HONORARY DEGREE -- Abdullah Ahmad Badawi, center, was presented with an honorary doctor of public service degree from the University during commencement ceremonies Dec. 19. Here, he is congratulated by President Haenicke and Maury E. Reed of Kalamazoo, chairperson of the Board of Trustees. Badawi is the first prime minister and head of cabinet minister of the Southern Peninsula of Malaysia. "The international sharing of knowledge through education provides the essential basis for international understanding, peace and respect," he said during the ceremonies. "In its endeavors to promote international understanding, Western Michigan University reflects this vision of international education."

New AIDS policy emphasizes rights and education

A new policy on Acquired Immunodeficiency Syndrome was adopted by the Board of Trustees at its meeting Dec 18.

The University will not discriminate nor tolerate discrimination against any person based on that person's AIDS-related status, the policy states.

The document had been tabled at the Board's Nov. 6 meeting to allow for input from University constituency groups. Members of the presidential task force that wrote the policy sought opinions from various campus organizations since the last meeting and incorporated many of the suggestions into the revised draft that was approved in December by the Board and that is printed here.

"The basic premises of the policy did not change," said William A. Burian, dean of the Dental School and a member of the University Human Services and chairperson of the task force. "The AIDS policy continues to emphasize community protection and the need for up-to-date continuing education."

He said the task force tried to take the spirit of the suggestions into consideration when revising the policy, although the specific language proposed may not have been understood or even comprehended. He attempted to clarify some of the language in the original policy.

The groups responding to the call for recommendations were: the Administrative Professional Employees Association; the Alliance for Gay/Lesbian Support; the Clerical/Technical Organization; the ACT COMP results in

The Provost's Office is asking faculty members to submit their comments. The results from the American College Testing Program's College Outcomes Measurement Program (ACT COMP) are now available.

Seniors that took the assessment test in October can pick up their results beginning Monday, Jan. 11, in the Provost's Office, 3090 Seiber Ad-
mnistration Building. Students may stop by anytime between 9 a.m. and 3 p.m. Monday through Friday.

The experimental testing program is being used to judge the quality of the educational program at the University.

Senate to meet tonight

The Faculty Senate will meet at 7 p.m. Thursday, Jan. 7, in the Fetter Center. The agenda includes an information item on the new Employee Assistance Program and an action item on computer services for graduate students.

Board rewards Haenicke with raise

Crediting him for creating "a true renaissance on our campus," the Board of Trustees Dec. 18 praised President Haenicke, rewarded him with salary and merit adjustments, and offered him deferred compensation in hopes of extending his tenure at Western.

Haenicke was given a 5.75 percent across-the-board salary increase (the same adjustment all faculty received), plus a 2 percent merit increase to indicate the Board's "support for the 'merit' concept and to reflect its 'evolution of President Haenicke's performance," all based on his 1987 base of $100,700.

For this year, his salary will be $108,504, retroactive to July 1.

Under the terms of the so-called "golden handoff" deferred compensation plan, the Board will set aside $15,000 each year for five years 'with the understanding that the accumulated amounts can only be obtained if President Haenicke remains for the full five years."

The present five-year contract with the president, which began in 1985, was extended two years to accommodate in 1992 to coincide with the "golden handoff" arrangement. "This particular recom-

mendation most clearly demonstrates that the trustees are committed to keeping Dieter Haenicke as our president," stated the report and recommenda-
tions from the Board's President and Gamely Committee.

Trustee Winifred D. Fraser of Northville, in presenting the report, indicated that the committee chair that Haenicke possesses "in fact measure the qualities that the Board sought three years ago when the presidential search was undertaken."

She cited those qualities as leadership and vision, integrity, enthusiasm, and vitality; being a creative and original thinker; flexibility, honesty and integrity; and the ability to respect the opinions of all constituents and to be bolstered by a keen sense of humor.

"These qualities applied to the fabric of Western have created a true renaissance on our campus as the Faculty Senate resolution so appropriately pointed out," Fraser said. "And while we recognize that all of the persons involved with the University are contributing to this new spirit, it is President Haenicke that has fostered and created an atmos-

phere that encourages change."

The resolution of appreciation to which Fraser referred was given to Haenicke in a surprise presentation earlier this fall at the Academic Con-
vocation. It was from a "grateful faculty, truly remarkable achievement" of reaching a contract agreement with the faculty union two months before the expiration date.

While crediting Haenicke with being a "highly respected member" of the Kalamazoo community, the report

(Continued on page four)
Program to help employees with problems

Western employees with personal problems now have a new place to turn...When the Board of Trustees of Western Michigan University received its report in 1950, the University has implemented an Employee Assistance Program.

"The program is designed to help employees solve problems that might be affecting their performance in the work place," said Valerie A. Martin, the new program coordinator.

This program could include psychological disorders, family or marital problems, alcohol or substance abuse and others.

Martin's job is to assess the employee's problem and refer the individual to the proper University or community resources.

The program's services are free to any WMU faculty or staff member and are confidential to the employee.

"No information regarding involvement in the program will be taken without written consent from the client," Martin said.

She also will be helping supervisors identify and handle troubled employees through consultation and training.

Employees may use the program through referral or on their own recognition from a co-worker. They also may be referred, informally or formally, to the program by their supervisors.

WMU's program is the result of 1984 contacts with various organizations of the University's chapter of the American Association of University Professors.

In the current industrY, employee assistance programs have been around for about 10 years, Martin said. "They've been very helpful in providing different kinds of disciplinary action, workplace accidents and absenteeism."

Martin said she expects to refer such offices on campus as the Counseling Service, Testing and Evaluation Services and the University Wellness Programs. In the community, she will refer such agencies as the Kalamazoo Alcohol and Drug Abuse Council, the health center for psychiatrists and psychologists as resources.

When making referrals, financial situations and insurance will be taken into consideration.

To use the program, WMU employees may call 3-4833 or stop by the Student Health Center to make an appointment. Office hours are 8 a.m. to 5 p.m. Appointments in the evening and on weekends also are available.

Civil rights leader

Lisa Williamson, director of youth and campus ministries for Campus Crusade for Christ, will be the keynote speaker for the 19th annual Martin Luther King Jr. Program banquet at 2 p.m. Sunday, Jan. 17, in the North Ballroom of the Fetzer Center.

The banquet is open to the public and tickets are available through Wednesday, Jan. 13, from the MLK Program Office, 225 S. Ellsworth Hall, 3-4079. The price is $10 per ticket.

Williamson will address the theme of the banquet's "200 Years After "Dream Lives On."

The commission for the Civil Rights is a civil rights agency in New York City. In addition to her work there, Williamson serves as the northeastern regional representative of the National African Youth Students Alliance. She spoke as part of the National African Youth Students Alliance. She spoke as part of the National African Young Student Conference in November.

The banquet will serve as a focal celebration of the King's birthday, which is Jan. 15. It also will serve as a vehicle for recognizing academic achievements of students enrolled in the University's MLK Program.

TRUSTEES EMERITI - The University's longest-serving trustees, Fred W. Adams and Charles H. Ludlow, were granted emeritus status during the Dec. 18 meeting of the Board. Here, gathering in the Bernhard Student Center following the meeting were, from left: President Haenicke; Trustee James S. Brady of Grand Rapids, who replaced Adams; Mary Grace Ludlow of Passau, Germany; Trustee Emeritus Richard V. St. John of Kalamazoo, who replaced Ludlow; and Maury E. Reed of Kalamazoo, chairperson of the Board.

rose to the rank of vice president, treasurer and director of that international pharmaceutical firm. Ludlow chaired the University's 1985 presidential search committee.

"Although I graduated from Western in business education, I didn't do much teaching," Ludlow said. "But I believe I've fulfilled my commitment to education by serving on this Board. I've learned a lot, including patience, and I've gained a lot of friends, including those sitting around this table now. When your time comes to retire, I hope you have as nice a feeling about having served on this Board as I have.

Ludlow's wife, Marion, whom he thanked for her support, also is a WMU alumnus. They have funded one of the University's prestigious $20,000 Medalion Scholarships.

Martin to head program

Valerie A. Martin has been named chairman of the new Employee Assistance Program.

She will help WMU employees solve their personal problems through counseling referral to campus and community Martin resources.

Martin brings five years of experience in client assessment and counseling referral to the job. From 1982 to 1985, she was a probation officer in Charleston, Ill., and in Woodstock, Ill., working with juvenile courts to make appropriate case referrals to community and campus referrals for offenders.

She was a substance abuse counselor in Kalamazoo.

Martin earned a bachelor's degree in psychology from Eastern Illinois University and master's degree in social work from WMU. Memorial service for Shaw scheduled for Jan. 10

A memorial service for Laura V. Shaw, the former director of the Department of Theatre who died Dec. 25, will be at 4 p.m. Sunday, Jan. 17, in the Fetzer Center.

Speakers will include actress Shaw's mother, Mary Jackson, a retired nurse, and Zack York, who succeeded Shaw as head of the department, both former students of hers. Mary Jackson noted that the Shaw Memorial "Quilters" also will be presented and provides another forum for people to explore high quality theatre started by her and carried on by Zack York. We're honored to have an opportunity to travel to Korea or the University's arena theatre is named for him. Bush was a member of the faculty at Western in the mid-1950s.

"Although I graduated from Western in business education, I didn't do much teaching," Ludlow said. "But I believe I've fulfilled my commitment to education by serving on this Board. I've learned a lot, including patience, and I've gained a lot of friends, including those sitting around this table now. When your time comes to retire, I hope you have as nice a feeling about having served on this Board as I have."

Ludlow's wife, Marion, whom he thanked for her support, also is a WMU alumnus. They have funded one of the University's prestigious $20,000 Medalion Scholarships.

Martin to head program

Valerie A. Martin has been named chairman of the new Employee Assistance Program.

She will help WMU employees solve their personal problems through counseling referral to campus and community Martin resources.

Martin brings five years of experience in client assessment and counseling referral to the job. From 1982 to 1985, she was a probation officer in Charleston, Ill., and in Woodstock, Ill., working with juvenile courts to make appropriate case referrals to community and campus referrals for offenders.

She was a substance abuse counselor in Kalamazoo.

Martin earned a bachelor's degree in psychology from Eastern Illinois University and master's degree in social work from WMU.
On campus

GRAPHIC ILLUSTRATION
Helping faculty members develop visual aids to enhance their lectures is the focus of the job of Pamela Rups, graphic artist in the Graphic Services area of Media Services. Works on everything from charts to maps to transparencies. "Basically, we're here to support the educational mission of the University," she says. Besides working up, with visual aids for classrooms, she works with faculty, staff and students on a variety of projects. She designs brochures, develops illustrations for slide shows and helps design sets for television productions. "I have to not only be able to use a pen and a draw, but also be able to use a hand saw and be able to design something," she says. "It's a wonderful variety of work associated with her job and the numerous skills required for those duties. "Many skills I acquire through outside interests," she says, "such as calligraphy, I end up using in here," she says. "The work in Graphic Services is done either for free or for a nominal charge, depending on the project. Rups' office is located in the basement of Dunham Hall.

Zest for Life

The holidays are over. It was a wonderful time for many of us this including eating and exercising. For those of you who have decided to get back on track with healthy lifestyle resolutions, the Zest for Life Program and staff help you! Resolutions mean change and change is not easy. To deal more effectively with change, there are several steps you can take involving a study of your previous work.

Design a behavior change plan that fits your lifestyle. What may work for one person may not work for you. So you need to design a plan that fits your lifestyle goals.

Ask for support and encouragement.

Personnel

Performance review workshop Jan. 12

If you are a new supervisor of non-benefited employees who needs information on how to establish performance measures and accountabilities, the compensation office of the personnel department is offering help.

Its staff will conduct a training workshop on "Performance Review" from 8:30 to 11 a.m. Monday, Jan. 18, in Red Room A of the Bernhard Student Center.

All supervisors who would like to brush up on their skills and knowledge, as well as new supervisors, are invited. Please call 3-1650 or 3-1662 for reservations by Friday, Jan. 8.

Income tax reports need correct W-2s

The University payroll office will be in the Union on the Heart Attack Statement (W-2) before the end of January.

If you have changed your home address within the past year, please be sure the personnel records office has your new address. This is essential to ensure that your W-2 will be correctly addressed.

In order to get your W-2, fill out the form on the back of your paycheck envelope or send a memo giving your new address to personnel records, 1240 Seibert Administration Building.

If you have changed your name, this revision must be submitted on a P-006 form before the end of January. You are welcome to call the personnel records office at 411-1254 for further information. Your old name and address are correct in your personnel file.

Don't wait until it's too late.

Obituary

Morris H. Rathburn, a staff member for 22 years, died Dec. 13 at age 62.

Morris, 65, was a key member of the staff of the Public and Community Relations Office. A former Board of Education member, Morris was also in charge of WWMU and WMU radio. He was also the key maintenance person in the Department of Public Safety when he retired this past March from the University.

Persons may make memorial contributions to the American Heart Association or the American Cancer Society.

Media Services

Fifty foreign films on videocassettes have been added to the videotape and film collection in Media Services. These documentary and feature films include award-winning films from Spanish, German and Russian productions with English subtitles, as well as some silent films.

These new holdings are expected to increase significantly next fall with the completion of a film collection in Media Services. These holdings will include: Total Fitness; Aqua Exercise education sessions will be scheduled to air on Kalamazoo Community Access Television Channel 32. "Focus," a five-minute radio interview produced by Media Services, is scheduled to air at 9:30 a.m. Friday, Jan. 8, and at 7 p.m. Saturday, Jan. 9.

"Innovation on Contfrontation" is the title of a program produced by Media Services scheduled to air on Kalamazoo Community Access Television Channel 32. "Focus," the show features Thomas Kochan, professor of industrial relations at the Massachusetts Institute of Technology, conducting a lecture at the University of Michigan.

"Focus" is scheduled to air at 6 p.m. Sunday, Jan. 10; 10 p.m. Tuesday, Jan. 12; 8 p.m. Friday, Jan. 15; and 7 p.m. Sunday, Jan. 17.

Richard Neschich, consumer resources and technology, discusses how the advent of the two-income family has changed American economic society.

"Focus," a five-minute radio interview produced by the Department of Public Information. "Focus" is scheduled to air Saturday, Jan. 9, at 6:10 a.m. on Kalamazoo Community Access Television Channel 32.

David C. Kolmodin, public safety, and Michael J. Matthews, public information, will discuss campus crime and campus crime safety at 8 p.m. Saturday, Jan. 9, on Kalamazoo Community Access Television Channel 32.

Fifty foreign films on videocassettes have been added to the videotape and film collection in Media Services. These documentary and feature films include award-winning films from Spanish, German and Russian productions with English subtitles, as well as some silent films.

These new holdings are expected to increase significantly next fall with the completion of a film collection in Media Services. These holdings will include: Total Fitness; Aqua Exercise education sessions will be scheduled to air on Kalamazoo Community Access Television Channel 32. "Focus," a five-minute radio interview produced by Media Services, is scheduled to air at 9:30 a.m. Friday, Jan. 8, and at 7 p.m. Saturday, Jan. 9.

"Innovation on Contfrontation" is the title of a program produced by Media Services scheduled to air on Kalamazoo Community Access Television Channel 32. "Focus," the show features Thomas Kochan, professor of industrial relations at the Massachusetts Institute of Technology, conducting a lecture at the University of Michigan.

"Focus" is scheduled to air at 6 p.m. Sunday, Jan. 10; 10 p.m. Tuesday, Jan. 12; 8 p.m. Friday, Jan. 15; and 7 p.m. Sunday, Jan. 17.

Richard Neschich, consumer resources and technology, discusses how the advent of the two-income family has changed American economic society.

"Focus," a five-minute radio interview produced by the Department of Public Information. "Focus" is scheduled to air Saturday, Jan. 9, at 6:10 a.m. on Kalamazoo Community Access Television Channel 32.

David C. Kolmodin, public safety, and Michael J. Matthews, public information, will discuss campus crime and campus crime safety at 8 p.m. Saturday, Jan. 9, on Kalamazoo Community Access Television Channel 32.
Merit increases go to 451 WMU faculty members

Under terms of the new collective bargaining agreement, 451 WMU faculty members will receive merit increases ranging from $500 to $2,500, with a median of $1,863. "The dean/provost pool also provided base salary increases to faculty members who received the Alumni Teaching Excellence Award ($1,000), the Outstanding Service Award ($1,000), and the Distinguished Faculty Scholar Award ($3,000)," he explained. "As you can see from these data, the merit funds were distributed in a manner that took into account performance levels, with the amounts varying from a minimum of $500 to $2,500, with a median of $1,863."

"The process was one-person and group exhibitions, and large-scale commissions for major collections and private collections. He has taught as an artist-in-residence at elementary, high school, and college levels for many years. From 1980-84, he worked and taught at the Art Center of Minneapolis, and then at the Art Institute of Chicago. Since then, he has been working with new materials as well as building many works in steel and stainless steel."

The purpose of the Martin Luther King Jr./Cesar Chavez/Rosa Parks Visitors Program is to increase the size of minority faculty members available to post-secondary education. It is supported by funds from WMU and the Michigan Legislature.

$300 to a high of $3,163."

Dennison believes that the process went "very well" and that the academic departments developed merit policies and procedures that reflected the "letter and spirit" of merit, as stipulated in the agreement between the administration and the WMU chapter of the American Association of University Professors. "The faculty, department heads and deans deserve commendation for their participation and efforts to make certain that the process worked," he observed.

He indicated that, following review and endorsement of the department policies and procedures, the dean and provost, the Department Merit Committee conducted the evaluations of the faculty and finalized their recommendations to the deans and provost.

"Only one department encountered difficulties in carrying through with this part of the process, with the results that the funds allocated to that department will carry forward for distribution next year."

Dennison said, "For a variety of reasons, the department simply could not agree on merit recommendations. Therefore, the faculty in that department will not receive merit increases this year."

Snow assistance available

Faculty and staff members are reminded that the campus services division of the physical plant are working during the early morning hours to clear snow from handi cap ramp, steps, building entrances, walks, streets and parking lots. Students, faculty or staff members with handicaps or other disabilities who need assistance should contact Raymond F. Gill, landscape services, at 3-6296.

Heart diet changes name

Bernhard Student Center diners can still "eat to their heart's content," but the campus official diet program will have a new name, according to campus dietitian Sandy J. Zimmerman.

"Healthy Heart Dining," the American Heart Association's official program to encourage low-cholesterol, low-fat eating will replace the University's "Eating in Your Heart's Content" program that went into effect in the public cafeteria last January. "People who are interested in meeting other native Americans while on campus. A self-taught artist, Huntington has established a reputation as one of America's top sculptors. His accomplishments include numerous one-person and group exhibitions, and large-scale commissions for major collections and private collections. He has taught as an artist-in-residence at elementary, high school, and college levels for many years. From 1980-84, he worked and taught at the Art Center of Minneapolis, and then at the Art Institute of Chicago. Since then, he has been working with new materials as well as building many works in steel and stainless steel.

The purpose of the Martin Luther King Jr./Cesar Chavez/Rosa Parks Visitors Program is to increase the size of minority faculty members available to post-secondary education. It is supported by funds from WMU and the Michigan Legislature.

Calendar

Saturday 9

Hockey, WMU vs. Ferris State University, Lawson Ice Arena, 7:30 p.m.

Sunday 10

Reception, John Metheny, art, Gallery II, Sangren Hall, 2-5 p.m.

Student a rts program slide lecture by sculptor Charles Huntington, Martin Luther King Jr./Cesar Chavez/Rosa Parks Visitors Program, will present a free slide lecture on the development of his work at 7 p.m.

Meeting, Research Policies Council of the Faculty Senate, Fetzer Center, noon.

Monday 13

Nominations due for the Distinguished Faculty Scholar Award to Raymond E. Zeider, economics.

Writing workshop, preparation of doctoral dissertations, specialist projects and master's theses, Graduate College Conference Room, Seibert Administration Building, 2 p.m.

Tuesday 12

Personnel department workshop for supervisors, "Performance Review," Red Room A, Bernhard Student Center, 11 a.m.

The Challenge of Teaching workshop, "Teaching/Learning" and "The Student Learning Center," Faculty Lounge, Bernhard Student Center, 2-3:30 p.m.

Department of Anthropology lecture, "Coping with Deglacialization: Comparative Studies of Hunter-Gatherer Adaptation in Poland and the United States," John Bower, professor of anthropology, Iowa State University, 0120 Moore Hall, 3:30 p.m.

Department of Art slide lecture by sculptor Charles Huntington, Martin Luther King Jr./Cesar Chavez/Rosa Parks Visitors Professor, 1213 Sangren Hall, 7 p.m.

* Musical concert artists series, cellist Marcy Rosen, Dalton Center Recital Hall, 8 p.m.

Meeting, Human Subjects Institutional Review Board, Dean's Conference Room, College of Health and Human Services, B-114-115 Henry Hall, 10 a.m.

Meeting, Clerical/Technical Organization, Red Rooms, Bernhard Student Center, noon.

Doctoral oral examination, "An Instructional Needs of Ohio's Educational Administrators Relative to Computer Technology," Mary Berry, educational leadership, Merze Tate Center, noon.

"The scientists at the University of Michigan, together with the United States Department of Energy, have announced that the organization's Office of Environmental Defense, has awarded the University a $3 million grant to continue research on the development of a new generation of waste disposal systems."

"The department simply could not agree on merit recommendations. Therefore, the faculty in that department will not receive merit increases this year."

Snow assistance available

Faculty and staff members are reminded that the campus services division of the physical plant are working during the early morning hours to clear snow from handicap ramp, steps, building entrances, walks, streets and parking lots. Students, faculty or staff members with handicaps or other disabilities who need assistance should contact Raymond F. Gill, landscape services, at 3-6296.

Heart diet changes name

Bernhard Student Center diners can still "eat to their heart's content," but the campus official diet program will have a new name, according to campus dietitian Sandy J. Zimmerman.

"Healthy Heart Dining," the American Heart Association's official program to encourage low-cholesterol, low-fat eating will replace the University's "Eating in Your Heart's Content" program that went into effect in the public cafeteria last January. "People who are interested in meeting other native Americans while on campus. A self-taught artist, Huntington has established a reputation as one of America's top sculptors. His accomplishments include numerous one-person and group exhibitions, and large-scale commissions for major collections and private collections. He has taught as an artist-in-residence at elementary, high school, and college levels for many years. From 1980-84, he worked and taught at the Art Center of Minneapolis, and then at the Art Institute of Chicago. Since then, he has been working with new materials as well as building many works in steel and stainless steel.

The purpose of the Martin Luther King Jr./Cesar Chavez/Rosa Parks Visitors Program is to increase the size of minority faculty members available to post-secondary education. It is supported by funds from WMU and the Michigan Legislature.

Calendar

Thursday 14

The Challenge of Teaching workshop, "What Is a Course?", Faculty Lounge, Bernhard Student Center, 2-3:30 p.m.

Center for the Study of Ethics in Society panel discussion, "Ethics in the Workplace," The Challenge of AIDS, Fetzer Center, 7:30 p.m.

*Admission charged.

Raise (Continued from page one)"

Fraser said that she and trustees Maury Reed and Carol Waszkiewicz met several times, and informally gathered information on the issue.

"If I had to sum up in one word the problem is, "I would say it was superb," Reed said during the Board meeting.

The other trustees concurred, citing such traits as Haeincke's good relationship with the student body, his integrity and his ability to get things done.

"While I enjoy all this praise very much and am grateful for it, I am the first one to know that any person who has been involved in a new environment can only do so if he is supported by wonderful people," Haeincke said. "The fact that we have good relationships on the campus has to a large extent contributed to the good faith efforts of many people."