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# Spring Convocation 2016 Program

Office for the Vice President of Research

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# Spring Convocation

Recognition of Discovery, Diversity  
and Global Engagement

Friday, February 5, 2016

WESTERN MICHIGAN UNIVERSITY

Sponsors:

Office of the President

Office of the Provost and Vice President for Academic Affairs

Office of the Vice President for Research

Office of Diversity and Inclusion

Extended University Programs

Haenicke Institute for Global Education

# Spring Convocation Overview

Recognition of Discovery, Diversity, and Global Engagement

## Morning Session

- 8:30 to 9 a.m. Registration and Continental Breakfast
- 8:30 a.m. to 3 p.m. Informational Table Set Up
- 9 to 10:50 a.m. Professional Development Workshops
  - 9 to 9:50 a.m. Round 1
  - 10 to 10:50 a.m. Round 2

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## Distinguished Faculty and Emerging Scholar Talks

- 11 a.m. **Dr. John Jellies**  
2014 Distinguished Faculty Scholar  
Department of Biological Sciences  
“Heralds of Discovery: Invertebrates Advancing Neurobiology”  
*Putney Auditorium*
- 11:45 a.m. **Dr. Luigi Andrea Berto**  
2015 Emerging Scholar  
Department of History  
“The Image of Muslims in Medieval South Italy”  
*Putney Auditorium*

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## Lunch Recess

- 12:30 p.m. **Dessert Buffet and Lunch Recess**  
Participants are invited to bring a brown bag lunch and network between morning and afternoon events.  
**Discovery Excellence Funding Recognition Luncheon**  
Invited guests of the President, Provost and Vice President for Research

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## Afternoon Session

- 1:45 to 2:30 p.m. Round 1—Speed Collaboration
- 2:40 to 3:25 p.m. Round 2—Speed Collaboration

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## Convocation Ceremony

- 3:30 to 4:30 p.m. **Award Presentations**  
*Kirsch Auditorium*

### Welcome and Introductions

Provost Tim Greene

### Awards

Extended University Programs

Office of Diversity and Inclusion

### Closing Remarks

President John M. Dunn

- 
- 4:30 to 5:30 p.m. **Friday with Friends**  
Appetizers and Cash Bar

# Workshops

9 to 11 a.m.

1. “Who? Where? And How? A Workshop about Grants and Collaboration on Ideas in the Humanities”

[Kim Squiers](#)

*Room 1055*

9 to 9:50 a.m.

1. “Institutional Adaptability to Diversity and Inclusion: Shifting from Cultural Competence to Cultural Humility in Pedagogy, Inter-Departmental and Inter-Institutional Relations”

[Roxanna Duntley-Matos](#)

*Rooms 2016/2018*

2. “Establish and Sustain an Active Diversity Committee within your College, Department or Unit”

[Panel presenters](#)

*Room 2040*

3. “Fulbright for Faculty”

[Michelle Metro-Roland](#)

*Room 1030*

4. “Partnering with EUP: Innovation, Access and Outreach”

[Ed Martini](#)

*Room 1060*

5. “Everything you always wanted to know about E-Learning, but were afraid to ask”

[Katrina Davidson](#)

*Room 2030*

6. “Identifying and Communicating your Projects’ Intellectual Merit and Broader Impacts: Setting the Stage for Continued Funding”

[Lori Wingate](#)

*Room 2020*

Intellectual Merit and Broader Impacts statements go beyond describing what a project did, to what difference it made. This session will demystify what the National Science Foundation and other funding agencies mean by terms such as “Intellectual Merit” and “Broader Impact,” present strategies for identifying and communicating project achievements and evidence of them, and review guidelines and tips for writing “Results from Prior Support” sections of proposals. Although this session will use NSF projects as examples, the advice and guidance are relevant to any researcher looking to effectively communicate the importance and impact of their research.

10 to 10:50 a.m.

1. “Institutional Adaptability to Diversity and Inclusion: Shifting from Cultural Competence to Cultural Humility in Pedagogy, Inter-Departmental and Inter-Institutional Relations”

[Roxanna Duntley-Matos](#)

*Rooms 2016/2018*

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[Michelle Metro-Roland](#)

*Room 1030*

4. “Partnering with EUP: Innovation, Access, and Outreach”

[Ed Martini](#)

*Room 1060*

5. “Everything you always wanted to know about E-Learning, but were afraid to ask”

[Katrina Davidson](#)

*Room 2030*

6. “‘What to Expect When You’re Expecting’ (an Award)”

[Office of the Vice President for Research](#)

*Room 2020*

You submitted your proposal, and you’ve just received the happy news – you’ve been selected for an award. Great! Now what? Have questions? Who do you call? What can you do at proposal stage to reduce issues arising after the award? Come to this session presented by OVPR and Grants and Contracts to find out the answers to these questions, and more.

# Distinguished Faculty and Emerging Scholar Talks



John Jellies  
2014 Distinguished Faculty Scholar

John Allen Jellies has been a faculty member since 1995 and is a professor of biological sciences. He uses experimental approaches with model systems to answer questions related to brain function, and more specifically, how the nervous system controls behavior.

Jellies' career-long work has generated nearly \$4 million in grant funding from national funding agencies. His nominators noted that he is a world-renowned researcher with remarkable ingenuity who has made cutting-edge discoveries.

They also praised him as an inspired teacher, advisor, and mentor for his students, as well as someone who has provided exemplary service to WMU, his discipline and academia.

That service has included leading the WMU Faculty Senate and the Michigan Chapter of the Society for Neuroscience, in addition to being a grant reviewer for the National Science Foundation and an editorial board member or manuscript reviewer for several leading journals.



Luigi Andrea Berto  
2015 Emerging Scholar

Luigi Andrea Berto is an associate professor of history. He is a medieval Latin historian who has carved out an international reputation for his body of new scholarship. In the past seven years, he has produced two books or original historical interpretation and scholarly editions and translations of medieval Latin texts, among other scholarly writings.

Berto's nominators cited him for the remarkable quantity and quality of his research. They also noted that leading authorities praise the rigor of his scholarship and say it is helping to shape his field of study.

# Spring Convocation Ceremony

## Welcome and Introductions

Provost Tim Greene

## Awards

### Extended University Programs

#### Innovative Teaching Award

Dee Ann Sherwood and Marian Tripplett

### Office of Diversity and Inclusion

#### Rising Star in Diversity Award

Sindecuse Diversity and Inclusion Committee

#### Trailblazers for Diversity Award

LBGT Student Advisory Council

#### Excellence in Diversity Awards

Jeff Carr and Mariam Konatè  
College of Aviation

## Closing Remarks

President John M. Dunn

## Extended University Program Innovative Teaching Award

Presented to a team of instructors who has developed or applied a teaching strategy, approach, technique or tool that is used, or used in a new way, to produce a quantifiable gain for learner outcomes or the learner experience.



Marian Tripplett

Marian Tripplett joined WMU in fall 2011 as a faculty specialist/professional specialist in the College of Health and Human Services' School of Social Work. Tripplett provides administrative and instructional oversight for social work degree programs at WMU's Southwest Regional location in Benton Harbor, Michigan.

She was originally hired to oversee the master of social work extended-study program, and this program has grown under her leadership. She initiated the process to bring the Bachelor of Social Work Extended-study program to the degree opportunities offered at WMU Southwest.

Tripplett teaches undergraduate and graduate courses in social welfare policy, human behavior, culture/ethnicity and intercultural social work, medical and healthcare social work, field education and clinical counseling practices. She is experienced in working with individuals, families, communities and organizations, with an emphasis on advocacy and social and economic justice, lifespan transitions, individual-organizational-community capacity building and program, leadership and organizational development and administration.

Her service and research interests include empowerment strategies and leadership development in communities with complex challenges, intercultural experiential learning, recruitment/retention/graduation in post-secondary education, and diversity experiences in higher education, self-help strategies for middle, high school and college students.

In addition to her work with WMU, she is the owner of Cultural Conversations, a community consulting firm and founder of Diamonds in the Rough United, a non-profit organization.



Dee Ann Sherwood

Dee Ann Sherwood is coordinator of WMU's Master of Social Work program in Grand Rapids. She joined the University in 2012 after 12 years of leadership in nonprofit, public sector and academic positions.

She teaches graduate courses in social work field education, leadership, research, groups and organizations, medical social work and intercultural social work.

In her previous roles with universities in the region, she served as director of Intercultural Training and Denison Scholar. Sherwood has worked with clients from around the world including with Burundi, Burmese, East Indian, Iraqi, Somali, South African and Zimbabwean expatriates and refugees. She also has worked with an American Indian nation in the Great Lakes region on the impact of residential boarding schools.

Over the past decade, she has served as a consultant for companies such as the Frey Foundation, Sutter Health System and Shepell FGI.

She has presented professionally at numerous conferences, developed continuing education seminars and authored numerous publications.



## Rising Star in Diversity Award

This group is honored for enhancing the environment of inclusion at WMU and having made significant progress in this area.

### Sindecuse Health Center Diversity and Inclusion Committee

The Diversity and Inclusion Committee at Sindecuse Health Center has assessed and improved the environment, processes, and professional development of employees at the health center. Formed in spring 2014, the committee has accelerated the health center's adoption of inclusive practices, identified physical challenges and put a focus on staff development.

The committee is composed of employees from all functional areas of the health center. Students from the Student Health Advisory Council are also regular, active committee members.

The committee has been led by Sarah Good, LPC, counseling specialist.

Shortly after the committee formed, diversity and inclusion grant opportunities were made available. In 2014, the committee secured two grants from the WMU Office of Diversity and Inclusion. The first \$3,000 grant was to conduct an assessment of the environment at the health center in relation to diversity and inclusion, including accessibility. The second grant for implementation of the assessment findings was awarded for up to \$15,000.

Staff education is a priority of the committee, and members have recommended multi-faceted efforts to improve staff understanding and skills. These include completing an Intercultural Development Inventory, participating in a group feedback session, creating a professional development opportunities calendar and monthly Lunch and Learn events. Other incentives include one half-day of training, campus and community activities, departmental meetings to discuss diversity and inclusion, employee performance review requirement relevant to diversity and inclusion, the purchase of resources for a Diversity Resource Library accessible to employees, and creation of a Book Club and lending library for employees to learn on topics related to diversity and healthcare.

Further improvements to health center forms and patient interaction were made as a result of the committee's efforts.

## Trailblazers for Diversity Award

This recognizes a group or individual who incorporates diversity efforts and accomplishments into their work on campus and show a commitment to further developing sustainable action to affect positive change.

### LBGT Student Advisory Council

The Student Advisory Council includes up to 15 students who meet every two weeks with leaders from campus departments and organizations to advocate for lesbian, bisexual, gay and transgender-inclusive practices and policies at WMU.

Over the past two years, the Student Advisory Council has successfully advocated for the development and implementation of the Student Preferred Name Policy, which was adopted by the University in the spring 2015 and was implemented fall 2015, and Spectrum House, an LBGT living learning community that will launch in fall 2016.

For the Student Preferred Name Policy, the council sought to address barriers for students to be recognized by a name different from their legal name on class rosters, identification cards and email addresses. In December 2013, the council met with senior administrators from academic affairs, student affairs and diversity and inclusion to advocate for a preferred-name policy to better support transgender and gender non-conforming students. Council members participated in the Preferred Name Task Force, helped to draft the Preferred Name Policy, and participated in focus groups to inform the preferred name policy development process.

The council is also supporting efforts to recruit, retain, and graduate a diverse student body and promote a diverse workforce at all levels. For the past two years, it voiced the need for more inclusive on-campus housing options. Together with the staff from Residence Life, the Student Advisory Council advocated to create an LBGT and ally learning community, Spectrum House, where students of diverse gender identities/expressions and sexual orientations, including allies, will live and learn together in an inclusive and supportive community.

## Excellence in Diversity Awards

This distinguished Universitywide diversity honor is bestowed upon groups or individuals who exemplify outstanding efforts in diversity and inclusion work.



Jeff Carr



Mariam Konaté

Jeff Carr, manager of maintenance services in the Department of Facilities Management, and Mariam Konaté, associate professor of gender and women's studies and Africana studies, were the co-facilitators for the 2014-15 Race, Power and Privilege learning community.

Through their co-facilitation of the 2014-15 Race, Power and Privilege learning community, Carr and Konaté created a safe space for those less knowledgeable about a shared and inclusive understanding of diversity, multiculturalism, institutional bias and affirmative action to learn, grow and become agents for change. They researched diversity efforts at other campuses by visiting two exemplary programs in the greater Chicago area to meet with their leaders.

They developed a project to help inform and educate, in partnership with the Multi-Cultural Mindedness Tactical Action Committee, the First-Year Experience instructors by purchasing copies of Allan Johnson's "Privilege, Power and Difference" to supplement and support their Race unit in the FYE courses. In addition, the group presented an interactive workshop for the FYE instructors based on Johnson's text.

Carr also was instrumental during the past year in the creation of the Campus Climate for Diversity, Equity and Inclusion Tactical Action Community's development of an anti-bullying policy and procedures. He conducted exhaustive research of other model policies and actively participated in what was essentially taken up by senior leadership for refinement and potential adoption by the WMU Board of Trustees.

Konaté actively pursued reinstatement of the Africana Studies program at WMU. She is also working with the Lee Honors College to help improve diversity and inclusion in its curriculum.

## College of Aviation

The College of Aviation at WMU has been focused on diversity and inclusion for 20 years. Starting with a W.K. Kellogg Foundation grant in 1995 focused on bringing women and minorities into the field of aviation, it has continued to strive towards diversity and inclusion.

Specifically, it has developed a Diversity and Inclusion Committee with the vision to be consistently described by students, staff and faculty as a college that embraces and celebrates diversity and is inclusive of all people, experiences and ideas.

Committee members include faculty, staff and students. Each year the group selects areas to focus on for outreach and education. In 2013-14, the committee produced a newsletter for faculty, staff and students that highlighted where WMU students come from, the experiences that they have had both growing up and here at college, and articles from faculty and staff. In 2014-15, it focused on the “climate” of the college, trying to better understand how the environment feels to those in traditional minority positions.

During 2014, the college participated in self-awareness research to better understand the welcoming and inclusive climate of the aviation program. It received internal funding from the Office of Diversity and Inclusion as part of an initiative of Racial Healing.

The committee also supported the formation of the Organization of Black Aerospace Professionals Student Chapter at WMU and the active involvement of the national organization. This organization is tasked with reaching out to elementary students and inspiring careers in aviation, while retaining a diverse student body in the College of Aviation at WMU.

