



Western News

OCTOBER 2, 2014
Volume 41, Number 3

For and about WMU faculty and staff

Trustees approve new faculty contract

Acting at its Sept. 30 meeting, the Board of Trustees unanimously approved a new labor agreement with the WMU chapter of the American Association of University Professors that is effective Sept. 6, 2014, through Sept. 5, 2017. A tentative agreement was reached Sept. 5, just as the old contract was set to expire. Union members voted to ratify the new contract Sept. 19.

It calls for a 2 percent across-the-board salary increase for academic years 2014-15 and 2015-16. During the third year of the contract, faculty members will see a 3 percent salary increase. In addition, a research supplement of 0.5 percent becomes effective in January 2015, and another 1 percent research supplement is effective in January 2016.

Proposals sought from employees

The Campus Climate for Diversity, Equity and Inclusion is seeking proposals from faculty, staff and administrators interested in implementing transformational diversity change initiatives derived from internal assessments and recommendations. The application deadline is 5 p.m. Friday, Oct. 3. Visit wmich.edu/diversity/initiatives for details.

Time to apply for faculty exchanges

WMU invites applications for a short-term faculty exchange at the Kazakh Agro-Technical University in Kazakhstan and the University of Passau in Germany. Visit wmich.edu/international/exchange-spotlight for details. Direct applications and questions to Michelle Metro-Roland at michelle.metro-roland@wmich.edu or (269) 387-3908.

Event focuses on assistive devices

A conference intended to introduce do-it-yourself assistive devices and iPad apps for individuals with disabilities is set for 8:30 a.m. to 4 p.m. Monday, Oct. 20, in the Fetzer Center. Registration is required. Sign in and register at <http://bit.ly/1pEFWkk>.

WMUK begins fall drive Oct. 18

The University's public radio station, WMUK, will kick off its annual fall campaign Saturday, Oct. 18, and hopes to cut on-air pledging in half. The drive's goal is \$160,000. WMUK encourages members to take a lead role in supporting the programs they value by sending in their gifts, contributing online at wmuk.org or calling in a pledge during the live portion of the pledge campaign.

The radio station, broadcasting at 102.1 on the FM dial, uses membership contributions and additional gifts to produce local programs and purchase programs such as "Morning Edition," "All Things Considered," "Wait Wait. . . Don't Tell Me" and "From the Top."

WMU gets \$3.2 million education grant

WMU will receive more than \$3.2 million from the U.S. Department of Education to use the unique opportunities afforded by the existence of the Kalamazoo Promise to build an institutional culture focused on increased access and degree completion for underrepresented, underprepared or low-income students.

The new grant is one of a small number of awards announced Sept. 30 by the DOE and meant to create and validate through ongoing research, student success programs that can tackle the problem of low rates of degree completion. The goal is to create programs that other universities can adopt, knowing there is sound research data behind the strategies embraced and replicated.

"Each grantee demonstrated a high-

quality, creative and sound approach to expand college access and improve student outcomes," U.S. Secretary of Education Arne Duncan said in announcing the recipients of the First in the World grant being funded for the first time this year.

Andrea Beach, educational leadership, research and technology and director of faculty development, will co-direct the effort with Charles Henderson, physics and the Mallinson

Institute for Science Education. Together, the pair recently launched the Center for Research on Instructional Change in Post-secondary Education.

For WMU, the four-year project will focus on building a campuswide culture that

Continued on page 4



Beach



Henderson

Enrollment down slightly; gains seen in key areas

The fall student body is substantially more diverse and international, and it includes more transfer, honors and doctoral students.

Overall, 23,914 students were counted during the fall census, and as officials had forecast, small entering classes from earlier this decade resulted in an enrollment decrease of 1.6 percent.

The tally does not include students enrolled in two private entities affiliated with the University: the WMU Homer Stryker M.D. School of Medicine and the WMU Thomas M. Cooley Law School.

The largest enrollment increase was a nearly 10 percent jump in international students to 1,854. WMU now enrolls more international students than at any time in the past decade, and they comprise nearly 8 percent of the student body.

Other statistics and trends show:

- A boost in transfer students of 6 percent, which is expected to be one of the largest such increases this year at any Michigan public university.
- A significant increase in Asian students that helped push up minority student enrollment by more than 5 percent, making the student body nearly 21 percent minority.
- An overall 2.6 percent decrease in the number of students classified as freshmen, but a continued upward trend in the average high school GPA and composite ACT score of incoming freshman.
- Continued growth for online education (up 16.4 percent) and the Lee Honors College (up 4 percent) as well as in the number of out-of-state students (up 6 percent) and doctoral students (up 3.1 percent).

Two to receive Distinguished Faculty Scholar Award

WMU will present its 2014-15 Distinguished Faculty Scholar Award to E. Rozanne Elder and John Jellies.

The honor is the highest annual award WMU bestows on faculty members and goes to individuals whose work constitutes a significant body of achievement that is widely recognized within the national and international academic communities.

Elder and Jellies will be recognized during this year's academic convocation at 2 p.m. Friday, Oct. 10, in the Dalton Center Recital Hall. The event also will feature WMU President John M. Dunn's State of the University address and presentation of four other prestigious campuswide awards.

• **Elder** is a professor of history and the director of what is now the Center for Cistercian and Monastic Studies. She has directed the center and organized its Cistercian Studies Conference since 1973 as well as been the primary editor for Cistercian Publications since 1979.

Nominators lauded Elder for elevating the University's international reputation in the fields of Cistercian and monastic studies, along with related fields. In addition, they praised her for her remarkable work bringing some 300 texts to publication, as well as for participating fully in teaching and research and contributing to the ongoing development of the Medieval Institute's academic program.



Elder



Jellies

Continued on page 4

Around campus and beyond

Coming Out Week activities slated

The Office of LGBT Student Services has planned its activities for National Coming Out Week, Monday through Sunday, Oct. 6-12. They begin with an interactive program by Robyn Ochs from 6 to 8 p.m. Wednesday, Oct. 8, in the Trimpe Building's Multicultural Center. Ochs will explore subjects such as different experiences of identity and the complexity of attraction. Visit wmich.edu/diversityandinclusion/lgbt for more information about the activities planned.

Graduate-level information fair set

Area students and residents may explore options for advanced studies during the 2014 Graduate and Professional School Fair from 3 to 6 p.m. Monday, Oct. 6, in the Bernhard Center Ballroom. The fair is free and open to the public but geared toward junior and senior college students as well as recent alumni. Pre-registration is not required. Attendees can learn about some of WMU's 100 graduate programs as well as graduate offerings available at more than 60 graduate, law and medical schools in Michigan and throughout the United States.

Annual study abroad event slated

The Study Abroad Fair will be held from 11 a.m. to 2 p.m. Wednesday, Oct. 8, in the Bernhard Center's East Ballroom. The free fair is open to the public but geared

toward students. The event will showcase the more than 90 programs WMU offers in some 40 countries.

Chinese military is focus of talk

A talk titled "The Dragon's Tale: Modernizing the Chinese Military and What It Means to the United States" will be presented by Xiaobing Li from the University of Central Oklahoma from 5 to 6:30 p.m. Thursday, Oct. 9, in 2028 Brown Hall. Visit the Light Center at wmich.edu/chinesestudiescenter for details.

Jazz orchestra presenting free concert

The University Jazz Orchestra will present an evening of jazz big band music at 7:30 p.m. Thursday, Oct. 9, in the Dalton Recital Hall. The free concert will feature music by composers Clare Fischer, Joe Henderson, Thad Jones and Charles Mingus. WMU's award-winning jazz orchestra is directed by Scott Cowan.

Entrepreneur scheduled to speak

Cynthia Kay, founder of Cynthia Kay and Co., a leading West Michigan video and communications firm, will be the next Entrepreneurship Forum speaker. Kay will speak at 8 a.m. Friday, Oct. 17, in 2150 Schneider Hall. The event is free and open to the public and begins with breakfast at 7:30 a.m. Reservations are required and can be made at wmich.edu/business/e-rsvp or (269) 387-6059.

Former exec named a 'Living Legend'

Bernardine M. Lacey, the founding director of WMU's Bronson School of Nursing is one of four people selected as 2014 Living Legends of Nursing by the American



Lacey

Academy of Nursing. The designation is the highest honor in the academy.

The four are being recognized for their contributions to nursing and health care over the course of their careers.

They will be recognized Thursday, Oct. 16, during the opening night of the academy's Transforming Health, Driving Policy Conference in Washington, D.C.

Lacey, who is credited with starting the movement to include care of the underserved in the nursing curricula, served as nursing school director for five years. She helped to shape a vision of community nursing at the newly established school, then moved on to other challenges in 2000. A permanent endowed chair in the school, the Bernardine M. Lacey Endowed Chair, was created in her honor with the help of a \$1.5 million anonymous donation in 1998.

Prof awarded three-year NSF grant

Jessaca Spybrook, educational leadership, research and technology, has been awarded a three-year National Science Foundation grant for a project titled "Power Analyses



Spybrook

for Moderator and Mediator Effects in Cluster Randomized Trials."

The \$799,688 grant is a collaborative research project with two principal investigators in addition to Spybrook, who received \$266,187. Ben Kelcey from the University of Cincinnati received \$289,949 while Nianbo Dong at the University of Missouri received \$243,552.

The project aims to improve planning and design of multilevel studies throughout the social sciences by developing power analysis formulas to estimate the probability with which a design can detect multilevel mediation and moderation effects, if they exist, and implementing these formulas in software.

Historian pens book on health pioneer



Wilson

Brian C. Wilson, comparative religion, has written a book about Battle Creek's health and wellness past and its central figure, John Harvey Kellogg, the older brother of cereal magnate W.K. Kellogg. The 225-page

volume, "Dr. John Harvey Kellogg and the Religion of Biologic Living," was recently released by Indiana University Press.

From 1876 to 1943, Kellogg presided over the Battle Creek Sanitarium, which was founded in 1866 under the auspices of the Seventh-day Adventist Church.

During Kellogg's tenure, the sanitarium grew into a massive health resort encompassing a hospital, research facilities, medical and nursing schools, and more. It was for decades the most famous health-and-wellness center in the United States, and possibly the world, and even played a role in starting the breakfast cereal industry.

United Way campaign prize drawings announced

Faculty and staff members who give any amount toward the 2014 campus United Way campaign's goal to raise \$282,335 will be eligible for weekly drawings to be held each Friday afternoon beginning Oct. 10 and ending with a grand prize drawing Nov. 14.

Names of eligible contributors whose pledge cards are returned to the president's office, mail stop 5202, by 5 p.m. the Thursday before each drawing will be included. Eligibility is cumulative, so those eligible for the first drawing will continue to be eligible for

subsequent drawings. There is a limit of one weekly prize per person. Once a person wins a weekly prize, that person will be ineligible for subsequent weekly drawings.

Weekly prizes are for tickets to Bronco athletic games as well as gift certificates to Miller Auditorium shows, the Spirit Shoppe and any Millennium restaurant. Grand-prize drawings will be held Friday, Nov. 14.

Contributors whose pledge cards are received in the president's office by 5 p.m. Thursday, Nov. 13, will be entered into the grand-prize drawing. Grand prizes are for two tickets to the President's Box for the Nov. 28 football game, four tickets to a WMU home volleyball game, a \$100 gift certificate to any Millennium restaurant, and two tickets to the Gold Company concert in February.

Direct questions to campaign organizers at wmu-united-way@wmich.edu.

Appointment required for flu shots

The Sindecuse Health Center is now offering seasonal influenza vaccinations by appointment to WMU employees, students and retirees, along with their eligible dependents. Visit wmich.edu/news/2014/09/18286 for details.

Jobs

Current job opportunities at WMU are announced daily on the Human Resources website at wmich.edu/hr/jobs. Please note that applications must be submitted online by the stated deadline. Complete application procedures are included with each posting.

Western News

Volume 41 Number 3

EDITOR: Jeanne Baron. CONTRIBUTORS: Cara Barnes, Paula M. Davis, Deanne Puga, Cheryl P. Roland and Mark E. Schwerin. GRAPHIC DESIGN: Tammy M. Boneburg. DISTRIBUTION AND MAILING: Teresa Ventimiglia.

WESTERN NEWS (USPS 362-210) is published by the Office of University Relations, Walwood Hall, Western Michigan University, 1903 W. Michigan Ave., Kalamazoo, MI 49008-5433, every other week during the fall and spring semesters and Summer I session. Periodicals postage paid at Kalamazoo, MI 49008-5165.

POSTMASTER: Send address changes to *Western News*, Office of University Relations, Western Michigan University, 1903 W. Michigan Ave., Kalamazoo, MI 49008-5433.

DEADLINE: Items to be considered for publication should be submitted to the Office of University Relations by 5 p.m. Friday the week preceding publication. Publication dates for the fall semester are **Sept. 4 and 18, Oct. 2, 16 and 30, Nov. 13 and Dec. 4**. Items may be submitted to Jeanne Baron via: email, jeanne.baron@wmich.edu; mail, Campus Mail Stop 5433; phone, (269) 387-8433; or fax, (269) 387-8422.

WMU is an equal opportunity/affirmative action employer consistent with applicable state and federal laws.



WMU earns its sixth consecutive 'military friendly' designation

One of the leading publishers of magazines for veterans and their families has named WMU one of the nation's most Military Friendly Schools for the sixth consecutive time.

The annual Military Friendly Schools list was announced Sept. 23 by Victory Media, which produces such publications as *G.I. Jobs* and *Military Spouse* and has placed the University on its military friendly list since launching the annual assessment six years ago.

Military stories sought for reading

WMU student military veterans from any country are invited to submit a short narrative by Friday, Oct. 17, about their military service for consideration to be readers during a Veterans Day event at noon Tuesday, Nov. 11, in the Lee Honors College. For more information or to submit a narrative, contact wmu-international@wmich.edu.

The military friendly designation is awarded to the top 15 percent of colleges, universities and trade schools "that are doing the most to embrace military students and to dedicate resources to ensure their success in the classroom after graduation."

The annual survey upon which the designa-



tion is based captures more than 50 leading practices used to support military students. These practices include on-campus veterans programs, credit for service, military spouse programs and participation in a variety of military support offerings, such as the Post-9/11 GI Bill, the Montgomery GI Bill and the Yellow Ribbon Program—all of which the University takes part in.

WMU is the school of choice in Michigan for Iraq and Afghanistan veterans, enrolling more of those men and women than any four-year college or university in the state.

For many years, WMU has had an advocacy unit, the Office of Military and Veterans Affairs, specifically empowered to work on behalf of veterans and help them transition from their active duty roles to the life of a student.

In addition, the U.S. Department of Veterans Affairs in 2012 named WMU, along with its partner schools Kellogg Community College and Kalamazoo Valley Community College, the site of Michigan's first VetSuccess on Campus program. That move brought an array of additional services to help ensure the success of veterans.

New police chief named

A WMU graduate and longtime former officer with the Kalamazoo Department of Public Safety is WMU's new top law enforcement official.

Scott R. Merlo began his first day at his new WMU post on Sept. 29. His appointment was approved by the WMU Board of Trustees at its Sept. 30 meeting. He replaces Robert Brown, who is on a one-year leave of absence and plans to retire in January 2015. Blaine Kalafut has been serving as interim chief during the search for Brown's replacement.

Merlo comes to WMU from the police department at Grand Rapids Community College, where he was a lieutenant for two years. Previously, he spent 22 years with KDPS. Merlo served as an executive lieutenant and acting captain from 2007 to 2012. He began his tenure as a public safety officer in the Operations Division and also served as a detective in the Criminal Investigation Division, and as a sergeant and detective sergeant.

University continues earning additional impressive accolades

WMU has received a 2014 Higher Education Excellence in Diversity—HEED—



award, marking the second consecutive year the University has been honored with this national award by *INSIGHT Into Diversity*, the nation's oldest and largest publication that focuses on diversity in higher education.

In addition, an international transportation news source ranks WMU as one of the nation's best places to go to college if students have an electric car.

The HEED award, announced Sept. 16, recognizes U.S. colleges and universities "that demonstrate an outstanding commitment to diversity and inclusion." WMU will be featured along with 82 other recipients in the magazine's November 2014 issue.

In Michigan, WMU and three other public schools were honored: Central Michigan, Grand Valley State and Michigan Tech-



nological universities.

"The HEED award recognizes the accomplishments in the areas of diversity and inclusion, and we never stop

adding new accomplishments and finding new ways to ensure we have a campus that feels welcoming to every individual," says Martha Warfield, WMU vice president for diversity and inclusion.

According to *INSIGHT*, WMU was selected for the award based on its "exemplary diversity and inclusion initiatives and ability to embrace a broad definition of diversity" that includes gender, race, ethnicity, veteran status, and people with disabilities as well as members of the LGBT community.

In the area of electric vehicles, WMU placed fourth on the list of the most "EV friendly" colleges released in September

Continued on page 4

Report details second successful year implementing strategic plan

A report detailing the second successful year of implementing WMU's 2012-15 Strategic Plan has been published online.

The Year Two Year-End Report on Progress and Outcomes is available at wmich.edu/strategic. It details the progress made during the second year of the strategic plan, which is known as The Gold Standard. It also notes technology changes that have improved reporting efficiencies and tracks WMU's planning maturity.

Jody Brylinsky, associate provost for institutional effectiveness, says instead of focusing on the wide array of unit initiatives being implemented, the 2013-14 year-end report aims to show how the results of divisional key performance objectives have been impacting WMU's institutional effectiveness measures and progress toward achieving each of the University's five strategic goals.

"The University should be proud of its growth in utilizing strategic planning for continuous quality improvement," Brylinsky says. "The report reflects a number of significant outcomes from key initiatives in 2013-14."

With this fall's shift to the 2014-15

academic year, the University has moved into the third and final year of the current strategic plan. Brylinsky says major efforts this year will be to communicate successes more broadly to both internal and external communities and to conduct analyses in preparation for revising the plan for 2015-20.

The Gold Standard is a strategic planning document that serves as a guide for decision-making, a lens to make clear WMU's direction and a key to measuring WMU's successes.

Year-end reports reflect the impact associated with work done each year to ensure that the University is learner centered, discovery driven and globally engaged—the plan's three main tenets.

They also detail some of the specific strategies the University embraced to achieve the plan's five major goals, which are to ensure a distinctive learning experience and foster success of students; promote innovative learning, discovery and service; advance WMU as a major research university; ensure a diverse, inclusive and healthy community; and advance social, economic and environmental sustainability practices.

Obituaries



Harris

Carolyn J. Harris, Spanish, died Sept. 20 after being found unresponsive in a YMCA pool. She was 65. Harris had been a faculty member since 1985.

Online remembrances by WMU colleagues are posted at wmich.edu/spanish. Memorial gifts in Harris' name may be made to the Emeriti Scholarship in the Department of Spanish.

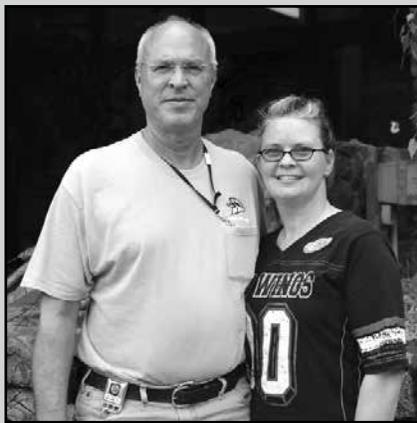


Sievers

Gerald L. Sievers, emeritus in statistics, died Sept. 25. He was 74. Sievers joined the faculty in 1967 and retired in April after 46 years of service.

Visit langelands.com to make a memorial guestbook entry. Memorial gifts may be made to the Gerald Sievers Memorial Fund for the Department of Statistics, payable to the WMU Foundation.

On Campus with Gary and Sherry Sandlin



KEEPING IT TOGETHER
(Photo by Jeanne Baron)

It's easy to find yourself smiling after spending even a little time with Gary and Sherry Sandlin. The husband and wife have an upbeat sense of humor, positive attitude and faith in God that have helped them gracefully weather life's professional ups and downs.

In recent years, both have bounced back from downsizing. Sherry, now a salad maker in the Bernhard Dining Service, had been working in campus dining halls for only three years when she was laid off in the early 2000s. The longtime former waitress went back to waitressing and was so successful that she didn't reapply to WMU until 2007.

Gary, a production line worker for most of his adult life, permanently lost his job with a local manufacturing company. He began working at the University on a temporary basis in 2010 as a fill-in custodian and now is assigned full time to Moore Hall.

"It was a blessing to come to work for Western. Manufacturing is a physical grind. I was cooped up in a factory for 31 years and now I'm caretaker for an entire building," Gary says. "It's been a great place to work. The people and atmosphere are enjoyable. You're like your own boss here, and I'm at a time in my life when I like cleaning."

Sherry, who happily adds that she has "the best housekeeper in the world," confides that she'd rather interact with people than run a vacuum cleaner. "Sometimes you're so busy that all you're worried about is getting your food out on time," she says. "But I work with the best crew of girls. They're so good to me and so patient. And I find the work interesting because we have student employees from so many countries. They share with you their lifestyle. A lot of them call me their American mom. I could take them all home with me."

The Sandlins have two grown sons and live in Paw Paw. They both grew up in that town but didn't meet until Gary was out of high school. "We met on a blind date and that's all I'm saying," Gary quips. "Now we've been married for 37 years."

The couple are big Bronco football fans and enjoy bike riding, spending time with their children and grandchildren, and volunteering with the Full Gospel Apostolic Church.

Gary prefers to be outdoors, working in the yard, riding his bike and hanging out at a Lake Michigan beach. Sherry can be found indoors, designing appliques and patterns that complement a sewing tool she and her sister patented. The two have built a craft business called JesSab at perfectboxbottom.com that's based on the tool, with Sherry indulging her love of sewing while her sister takes care of the business end.

Research university resources being brought to degree-completion compact for Grand Rapids

A Grand Rapids community initiative to double the rate at which Grand Rapids Public Schools graduates earn college degrees has attracted the commitment of WMU.

The effort, championed by Grand Rapids Mayor George K. Heartwell, will identify barriers to degree completion and put community resources to work to overcome those barriers. WMU President John M. Dunn was one of seven college and university presidents who traveled to Grand Rapids Sept. 18 to sign on to a compact, known as "To College, Through College."

"We're delighted to bring the essential research university role to this important community effort," Dunn said. "For more than 100 years, we've been providing higher education opportunity to the Grand Rapids community. We're committed to putting our unique set of resources to work to not only enhance the number of Grand Rapids citizens with college credentials, but also to ensure that every citizen has the access and support necessary to earn those credentials and fulfill their potential as part of a professional workforce."

Joining Dunn at the signing ceremony were the presidents of Aquinas College, Calvin College, Davenport University, Ferris State University, Grand Rapids Community College and Grand Valley State University.

Continued from page 1

Two to receive Distinguished Faculty Scholar Awards

Many also noted that she is well known for her own rigorous scholarship and the support she gives to students and colleagues on and off campus.

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

Jellies' career-long work has generated nearly \$4 million in grant dollars 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.

Continued from page 1

WMU gets \$3.2 million grant

uses mentoring relationships for first-year students to transform WMU's culture and structures to be more supportive of student persistence. The work will be done with the input of students for whom the problem of affordability has been largely eliminated—Kalamazoo Promise students.

"This is about connecting all the disparate initiatives aimed at student success that every institution has and turning them into one strong and successful effort," Beach says.

Additional principals on the effort will be Martha Warfield, vice president for diversity and inclusion, who will serve as the project's senior advisor, and Stephen Magura, director of WMU's Evaluation Center, who will serve as director of evaluation and oversee the overall scientific conduct of the effort.

Continued from page 3

University accolades

by Transport Evolved, a news site based in Great Britain. It centers its rankings on data from ChargePoint, a nationwide network that tracks the availability of EV charging stations.

The top five schools and the number of charging stations they support are the University of California-Davis, 38; Towson University, 36; Santa Clara University, 25; WMU, 22; and the Massachusetts Institute of Technology, 21.