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Intolerance: one common thread connecting nations

As headline after headline chronicles a pervasive climate of global intolerance, the list of differences, divisions, and disputes grows daily.

- Americans examine sexual harassment attitudes during Thomas/Hill hearings.
- Los Angeles erupts in violence following acquittal of police officers in Rodney King beating.
- In Germany bands of "skin heads" brutally beat immigrants.
- Mass rapes become part of war strategy in former Yugoslavian republics.
- Military-style boot camps prepare white supremacists in the United States to "reclaim" America.
- Angry parents oust New York school superintendent for introducing curriculum dealing with AIDS, multiculturalism, and sexual orientation.
- Cincinnati Red's owner Marge Schott penalized for using racial, ethnic slurs.
- Military leaders criticize Clinton's initiative to lift ban on gay men in armed services.

From ethnic cleansing in Bosnia to starvation in Somalia, the gloomy litany accumulates, shrouded in the guise of hate crimes, terrorism, intimidation, harassment, and sable acts of insensitivity. Meanwhile, fear and ignorance, coupled with a fair measure of herd mentality, threaten to derail constructive responses to age-old conflicts.

"There is no gene or trait that explains the inability of races, religions, or ethnic groups to relate to one another without conflict," Walker, a race and ethnic relations professor and department chairperson of sociology, says. "People have always found reasons to hate or kill one another. The more acceptable findings come out of the psychological and sociological study of the aggressive nature of human beings.

"Social aggression is a learned behavior," he maintains. "People have been socialized to hate from within as well as outside their group. There are rich examples that support this in the strife of Northern Ireland and Nicaragua and the pacification of the Quakers. As a society, we're still struggling with a way to re-socialize the human creature so that he and she can appreciate diversity and the positive contributions various groups have made to the richness of our life.

The fact remains we are all here together—examples of every race, creed, color, ideology, sexual orientation, and mental and physical ability imaginable. And given this fact, there is hope that we humans can live and work together in relative harmony.

While he finds it hard to feel optimistic considering what’s going on in the world, Dr. Lewis H. Carlson, a professor of history who specializes in the historical significance of racism and diversity, says America has made definite progress, as evidenced in the long overdue recognition of ethnic and women’s literature.

"While politically and economically we’ve lived together for over 200 years, cultural democracy has been more problematic for this country," Carlson says. "Throughout the history, America has had a single perspective—that of the white Eurocentric male. We’ve been conservative, nervous, not accepting of change. The melting pot theory was one of the worst myths ever perpetuated; it denigrated cultural heritage, saying "put aside what you were and become Americans."
**Editor's note:** The following story is based on interviews conducted this March, when Western Michigan University's winter sports were finishing their seasons and the spring sports were gearing up for their seasons. Since these interviews were conducted, some of the teams mentioned have ended their seasons or changed their practice sites.

Closing Field House for renovation and expansion has been a test of patience, creativity, sportsmanship, and the true will to compete. In essence, the disruptions caused by the closure have brought some of athletics' underlying values to the fore, values often overshadowed in the rush to win and the pressures of competition.

Beulah Kendall remembered for exceptional generosity

Beulah I. Kendall, a long-time major benefactor of Western Michigan University, died December 31, 1992, in Battle Creek. She was eighty-six.

Eight months prior to her death, in April 1992, Kendall contributed $1.6 million to the WMU Foundation to establish a series of scholarships. It was, and still is, the largest lump-sum gift in the history of the University. Combined with other contributions made at the same time, her total support for WMU in the final year of her life exceeded $2 million.

"Beulah was kind and a wonderful and dear friend," said President Dieter H. Haenicke, whose friendship with Kendall began shortly after his arrival at WMU in 1985. "We are deeply saddened by her loss." 

"Through her generosity she has left a legacy that will enrich the education of hundreds of students for many, many generations," Haenicke added.

Kendall had commented that one of the reasons she enjoyed supporting WMU was because she had not been able to afford to go to college when she was younger. Most of the scholarships established through Kendall's generosity are directed toward assisting Michigan students from Battle Creek and Calhoun County.

During 1992 Kendall also contributed $400,000 to the Cereal City Development Corporation with instructions that the monies be used to support completion of the new WMU Regional Center in Battle Creek. The regional center occupies 24,000 square feet of the completely renovated Robinson building in downtown Battle Creek. The new regional center is named in honor of Kendall and her late husband, Roy.

Kendall's 1992 contributions were the largest and last in her long series of gifts to WMU. Among her past gifts was support of several Medallion Scholarships; $25,000 to purchase a sound recording equipment for Gold CD Company, the internationally recognized student vocal jazz group; $20,000 in 1986 to support construction of the Printing Management and Research Center in Wolbalm Hall; and $100,000, given as unrestricted support for the University, in 1989.

"Beulah I. Potter on March 9, 1996, she was one of eight children in a family of modest means. She married Roy F. Kendall in January 1933, and together they built the Kendall family hardware and mill supply store into a chain of stores and eventually into Kendall Industries, a producer of industrial supplies and clothing. When Roy died in 1978, Mrs. Kendall directed the operation of the company.

In 1955 the Kendall Foundation was created. Beulah Kendall served as a director of the foundation for nearly all of its thirty-three-year history, and as president for the final ten years. By the time the Kendall Foundation was dissolved in 1988, it had distributed more than $1.4 million in charitable support, including significant contributions to WMU.

"Give our kids credit; they've been very positive about the whole thing. Many of them don't even get to eat lunch until eight a.m. on certain days because they have to get into the facilities at lunch time, and they'll come straight from class," Russo says. "We don't talk about the tough situation at the time. We don't want our athletes to have excuses they can use for not performing up to their ability. And we figure we should be really, really strong in the three fall seasons (which started March 27) since much of the team has been running outdoors all winter." 

**Necessity is the mother of invention**

Men's track members fared better during the indoor season— "they actually got to practice indoors, albeit in an area greenhouse. Somehow our lightweight team found their way into a vacant airplane hangar while the weather was still in season. And we practiced at Oakland Auditorium in Grand Rapids. Other factors, such as the weather, were out of town."

"We've tried to make that whole aspect of the (softball) program not an issue with our team, " track coach Diane Russo, whose squad hasn't had one season practice time in the Gary Center so the women's track field-event performers would have a day or two of indoor practice.

Lawsen was regularly converted into a fieldhouse and then back into an ice arena—one on occasion in the span of twenty-six hours to accommodate a Bronco hockey game, women's basketball game, men's basketball game, and then another hockey game.

"I had the hanging available to the men's basketball squad, community member made the facility available to the team. Similar support was shown by another Bronco fan, who made an airplane hangar available to the men's basketball squad, so the team had a place to practice early in the afternoon on certain days because the only time we can get into the facilities is at lunch time, and they'll come straight from class," Russo says. "We don't talk about the tough situation at the time. We don't want our athletes to have excuses they can use for not performing up to their ability. And we figure we should be really, really strong in the three fall seasons (which started March 27) since much of the team has been running outdoors all winter." 

Running at a moment's notice might have been a handier skill to pick up. As WMU's athletic and recreational facilities undergo major changes, surprising situations arise, such as the time Lawason Ice Arena was converted into a basketball arena, and one of its men's locker room became a women's locker room in a mere hour's time.

"There's only one women's locker room at Lawason Arena and when we've had two women's teams and two men's teams practicing at the same time, the situation's a mess and sometimes we've had to move the basketball court to the gym," Russo says, "and sometimes a man is in the middle of the room before we could even get out of the room."
President Emeritus James W. Miller remembered as fine arts champion

Dr. James W. Miller, Western Michigan University’s third president, died April 27 in Kalamazoo of pneumonia. He was 93.

Miller, who was at WMU’s helm from 1961 to 1974, led the university through one of its most transformative periods of growth in its history. Under his leadership, WMU transcended its teacher-training heritage to become the comprehensive institution that it is today.

"Dr. Miller was deeply saddened by the loss of one of Western Michigan University’s great presidents," current President Diether H. Haenicke said. "He was an exceptional leader and dedicated public servant. We are much in his debt for his extraordinary legacy and we will treasure his mark on our institution. We will always cherish the all too brief moments I had with him. He was a good friend and wise counsel.

During the "Miller Years," on-campus enrollment grew from 9,000 to 22,000 students, the number of master’s degree programs increased, and the first specialist and doctoral degree programs were offered. In addition, the Lee Honors College and the Medieval Institute were launched, the Kalamazoo Auditorium for Higher Education was created, and scholarship programs were enlarged or established, including one in honor of the late Dr. Martin Luther King. Jr.

Miller is perhaps best known for his support of the fine arts. WMU’s College of Fine Arts, the first of its kind in the state, was established under his leadership in 1972. He also was responsible for securing funding for Miller Auditorium, the 3,200-seat performing arts facility that opened in 1968. Originally called the University Auditorium, the facility was named for Miller in 1971. This past January he attended a gala celebration marking the twentieth anniversary of the College of Fine Arts and the twenty-fifth anniversary of the auditorium.

"All of Kalamazoo County and West Michigan are indebted to James Miller for the outreach that he fostered at Western Michigan University, particularly in the varied fields of fine arts," said Richard V. St. John, vice chairperson of the WMU Board of Trustees. "Dr. Miller was speaking for chairperson James S. Brady, who was in Malaysia with a University delegation.

"He was active in the arts as evidenced by his establishment of the state’s first College of Fine Arts and the beautiful Miller Auditorium, a regional gem," St. John continued. "He was a great leader and exemplary public servant. My Board of Trustees colleagues and I extend our heartfelt sympathies to the Miller family."

The auditorium was one of thirty-seven construction projects completed during Miller’s tenure. More than $100 million in facilities were developed during that era to expand the University’s physical plant. Other building projects included nine academic classroom buildings, Shaw Theatre, the first expansion of the Onkador Library, and initial renovation of WMU’s intercollegiate and intramural athletics facilities, and the construction of Lawson Ice Arena, Gabel Natatorium, and Bailey Track.

Miller, a native of Brockton, Massachusetts, earned his bachelor’s degree from Amherst College and his master’s and doctoral degrees from the University of Minnesota. A political scientist by training, he taught at Michigan State University for several years—both before and after service in the armed forces during World War II. He was named controller and secretary to the Administrative Board for the state of Michigan in 1954. He returned to WMU in July 1960 to serve as secretary to the Board of Trustees. Six months later, he was selected as WMU’s president.

During his presidency, Miller served as a member of the Detroit branch of the Federal Reserve Board, the Michigan Civil Service Commission, Gov. John Swainson’s Constitu- tional Planning Committee, and Gov. George Romney’s Total Research in Management Committee. He also chaired the Kalamazoo Symphony’s successful campaign to match a 1966 Ford Foundation challenge grant to increase the symphony’s endowment by $1 million.

Miller’s lifelong pattern of public service continued after his retirement from WMU. He was a member of Gov. James Blanchard’s Michigan Financial Crisis Council and the governor’s Commission on the Future of Higher Education. He was active locally in such settings as the fine arts, mental health, and government. In 1984, Miller was named Humanities Advocate of the Year by the Kalamazoo County Council for the Humanities.

Miller is survived by his wife, Jane, of Kalamazoo, two sons, and one daughter.

Dr. James W. Miller

Board of Trustees membership changes

Belmont resident Joan H. Krause, BA, 72, owner and presi- dent of the Kendrick & Krause interior design firm in Grand Rapids, has been named to the WMU Board of Trustees, re- placing Dr. Winifred D. Paar of Novi. Kalamazoo resi- dent George A. Franklin, vice president for public affairs at the Kellogg Company in Battle Creek, was reappointed. Bloomfield Hills resident Richard V. St. John, BBA, ’70, has re- signed due to work commitments. Franklin and Roberts were given emeriti status. James S. Brady, B.S. ’54, of Grand Rap- ids and Richard V. St. John, B.B.A. ’69, have been named chair- person and vice chairperson, respectively, for 1993.

New and expanded programs announced

Starting this fall, WMU will offer a new Ph.D. degree in English and a new Ph.D. degree in computer science. This brings the number of WMU’s doctoral programs to seven. General Motors, Ford, the United Auto Workers, and WMU have joined forces to initiate a major in employee assistance programs, which is a new minor in substance abuse programs, aimed at improving the productivity and perfor- mance of U.S. workers, the major makes WMU only the second institution in the country to offer an undergraduate degree in employee assistance programs and the first to offer the program in a format tailored to the needs of profession- als already working in the field.

WMU has reaffirmed its commitment to aviation training by creating a School of Aviation Sciences in the College of Engineering and Applied Sciences. WMU programs train those wishing to be professional pilots or to pursue careers in such areas as technical sales or service, production, general aviation management, and aviation maintenance management.

Soccer becomes Mid-American Conference sport

The Mid-American Conference will begin sponsoring men’s soccer this fall. Last year marked twenty-two years that WMU has operated a non-leauge varsity soccer program. Now the team will have a chance to compete for national tournament bids.

Streamlining, appointments, Haenicke’s rejection of salary increase dominate Board of Trustees news

Several business and finance posi- tions have been com- bined and one vice president eliminated, saving WMU more than $250,000 in costs. Dr. L. Michael Moskovis, vice president of institutional advance- ment, resigned in December and returned to the faculty. Keith A. Pretty, B.S. ’73, vice president for external affairs, general counsel, and chief executive officer of the WMU Foundation, has assumed Moskovis’s duties, which include managing fund raising and alumni relations.

In other action, Dr. Richard A. Wright, director of the Biomedical and Health Care Ethics Program at the Univer- sity of Oklahoma Health Sciences Center in Oklahoma City, was named associate vice president for academic affairs. Dr. David B. Yellenga, a professor at Arizona State University in Tempe and former associate dean for graduate programs in its College of Business, was named dean of the Haas- worth College of Business. He replaces Dr. Darrell C. Jones, who has returned to WMU’s faculty.

Also, the Board of Trustees honored President Diether H. Haenicke’s request that he not be granted a 1992-1993 raise. Haenicke said he made the recommendation “to demonstrate the kind of sacrifice that is necessary under the existing state and University budget constraints.” The president’s last salary adjustment was for 1991-1992. At that time, and for the fourth consecutive year, Haenicke donated his increase to the WMU Foundation. In those years, he has given more than $30,000 to the foundation.

Sunseeker 93 powers up for 1,000-mile race

Participating in the January unveiling of Sunseeker 93, Western Michigan University’s student designed and built solar- powered car, are, from left, Dr. Leonard R. Lamberson, dean of the College of Engineering and Applied Sciences; student coordinator Mark A. Ay, a graduate student from Battle Creek; and President Diether H. Haenicke. Sunseeker is being trained for Sunrayce 93, a 1,000-mile solar vehicle rally that will start on June 20 in Dallas/Fort Worth, Texas, and ending June 1 in Minneapolis, Minnesota. WMU is one of only thirty-six schools chosen to participate in the race. To compete, Sunseeker has to design a qualifying vehicle in Texas. WMU entered the solar car racing arena in 1990 with an earlier version of Sunseeker, which placed well in three subsequent competitions. On this year’s vehicle, dubbed Sunseeker 93, will distinguish it from the original car, began in February 1990, and has involved about 150 students.
Call it what you will—a melting pot, salad bowl, patchwork quilt, mosaic, mixed bag, rainbow coalition—ours is a diverse society. One look at college campuses today brings the point home. There, the gaudy of genders, ages, nationalities, races, religions, physical capabilities, and sexual orientations comes together daily in lecture rooms, residence halls, and office buildings. Preventing the pot from boiling over or the quilt from unraveling is the challenge of a multicultural campus community like Western Michigan University. Doing so while following legislative guidelines and lofty academic principles simply adds to the challenge.

"To the extent that our society has created separate cultures, it's not surprising when trying to merge these cultures that you're going to get a certain amount of tension and misunderstanding," says Dr. Nancy S. Barnett, WMU provost and vice president for academic affairs. "The academic community has historically been relatively homogeneous—white, middle-class, male. Our challenge is to create a learning experience that is open to all kinds of diversity.

"Our students have a multitude of cultural backgrounds and learning styles," Barnett says. "But we can't expect them to do all the adapting. We're constantly looking for ways to improve the learning environment to make it accessible to all students and to sensitize faculty to these differences.

Not satisfied to simply pay lip service to diversity issues for the sake of political correctness, WMU has diligently tried through its curricula, advocate programs, student organizations, cultural events, speakers, and other activities to create an atmosphere of enlightenment in which people can learn to respect each other's differences. Such an atmosphere will be increasingly important, President Dether S. Haanmiek has said, given the Population Reference Bureau's projection that by the year 2000 Hispanic, African-Americans, and Asian-Americans will comprise more than one-half of the nation's population.

"The minority population will become the majority," Haanmiek notes. "In an effort to prepare for this future impact on our society's population structure, many initiatives have been begun, spearheaded by our universities—mainly the public institutions. The key word is diversity.

Recruitment, retention efforts focus on diversity

In response to the changing makeup of society, campuses are attempting to assemble a diverse student and faculty body. "The goal," Haanmiek says, "is to create campus populations that reflect the same percentages in the student body as are found in the general population.

Diane M. Ariza, M.A. '85, associate director of admissions, reports that last year WMU doubled its enrollment of minority freshmen, while overall, minority enrollment rose from seven to eight percent. As of October 1992, the University's 712 faculty members were 28 percent female and 12 percent minority. Of the 33 new faculty members brought on board since then, 36 percent are women and 30 percent are minorities.

But recruiting a wider variety of students and faculty is only part of WMU's design for diversity. Consciousness efforts are also being made to retain each student by providing programs that meet their legitimate needs. Two examples of retention programs are the College of Arts and Sciences' Self-Enhancement Services Program, which addresses the issues of students who have learning difficulties, come from low-income families, are handicapped, or represent the first generation in their families to attend college.

Sensitivity key aspect of campus relations

From their first week on campus, students are introduced to WMU's desire to develop a tolerant and sensitive community. At orientation incoming freshmen discuss their own backgrounds and participate in a stereotyping exercise. The exercise begins with student orientation leaders being identified, on stereotypes and debunking the myths associated with these stereotypes by relating their individual circumstances. Then, they talk about what it's like being a WMU student who also happens to be Asian, gay, African American, or one of many other minority groups.

Similar programs initiated by the residence hall advisors' Cultural Awareness Committee attempt to create consciousness-raising dialogues in all campus living centers. "The Three Questions of Ethnic Experience," developed by Dr. Theresa A. Powell, vice president for student affairs, and Danny E. Sledge, B.S., M.A., M.S., acting dean of students, encourages a non-threatening, frank discussion of feelings relating to the differences. A small group discussion exercise received national recognition when it was presented at the fifth annual National Conference on Racial and Ethnic Relations in June 1992 and has become a prototype for programs currently being implemented at a number of schools throughout the nation.

Together with the student-initiated "House of Stock" and "Racism 101," and other innovative approaches to exploring diversity-related issues contributed to WMU's Residence Hall Association being named the 1991-92 Regional School of the Year by the Great Lakes Affiliate of College and University Residence Halls. Sensitivity training for non-students takes place during "Valuing Diversity" seminars for staff members and during special videoconferences for faculty members that increase awareness of issues affecting minority student learning.

The potpourri of art, culture, and entertainment on campus provides a rich backdrop for exploring educational diversity. Left (above): WMU's cut- in-talk show "Glad You Asked," aired during this year's Gay and Lesbian Awareness Days, serves as a forum for discussing sexual orientation issues. Right (below): Tracers, written by羊肉 veterans and staged by the National Theatre during Latin Night, held March 20.

WMU's theaters and auditoriums are among the most notable in the area where students can experience a rich variety of art and culture. During 1992-93, for example, the Department of Theatre has staged, in part, a study of the plight of homosexuals, to Joe Turner's Come and Gone,

The potential for art, culture, and entertainment on campus provides a rich backdrop for exploring educational diversity. Left (above): WMU's cut-in-talk show "Glad You Asked," aired during this year's Gay and Lesbian Awareness Days, serves as a forum for discussing sexual orientation issues. Right (below): Tracers, written by "Army veterans and staged by the National Theatre during Latin Night, held March 20.

In spite of Western Michigan University's commitment to addressing the needs of its diverse campus population, the University still is far from realizing Uproar, Invisibility, and insensitivity persist, just as they do in most other American institutions.

"The campus is extraordinarily diverse place. The University does an excellent job of being concerned and sensitive to differences. Yet many students are extremely uncomfortable, even hateful," says Dr. Renee Rice, associate professor of biological sciences who hails from Kalamazoo and is president of the Alliance for Lesbian/Gay Support. "Most of our posters advertising our functions don't stay up, even with fifty staples. That's symbolic of what we're dealing with."

While some students face intolerance, others encounter different obstacles. The amount of campus construction, for example, is creating major difficulties for visually impaired students like Elaine Mueller. Despite the University's efforts on behalf of students with disabilities, new ventures often create new physical barriers. Mueller, a nontraditional graduate student from Kalamazoo majoring in communication, says that a building with a confusing traditional landmarks and dangerous crevices has appeared in some familiar sidewalks. It "practically a suicide mission just to get to class," she says. "Thank goodness I have my guide dog, Sheba.

Can help barriers also create obstacles for minority students. To overcome them, students often join special interest groups where they can for example, be in a more comfortable environment. International student Gay-Marlene Richards, a senior in St. Andrews, judging, majoring in computer information systems, says while she has traveled extensively in the United States and feels at home at WMU, numerous cultural differences separate her from Americans. "There are a great number of international organizations on campus, and we all graduate to the ones that pertinently explain," Richards, who co-
students say problems, frustrations persist

founded the Caribbean/Latin American Club. "They've become a haven to us. They're like a family—people we can lean on." But membership in a special interest group doesn't preclude participation in campus-wide activities or programs for the larger student population.

Native American John A. Bradley, B.S. '91, assistant director of Student Life, says programs such as "Ameras Pop Worldwide" and "Distribute and Shammock," in addition to providing news shows such as "Crossroads," which focuses on women's and multicultural topics.

Art, culture, and entertainment are also frequently combined at WMU during scores of student- and University-sponsored special events and observances that both celebrate and share our differences. Among them are International Night, the Native American Pow Wow, Hispanic Heritage Month, International Festival, Minority Student Leadership Conference, American Indian Family and Tribal Community Conference, and Black History Month.

Administrative units support diverse needs

The Division of Minority Affairs is one of many examples of how WMU's organizational structure incorporates academic, emotional, and social supports for specific segments of its diverse population. The division plays an active role in responding to needs of ethnically diverse students, sponsors cultural events, and brings diversity awareness programs to the campus community. In addition to providing a friendly atmosphere where students can go for academic advising or personal counseling, it also serves to be a refuge for students who are dealing with cultural, ethnic, or personal issues. Program members provide a multitude of services in areas such as retention and pre-college preparation.

Female students can obtain information regarding women's issues and events through Women's Resources and Services. An information clearinghouse, the office also offers educational programming and counseling dealing with sexual harassment and assault and sponsors a nontraditional women's student network. Recently, the office has presented a self-defense clinic and programs on "Exploring Career Options" and "Confronting Sexual Harassment." WMU has made recognition of diversity in sexual orientation part of its administrative structure as well.

The Office of Student Life provides a part-time graduate student as an advisor for the Office of Lesbian, Bisexual, and Gay Affairs. The advisor designs programs to educate and sensitize the University community to issues related to sexual orientation, using forums such as residence hall staff sensitivity training, teleconferences, and observances such as "Gay Awareness Days," a weekend of events sponsored by the student group, Alliance for Lesbian/ Gay Support.

The Office of Handicapped Student Services assists students with special physical abilities; provides its clients with volunteers to help with registration, library research, and examination preparation; and encourages University to create a barrier-free environment; provides a hand-van service; and offers programs that attempt to break down attitudes toward both handicapped students and people with special physical abilities.

Another area singled out for attention is WMU's growing international population of about 1,600 students from eighty-eight countries. These students can visit Interna- tional Student Services to obtain admission, immigration, housing, employment, and personal counseling; supports for international student organizations; and contact informa- tion from the Kalamazoo area.

Older students receive assistance in many ways, but one of the most important institutionalized services is the senior advisor program. The program, which under certain guidelines, allows seniors to enroll in classes without charge on a "seat available" basis.

Curricula reflect real-world differences

With America's work force changing and employers seeking people who can work well in a culturally mixed setting, WMU has continued a trend toward broader academic studies that began thirty years ago when it became one of the first U.S. institutions to require students to study the non-western world.

Today, WMU's liberal curricular reforms have resulted in academic programs emphasizing black American, women, and various world regions. Moreover, individual classes addressing diversity can be found all across campus, from Ethnic Relations in the Department of Sociology to International Business in the Harlow College of Business. A cultural diversity component has also been added to University 101, a class oriented freshmen to college life.

Women and minority issues receive additional scrutiny through research projects conducted by faculty members and by academic units such as the Institute for Women's Studies, which in addition to directing the Women's Studies Program, promotes research on race, class, gender, and cultural stratification topics.

by Janet Jones, B.A. '90

(Continued on page 8)
1984-1985

Randy R. Brown, BBA '84, in December 1992 was named vice president; central division, ESP, Inc., St. Louis, to continue to be based in Chicago, IL.

Annette Zanotti Lafe, BS '84, in August 1992 was hired to teach special education at Marshall High School, Marshall, MI.

Douglas S. Nags, BS '84, in January 1992 was named regional administrator, Holy Name Center, Holy CO.

Michael Ryan, EdD '82, was recently hired as director of Multicultural Services, Olivet College, Olivet, MI.

Kathleen M. Springer, BS '83, was hired for the migrant/bilingual program at South East-Asian Child Development, Lima, OH.

John C. Schlofer, BBA '86, recently completed an accounting job at a car and home management accountant. Baumwoll is a financial manager employed in Inverness Investments Group, Inc., Boulder, CO.

Tracie Davis, BS '85, in January 1992 was appointed supervisor to Martin's Super Markets, North Shore, OH.

Margaret S. Seach, BS '86, in December 1992 was promoted to assistant professor, Michigan Floral Association, Okemos, MI.

Robert M. Titus, BBA '83, in June 1992 was named vice president - controller of the University of Colorado. He is currently the manager of Market Planning for the state of Colorado.

1989-1990

Stephen O'Donnell, BBA '83, was recently promoted to vice president of marketing, The Corps, a branch of the United States Department of Defense.

Nathan S. Lafe, BBA '83, in November 1992 was promoted to vice president, Michigan National Bank, Farmington Hills, MI.

Lance Omer, BBA '83, received the 1993 Real Estate of the Year Award by the Interstate County Board of Realtors; Omer resides in Oconomowoc, WI.

Buck Holley, BBA '83, in September 1992 was hired as the southbound patrol officer at The Ypsilanti High School, MI.

Lois Reisch, BS '83, is a sales manager, Remmels Hotel, Kalamazoo, MI.

Robert M. Titus, BBA '83, in June 1992 was named vice president - controller of the University of Colorado. He is currently the manager of Market Planning for the state of Colorado.

1990-1991

Tamura L. Rawnsley, BBA '80, was promoted to the rank of first lieutenant, U.S. Army, in December 1992 was named vice president of a marketing-consulting project with Gospel Missionary Church, Inc., Detroit, MI.

Eric Nyrop, BS '81, in November 1992 became an agent, Farm Bureau Insurance, South Bend, IN.

Greg Nicholson, BS '81, was recently hired as a trainer in the Flint MI School District.

David W. Burton, BS '51, in August 1992 joined the Calo-Miller Orchestra. The band travels to Japan, Europe, South America, and other places around the world 40 weeks of the year. In December 1992 was hired as the first grade teacher, Cambridge elementary, Cambridge, MN.

Nancy Scott, BS '83, in September 1992 served as a teacher for the alternative education program, Gladwin Community Schools, Gladwin, MI.

1992-1993

Kenneth R. Durgan, EdD '92, in August 1992 was named director, Multicultural Services, Olivet College, Olivet, MI.

Thomas R. Johnson, BS '83, in December 1992 was named vice president and chief financial officer, University of Michigan Foundation, and is active in scouting service, United Methodist Church, Mount Pleasant, MI.

Barbara J. Zuehlke, BS '83, in September 1992 was hired for the migrant/bilingual program at South East-Asian Child Development, Lima, OH.

Patrick A. Ryan, BS '78, was a sales representative, Bunnston, Lancaster, PA.

Mark E. Smith, BS '82, was hired as the vice president for planning, Eastern States Training Academy, Monroeville, PA.

Scott A. Smith, BS '82, in September 1992 was hired for the migrant/bilingual program at South East-Asian Child Development, Lima, OH.

1993-1994

D. Michael Clayborn, WMA '94, June 29, 1992, in Phoenix, AZ, was in February 1993 in Phoenix, AZ, it was recently learned.

Kenneth F. Craig, BS '83, in August 1992 was promoted to the rank of first lieutenant, U.S. Army, in December 1992 was named vice president of a marketing-consulting project with Gospel Missionary Church, Inc., Detroit, MI.

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1994-1995

D. Michael Clayborn, WMA '94, June 29, 1992, in Phoenix, AZ, it was recently learned.

Kenneth F. Craig, BS '83, in August 1992 was promoted to the rank of first lieutenant, U.S. Army, in December 1992 was named vice president of a marketing-consulting project with Gospel Missionary Church, Inc., Detroit, MI.

Michael R. Tiemann, BBA '91, in August 1992 joined the Calo-Miller Orchestra. The band travels to Japan, Europe, South America, and other places around the world 40 weeks of the year. In December 1992 was hired as the first grade teacher, Cambridge elementary, Cambridge, MN.

Nancy Scott, BS '83, in September 1992 served as a teacher for the alternative education program, Gladwin Community Schools, Gladwin, MI.

1995-1996

Denotes Alumni

References

Alumni who have been cited as Denotes Alumni as part of their Alumni profile are listed here.

Deaths


Jean M. Lawrence, associate professor emeritus in biology, Sept. 21, 1992, in Williamsburg, VA.

Charles E. Meyer, professor emeritus in agricultural economics, Kalama, MI; Meyer, a former art department chairperson, helped establish the Design Center as well as bachelor of fine arts and master of fine arts degrees in art.

John W. Boye, professor emeritus in psychology, Oct. 29, 1993, in Kalamazoo, MI; Kalamazoo, MI; Meyer, a former art department chairperson, helped establish the Design Center as well as bachelor of fine arts and master of fine arts degrees in art.

James S. Burbank, professor emeritus in psychology, in September 1992 was hired as the vice president for planning, Eastern States Training Academy, Monroeville, PA.

Gary R. Sugg, assistant professor in the Counseling Center, died Feb. 2, 1993, in Holland, MI. Sugg served as advisor to religious activities at WMU.

George E. Magnus, professor emeritus in engineering technology, Feb. 4, 1993, in Kalamazoo, MI; Magnus, a former Encords American Technical Training Excellence Award in 1977.

Sara E. Sneed, professor of teacher education, Feb. 22, 1993, in Delray Beach, FL; Sneed taught psychology key in establishing teacher education programs in early childhood development and the integrated arts programs which served as developmental models for the state department of education. She was a driving force behind the State Project in Michigan and was instrumental in developing the OMBA program, which is named for her.

Allan S. Miller, BS '88, in August 1992 was named district supervisor for the National Guard, New York, NY.

Mark D. Andrews, MA '87, in December 1992 was named director of Multicultural Services, Olivet College, Olivet, MI.

Robert M. Titus, BBA '83, in June 1992 was appointed assistant vice president and chief financial officer, University of Michigan Foundation, and is active in scouting service, United Methodist Church, Mount Pleasant, MI.

George W. Bigelow, BS '56, in Aug. 1992 was appointed assistant vice president and chief financial officer, University of Michigan Foundation, and is active in scouting service, United Methodist Church, Mount Pleasant, MI.

Mark D. Andrews, MA '87, in December 1992 was named director of Multicultural Services, Olivet College, Olivet, MI.

Gregory E. Bigelow, BS '56, in Aug. 1992 was appointed assistant vice president and chief financial officer, University of Michigan Foundation, and is active in scouting service, United Methodist Church, Mount Pleasant, MI.

Michael R. Tiemann, BBA '91, in August 1992 was hired for the migrant/bilingual program at South East-Asian Child Development, Lima, OH.

Eric Nyrop, BS '81, in November 1992 became an agent, Farm Bureau Insurance, South Bend, IN.

Greg Nicholson, BS '81, was recently hired as a trainer in the Flint MI School District.
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Despite the positives

"We wanted to have a serious impact on the educational system, not just change a class or two. By seizing the moment and taking over the student center, we provided an element of motivation by demanding the University change or face more demonstrations. We were very committed to doing what we had to do to get changes to take place. We were responsible for a substantial increase in black administration, faculty, and staff and what is now the MLK (Martin Luther King, Jr.) program."

Increasing awareness and tolerance regarding sexual orientation issues has been less dramatic but no less difficult. One of the first presidents of the Alliance for Lesbian/Gay Support, Judge Plummer, B.B.A. ’85, recalls that it took fourteen months of legwork by a small group of dedicated students before WMU in 1985 publicly denounced discrimination on the basis of sexual orientation.

"Once the University's non-discrimination policy was amended to include sexual orientation, the alliance did all the lobbying that resulted in a half-time position for an advisor for lesbian, bisexual and gay issues," Plummer says. "Also, in 1984 we put on the first Gay and Lesbian Awareness Day. Our banner was ripped down right away, but we were named student organization of the month for this information effort. Today, GLAD has grown into a week of informational activities.

"Overall I'm very proud of the University for what it's done in a short time—there was a dramatic need there," Plummer adds. "But we did what the administration should have done. Right now, most of what's being done is being done by the student group. If the administration is going to make dramatic claims about diversity, it's falling short in education and in equal treatment and integration of minority groups."

Dr. Earl M. Washington, director of WMU's Institute for the Study of Race and Ethnic Relations (see related story on page 5), says some of the tensions and frustrations that still exist occur because students view diversity as a target with a specific terminus.

"Diversity is an ongoing process—something we must work toward to achieve and then maintain," Washington says. "At WMU we are constantly striving to improve acceptance and understanding, and we're definitely moving in that direction."

—by Janet Jones, B.A. ’90, and Jeanne Baron, M.A. ’89