reiterated that all University constituency groups—faculty, staff, students and alumni—will be closely involved in the search. In fact, Trustee Charles H. Ludlow of Kalamazoo has already begun working with various constituency groups on campus. Ludlow, who is vice chairman of the WMU Board, is chairing the search committee.

Edwards has appointed Ludlow and Trustee Fred Adams of Grosse Pointe, Maury E. Parfet of Kalamazoo and Geneva J. Williams of Detroit as the Board's representatives to the search committee. Ludlow, who is vice president and treasurer to the Upjohn Co., will chair the committee. Edwards and Ludlow hope to have the full committee appointed later this month.

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## Blood drive to be May 30

The personnel department in cooperation with the Kalamazoo County chapter of the American Red Cross will sponsor a blood drive for faculty and staff members from 9 a.m. to 3 p.m. Wednesday, May 30, in the West Ballroom of the Student Center. Appointments, which are not necessary but are helpful, may be made by calling Gloria Stafford, personnel, at 3-1650.

## Enrollment is 7,391

Enrollment for the spring session that began Monday, April 30, is 7,391 students, down 551 students or 6.9 percent from last spring's figure.

A major reason for the decrease was that students who might have enrolled for the spring session found a suitable job instead that would earn them money to return in the fall, said Dennis Boyle, registrar.

Here are the figures by class or student category, with last spring's totals in parentheses: Freshmen, 219 (257); sophomores, 613 (764); juniors, 1,514 (1,573); seniors, 2,940 (3,200); graduate students, 1,924 (2,014); and others, 181 (134).

## June 1 deadline announced

The deadline for applications for the Administrative Intern Program is Friday, June 1, to the Office of Faculty Development, 3-1357, or to the Office of Academic Affairs, 3-4040. Two faculty and two staff members are to be selected for the 1984-85 year.

## Retirement dinner June 9

The annual Faculty Retirement Dinner, sponsored by the Faculty Senate, has been scheduled for Saturday, June 9, in the John E. Fetzer Center. A reception begins at 5:30 p.m. and dinner begins at 6:30 p.m.

## Change time of meeting

Next week's regular meeting of the Board of Trustees, on Friday, May 18, will begin at 10:30 a.m. rather than the usual 9:30 a.m., according to Chauncey J. Brinn, vice president for University relations and secretary to the Board. He cited a relatively short agenda as the reason.

## Medieval congress starts

More than 2,000 participants from 46 states, 10 European countries and all 10 Canadian provinces are expected for the 19th Annual International Congress on Medieval Studies at Western Michigan University today through Sunday. The event, sponsored by WMU's Medieval Institute, will be the largest international gathering of medievalists ever assembled.

## Room/board rates increased

Western's Board of Trustees Friday, April 20, approved a recommended 4.9 percent increase in 1984-85 room-and-board rates. The Board had tabled the recommendation for one month at its meeting in March to allow for campus response.

## Denenfeld named 'man of year' by Dugout Club

Philip Denenfeld, vice president for academic affairs, has been cited as the Dugout Club's 1984 "man of the year." The club is a support group for the Bronco baseball team.

Denenfeld has seen Western squads post 23 winning seasons, win 10 Mid-American Conference titles and make eight NCAA tournament appearances since his arrival on campus in 1956.

"He's been a loyal fan ever since he's been here," said Dugout Club president Don Finnefrock. "We thought it was time to recognize his loyalty." Denenfeld is the fourth person to earn Dugout Club "man of the year" recognition. Chartered in 1981, the club boasts about 300 members.



**APPRENTICESHIP COMPLETED**—David B. Schneider, center, has been honored for completing his refrigeration repairperson apprenticeship. Schneider, now a journeyman refrigeration repairperson in facilities operation and maintenance, holds certificates from the U.S. Department of Labor and the University's Joint Apprenticeship and Training Committee signifying his achievement. Schneider, a Western employee since 1972, has spent the last four years working with a journeyman and taking correspondence classes to complete his apprenticeship. With Schneider are Robert B. Wetnight, vice president for finance, left, and President Bernhard, right.



**DENENFELD**

## Jobs

The listing below is currently being posted by the Personnel Department for regular full-time or part-time employees. Applicants should submit a "Job Opportunities Application" during the posting period.

S-01 and S-02 clerical positions are not required to be posted. Interested employees may register in the Personnel Office for assistance in securing these positions.

(R) **Secretary**, S-04, Central Stores, 84-160, posted 5/7-5/11/84.

(R) **Receptionist / Secretary**, S-05, Counseling Center, 84-176, posted 5/7-5/11/84.

(R) **Asst. Curator**, S-06, Archives & Reg. Hist. Collections, 84-177, posted 5/7-5/11/84.

(R) **Secretary Admin.**, P-01, Occupational Therapy, 84-178, posted 5/7-5/11/84.

(R) **Secretary II**, S-04, academic services, 84-169, posted 5/9-5/15/84.

(R) Replacement



**WOMAN OF THE YEAR**—Hazel L. Starcher, second from left, assistant to the dean of the College of Health and Human Services, received the Woman of the Year award at the annual Commission on the Status of Women luncheon. She is presented with the award by Ellen Page-Robin, left, gerontology program, last year's winner of the award, while Nellie L. Stell, second from right, educational leadership, and Deloris Jordan Phillips, right, social work, other 1984 nominees for the award, look on.

## Obituaries

### Doris A. Hussey

Doris A. Hussey, 90, an assistant professor emerita of physical education-women, died Saturday, May 5, in Kalamazoo.

A Western faculty member for 42 years, Hussey retired in 1961. She taught swimming and provided free physiotherapy to students. A campus street located near the Gabel Natatorium and Lawson Ice Arena was named in her honor in 1975.

Hussey, a Newcastle, Maine, native, was graduated from Western with a bachelor of science degree. She also studied at Harvard University Medical School and Sargent School

of Physical Education. After two years of high school teaching in Rochester, N.Y., she joined the Western faculty in 1918.

### Wilda F. Large

Wilda F. Large, associate professor emerita of social science, died in Kalamazoo Monday, April 30. She was 63.

A South Haven native, Large joined the faculty at the former University High School in 1964. She joined the College of Arts and Sciences faculty in 1966 after the close of the high school. She worked with the history department and the College of Education's

teacher-education department until 1977, when she was named coordinator of arts and sciences for the Division of Continuing Education and the Center for Adult Education Programs. She retired in January 1980.

Large held B.A., M.A. and specialist degrees from Western.

### SEARCH

applied in forming the four constituent groups.

### CONSULTING FIRM

Edwards further explained that Korn/Ferry was selected because of its knowledge of Michigan, operational and consulting experience in education and search expertise. Korn/Ferry has assisted in the selection of city managers for Kalamazoo, Grand Rapids and Ypsilanti and the Washtenaw County administrator.

"Korn/Ferry will initiate a targeted search for individuals that match the selection criteria as identified by the University search committee in its needs assessments," Edwards said. He said that Korn/Ferry's fee is based on a percentage of the starting salary for the new president, plus expenses such as candidate travel and long-distance telephone calls.

"The screening committee, plus Korn/Ferry, will reduce the number of candidates to five and submit those names to the selection committee," Ludlow said. "The selection committee will be comprised of the four trustees that make up the Board's search committee; the selection committee will reduce the number of candidates to two and forward those names to the full Board of Trustees; and the Board will make the final decision."

Ludlow said he intends to publicize the composite profile and he expressed hope that the entire process can be concluded in this calendar year so that a replacement for President John T. Bernhard can be on duty by July 1, 1985, the effective date of Bernhard's retirement as Western's chief executive officer. "We hope to provide that much lead time for the new president so that he or she can provide ample notice to their current employer," Ludlow concluded.

## Briefs

The awards program of the Mentor/Mentee Program will be carried on public-access television in its entirety at the following times, dates and channels: 6 p.m. today, Ch. 7; and 9 p.m. Friday, Ch. 9. The channels are available to subscribers of Fetzer CableVision.

The campus-recreation office has announced these hours for the Gary Center complex during spring session: 8 a.m. to 7 p.m. Monday through Thursday; 8 a.m. to 5 p.m. Friday; closed weekends. All facilities will be on a first come, first served basis.

President John T. Bernhard, who is chairman of the Presidents Council of State Colleges and Universities, is the guest on this week's edition of "Focus," a five-minute interview program produced by the Office of Public Information and heard locally at 12:25 p.m. each Saturday on WKZO Radio. In the first of a two-part interview, Bernhard discusses the interim report of Gov. Blanchard's Commission on the Future of Higher Education.

## Calendar

### MAY

#### Thursday/10

\*and 11 Seminar, "Managing Skills for Enhancing Productivity," William F. Grimshaw, management, Fetzer Center, 8:30 a.m.-4:30 p.m.

\*thru 13 19th Annual International Congress on Medieval Studies, "Representation of Time in the Late Middle Ages," John Leyerle, University of Toronto, Goldsworth Valley II Dining Room, 8:30 a.m.; Fri., May 11: "The Legacy of John Wyclif," Anne Hudson, Oxford University, Goldsworth Valley II dining room, 8:30 a.m.; Sat. concert, "All About Eve: Musical Images of Woman in the Middle Ages," Music

For A While, Dalton Center Recital Hall, 8:30 p.m.

and 12 Mid-American Conference, Sorensen Courts beginning at 9 a.m. Doctoral oral examination, "Family Relationships and Juvenile Delinquency," Alan Pearl, sociology, CSR Room-Sangren Hall, 1 p.m.

#### Friday/11

Food for thought luncheon series, "Letters to Myself: Dimensions of the Personal Journal," Christine Ferreira, English Department, 157 Student Center, 11:45 a.m.-1 p.m. and 12 Baseball, WMU vs. Toledo, Hyames Field, starting at 1 p.m.

#### Monday/14

Alberta Brown Lecture series, "Challenges for the Business Librarian," Lorna M. Daniells, Harvard Business School, 2059 Waldo Library, 9:30 a.m. 3-part career development workshop, "Where Am I Now?," International Room, 12-4 p.m.

#### Tuesday/15

\*Seminar, "Selecting Personnel for Improved Productivity," Kenneth F. Connell, management, Fetzer Center, 8:30 a.m.-4:30 p.m. \*Series Women & Health, "Cancer: Prevention and Treatment Options," 157 Student Center, 7-9 p.m. Baseball doubleheader, WMU vs. Eastern Michigan,

Hyames Field, starting at 1 p.m.

#### Wednesday/16

"Reason and Experience: An Examination of the Kantian Case for the Apriori," Harvey Williams, philosophy, 3020 Friedmann Hall, 3:30 p.m.

## WZU WESTERN NEWS

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