



Western News

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For and about WMU faculty and staff

Trustees set 'annual' meeting date

The next meeting of the WMU Board of Trustees will be Thursday, Jan. 22. It has been designated as the board's formal annual meeting, and newly appointed member Jeffrey Rinvelt, of Ann Arbor, is expected to be sworn in. The time and agenda will be posted closer to the meeting date.

Become a WMU Brand Ambassador

More than 200 employees across campus have earned a certificate for completing all three workshops of the Behind the W Brand Ambassador Program.

The series, available to all faculty and staff members, is intended to strengthen WMU's internal brand-building efforts and to provide employees with knowledge and tools to talk about the University's brand.

All of the three workshops are three hours. They cover "Understanding the WMU Identity," "Understanding WMU Audiences and Ways to Communicate With Them," and "WMU Communication Guidelines and Standards." Register at wmich.edu/behindthew.

Racial Healing initiative posters sought

A consortium of WMU faculty and staff will likely apply to the W.K. Kellogg Foundation for an implementation grant, based on the outcomes of the planning period activities resulting from the Racial Healing planning grant awarded in 2012.

Posters are invited from anyone interested in participating in future Racial Healing initiatives. The deadline for poster submissions is Sunday, Feb. 1.

The posters will be on display Friday, March 20. For details, contact Carla Koretsky at carla.koretsky@wmich.edu or (269) 387-3230.

WMU East Asian Forum April 17

Academic faculty and staff members in West Michigan engaged in ongoing projects and interests related to East Asia are invited to participate in WMU's East Asian Forum Friday, April 17. The panel submissions deadline is Saturday, Jan. 31. Visit wmich.edu/international/events for details and a registration form.

Deadline looming for research grants

Applications for the Faculty Research and Creative Activities Award are due Friday, Jan. 16. Details and application forms are available online at wmich.edu/research/fundingsources-internal.html.

Lecture series invites faculty input

Faculty members are invited to collaborate on a theme and lecture schedule for the spring 2016 Lyceum Lecture Series. Interested faculty members or groups of faculty should contact Carla Koretsky at carla.koretsky@wmich.edu or (269) 387-3230.

Academic program cited as top in nation

The minor in nonprofit leadership and administration has been named the single U.S. program that exemplifies overall best practices in nonprofit career preparation and growth.

Offered by the School of Public Affairs and Administration, the program won this year's Sprint Program Excellence Award from the Nonprofit Leadership Alliance, which announced the accolade during a conference Jan. 7. The alliance is a national organization of more than 40 collaborating universities and nonprofit organizations.

Applications for the 2015 award were by invitation only and required creation of a video (available at nlsawmu.org) and PowerPoint document and a live online presentation. Nonprofit Leadership Student Association members focused their application on recruitment, service learning, internships, the rigor of WMU's program and community involvement.

"The students did a great job with their video, presentation and responses to the questions from the award committee," noted Janice Maatman, campus director for the nonprofit leadership minor.

Among best practices championed by the WMU program, Maatman says, is the opportunity for students to actually award grants to meet community needs. During the 2013-14 academic year, the School of Public Affairs and Administration allocated \$18,000 and the students raised an additional \$2,000 to re-grant \$20,000 to local nonprofits.

Students studied community needs, set priorities, issued requests for proposals, analyzed 23 proposals, completed site visits and held a Nonprofit Celebration. For this year, they have another \$13,000 from the school and have raised an additional \$2,000 so they can award \$15,000 to community organizations in spring 2015.

University of Alabama prof to lead engineering college

Houssam A. Toutanji, professor and chair of civil and environmental engineering at the University of Alabama-Huntsville, will become the new dean of the College of Engineering and Applied Sciences.



Toutanji

The veteran academic leader and researcher will take on the mantle of dean at the start of the 2015-16 academic year July 1. An Alabama-Huntsville faculty member since 1997, Toutanji has been chair of his department since 2008 and has served since 2013 as associate dean for graduate education and research.

He is an accomplished researcher in such areas as concrete and composite structures and has won several UAH teaching and research-related awards.

Before joining the Alabama-Huntsville faculty, Toutanji held a four-year faculty appointment at the University of Puerto Rico-Mayaguez, and he held international visiting professor appointments at France's University of Cergy-Pontoise and Belgium's Ghent University. He also has served as a faculty fellow at NASA's Marshall Space Flight Center and a post-doctoral fellow at Worcester Polytechnic Institute.

Visit wmich.edu/provost and click Administrative searches to read Toutanji's vita.

Council names WMU among America's 10 best green schools

WMU is one of just 10 schools and individuals nationwide honored Dec. 17 by the U.S. Green Building Council's Center for Green Schools, which named the top innovators in school sustainability at all educational levels.

The University was named the 2014 Best of Green Schools recipient in US-GBC's higher education category. The annual awards program is designed to recognize the best environmental efforts in schools across the country. In making the announcement, the council's leadership lauded more than 20 years of WMU sustainability accomplishments in energy conservation efforts, recycling and waste reduction programs, and support of cooperative research into green manufacturing practices.

"Every one of the honorees is a leader, taking risks, setting an example for others, innovating and diligently pursuing a world in which every student attends a green school within the next generation," Rachel Gutter, director of the Center for Green Schools, said in announcing the 10 winners. "The WMU community lives out sustainable values in a unique and powerful way; they are an ideal example of how colleges and universities can set national standards for excellence."



Sangren Hall has 975 rooftop solar panels. (Photo by Andrew Schwallier)

Continued on page 4

Around campus and beyond

Area events slated to honor King

Activities on and off campus to honor Martin Luther King Jr. began today and will continue through April. Recently added is a presentation from 4 to 6 p.m. Monday, Jan. 26, on “Social Justice and the Emerging New Age: A 21st Century Look at Martin Luther King’s WMU Speech” in 159 Bernhard Center. Visit wmich.edu/mlk/events for more events.

Registration underway for classes

Registration is underway for spring semester enrichment classes that are open to the public and begin this month.

The Osher Lifelong Learning Institute is offering 44 low-cost courses and seven trips for mature adults. Institute nonmembers may register beginning Monday, Jan. 19. More details are available at wmich.edu/olli or (269) 387-4200.

The Confucius Institute is accepting registrations for spring Chinese culture courses that begin the week of Monday, Jan. 26. Tuition discounts are available for some WMU employees. More details are available at wmuconfucius.org or (269) 387-3784.

Entrepreneur to make presentation

Daniel Bowen, founder of Dempsey Ventures, will speak at 8 a.m. Friday, Jan. 16, in 2150 Schneider Hall. Dempsey is an active holding company with a focus on medical products. The event is free and begins with breakfast at 7:30 a.m. Reservations are required and can be made at wmich.edu/business/e-rvsp or (269) 387-6059.

APA schedules quarterly meeting

The Administrative Professional Association will hold a general membership meeting from noon to 1 p.m. Thursday, Jan. 22, in 105-07 Bernhard Center. All APA-eligible staff members are invited.

Humanities center sets spring talk

Nellie Herman, author of the novel “The Cure for Grief,” will speak on “Creative Writing and the Capacity for Empathy” at 7 p.m. Thursday, Jan. 29, in the Dalton Center Recital Hall.

Seita Scholars director to speak

Chris Harris, director of the Seita Scholars Program, will discuss “Fostering Success Through the WMU Seita Scholars Program” at 8 a.m. Friday, Jan. 30, in 2150 Schneider Hall. The event is free and begins with breakfast at 7:30 a.m. Reservations are required and can be made at wmich.edu/business/mercantile-rsvp or by calling (269) 387-6059.

New speaker series beginning

Anita Hill, who captivated the nation with her testimony of sexual harassment directed at then-U.S. Supreme Court nominee Clarence Thomas, will launch the “Raise Your Voice” speaker series with a talk on gendered violence in society and law and on college campuses at 7 p.m. Tuesday, Feb. 3, in Kalamazoo’s Chenery Auditorium. Also, the documentary, “Anita: Speaking Truth to Power,” will be shown Thursday, Jan. 29, in the Alamo Drafthouse. For details, visit wmich.edu/honors/events/raise-your-voice.

Staffer named optometry fellow

Matthew Johnson, Unified Clinics, has achieved the prestigious fellowship accreditation “FAAO” recognizing him as a Fellow of the American Academy of Optometry.



Johnson

The designation signifies that Johnson has met rigorous qualifications involving presenting written and oral case studies, being evaluated through interviews and clinical assessment, and meeting the highest educational and licensure standards.

He instructs graduate students in blindness and low vision as well as provides comprehensive low-vision optometric care through the Vision Clinic in WMU’s Unified Clinics and was recognized in 2011 as Young Optometrist of the Year.

National organization recognizes prof

Debra K. Lindstrom, occupational therapy, has been chosen to receive the American Occupational Therapy Association’s Roster



Lindstrom

of Fellows Award. The honor will be presented at the organization’s 2015 Annual Conference and Expo April 18 in Nashville, Tennessee.

The Roster of Fellows recognizes AOTA members who, with their knowledge and expertise, have made a significant contribution to continuing the education and professional development of fellow members.

In particular, Lindstrom will be recognized for her contributions as a clinical reasoning champion, educator, researcher, mentor and advocate.

Service

The following faculty and staff members are recognized for 45, 35, 30, 25, 20, 15, 10 and five years of service during January.

45 Years—Kai M. Chapman, development and alumni relations.

35 Years—Luann Bigelow, accountancy; Barbara S. Liggett, public affairs and admin-

istration; Darla J. Manion, maintenance services; Miguel A. Ramirez, multicultural affairs; and Thomas K. Ramsdell, logistical services.

30 Years—Sharon L. Carlson, University Libraries; and Timothy Mader, maintenance services.

25 Years—Ila M. Baker, Center for English Language and Culture; Amy M. Birch, building custodial and support services; Marc P. Fawley, building custodial and support services; and Bradley F. Morgan, information technology.

20 Years—Bonnie K. Bell, building custodial and support services; Renee Moore, Sindecuse Health Center; Thomas F. Penar, building custodial and support services; and Connie Slater, building custodial and support services.

15 Years—Gail L. Allen, Davis Dining Services; Brian D. Camell, online education; Shirley E. Greer, building custodial and support services; Robert P. Harper, information technology; and Michelle L. Loedeman,

accounts receivable.

10 Years—Rachel E. Colingsworth, student financial aid and scholarships; Sarah Gaines, Sindecuse Health Center; Ryan Manning, intercollegiate athletics; Christopher Putti, maintenance services; Amy L. Routhier, development and alumni relations; Tara M. Severino, Haenicke Institute; Tiffany B. White, diversity and inclusion; and Traci R. Young, Facilities Management.

Five Years—Matthew L. Bellinger, maintenance services; Mallory J. Bourdo, Registrar’s Office; and Troy A. Wiessner, building custodial and support services.

United Way celebration slated

A celebration at 4 p.m. Friday, Jan. 30, in the Gilmore Theatre Atrium will mark the end of WMU’s campus United Way campaign.

As of early January, students, employees and retirees had pledged more than 93 percent of the campaign’s goal of \$282,335. That goal number represents all certificates and degrees awarded to WMU graduates since 1904, including the anticipated number of degrees to be awarded for 2014-15.

The campaign to “Change the Story” for recipients of local United Way funds is continuing to collect pledges. Contact wmu-united-way@wmich.edu for details.

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WESTERN MICHIGAN UNIVERSITY

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.

Some 1,000 staff members respond to request for job details

By the start of 2015, 1,033 staff members had responded to a Human Resources request by submitting a job content tool that provides detailed information for use in WMU's ongoing Staff Compensation Project.

The project is a study of the Staff Compensation System that is expected to be finished June 30. To aid in the study, all professional, administrative, clerical and technical employees in the system's 1,270 positions were invited in November to complete a job content tool outlining their positions' major responsibilities. More than 81 percent of affected employees responded.

"The response from employees campuswide was tremendous," says Jan Van

Der Kley, vice president for business and finance. "People responded quickly, fully and thoughtfully. The level of input we received will make the final study outcome more valuable and reflective of our campus environment."

In addition to the employee job content submissions, supervisors submitted comments on 772 positions. On Jan. 5, both sets of information were sent to Aon Hewitt, an external national consulting firm employed by the University to assist with the study. The deadline for supervisory comments to be submitted has been extended to Thursday, Jan. 15, and material received by that date also will be forwarded to the firm.

A PDF list of positions for which a job content tool was received is available at <http://bit.ly/1xQ1r6h>. Positions are listed by position number, job title, department and executive area. Each includes a notation about whether supervisory comments were received. Employees who submitted a job content tool but do not see their position on the list should contact the H.R. compensation team at hr-compensation@wmich.edu.

H.R. also is maintaining a project website at wmich.edu/hr/compensationproject that outlines the Staff Compensation Project's goals and timelines and includes project updates.

The project marks the first time since 2000 that the University has systematically studied compensation levels for campus positions and benchmarked them against similar positions in the job market.



Honoring 25 years at the University—

Among the 53 employees who were inducted into the 25 Year Club during a Dec. 2 gala were, from left: Alan C. Poole, information technology; Cherie S. Neumann, building custodial and support services; Kandeiss-Toi Ross, Human Resources; and Joshua Naranjo, statistics. (Photo by Mike Lanka)

Tobacco cessation assistance for students, employees extended

After its first successful semester as a tobacco-free campus, WMU is extending its offer of support for students and employees who want to reduce their tobacco use.

WMU will cover the out-of-pocket cost up to \$150 of over-the-counter nicotine replacement therapy or FDA-approved tobacco cessation prescriptions purchased at the Sincuse Health Center Pharmacy for eligible WMU students or employees. The program, which was launched in 2014 in preparation for WMU's Sept. 1 implementation of tobacco-free status, originally was set to end at the close of 2014. Instead, it has been extended to Dec. 31, 2015.

The number of students and employees who took advantage of the benefit in 2014 was 95. According to the Tobacco-Free Policy implementation committee led by Cari Robertson, Sincuse Health Center, and Amy Seth, University Recreation, the rate at which people were using the benefit was increasing at the end of the year.



Trustees approve retirements of 13 employees

The retirements of four faculty members and nine staff members were approved by the WMU Board of Trustees during its Dec. 18, 2014, meeting.

Trustees also signed off on six faculty resignations as well as the return of one administrator to the faculty.

All of the faculty members who are retiring are doing so with emeritus status. Their names, positions, years of continuous service and effective dates of retirement are: Carol J. Crumbaugh, teaching, learning and educational studies, 17 years, effective April 30, 2019; Marianne Frauenknecht, human performance and health education, 25 years, effective June 30; Dennis D. Pence; mathematics, 36 years, effective April 30, 2020; and Joseph W. Petro Jr., engineering design, manufacturing and management systems, 22 years, effective Jan. 1, 2016.

The staff members retiring are: Chad H. Avery, landscape services, 22 years, effective Sept. 30, 2014; Brenda L. Boerger, Sincuse Health Center, 14 years, effective Nov. 17, 2014; Robert J. Brown, public safety, 41 years, effective Jan. 15; Daniel J. Chapo,

associate vice president for finance's office, 12 years, effective Dec. 31, 2014; Nancy J. Johnson, associate vice president for finance's office, 35 years, effective Dec. 31, 2014; Judy A. Northey, cash operations, 12 years, effective Oct. 31, 2014; Valerie K. Simmons, building custodial and support services, 27 years, effective Aug. 5, 2014; Theodore L. Skartsiaris, Burnham Dining Service, 37 years, effective Dec. 31, 2014; and George Wilson, maintenance services, 26 years, effective Oct. 20, 2014.

The faculty members resigning are: George H. Brown, College of Fine Arts and theatre, effective Jan. 2; Laila Cure, industrial and entrepreneurial engineering and engineering management, effective Dec. 21, 2014; Andrea Grant-Friedman, sociology, effective Dec. 21, 2014; Nicholas Margelis, Center for English Language and Culture for International Students, effective Dec. 21, 2014; Christopher S. Smith, geography, effective Dec. 21, 2014; and Nathan Venske; communication; effective Oct. 17, 2014.

Now is good time to make use of SRC membership benefit

Those who are not already members of the Student Recreation Center are encouraged to activate their membership now.

Benefits-eligible faculty and non-bargaining staff are eligible to become members and pay nothing more than the taxes on \$270. There is no charge for emeriti and retirees.

Memberships run from Jan. 12 through Jan. 11, 2016. The building may be used anytime during its normal Monday-through-Sunday business hours. To sign up, go to wmich.edu/rec and click the Facility access icon then the membership form for benefits-eligible faculty and staff or emeriti and retirees. Completed forms now may be submitted online.

The SRC is a convenient way to maintain a healthy lifestyle. For more information, to arrange for a presentation in a campus office, or to schedule a tour, contact Cindy VanderWoude at cindy.vanderwoude@wmich.edu or (269) 387-3115.

Obituaries

Editor's note: Visit wmich.edu/news/obituaries for guestbook and other details.

Marjorie E. (Long) Clum, a former staff member for 17 years in admissions, died Dec. 11 in Livonia. She was 96.



Robinson

Frank B. Robinson, emeritus in speech pathology and audiology, died Dec. 1 in Kalamazoo. He was 100. Robinson succeeded Charles Van Riper in 1966 as head of the Department of Speech Pathology and Audiology and retired in 1980.



Woodward

Peggy A. Seals, a former staff member in the residence hall system, died Dec. 20. She was 78.

Dawn Southworth, a former staff member and administrator in student financial aid and scholarships for more than 30 years, died Aug. 9, 2014. She was 70.

Charles F. Woodward, emeritus in industrial and manufacturing engineering, died Dec. 12. He was 81.

On Campus with Lisa Garcia



TAKING CARE OF BUSINESS
(Photo by Jeanne Baron)

Area businesses that want to move forward but don't have all the expertise or resources to do so benefit from getting in touch with Lisa Garcia, director of the Business Connection.

Garcia came to WMU in March 2012 with the launching of that unit, which is located in Schneider Hall and partially funded by a Michigan Economic Development Corp. grant.

"I'm really serving as a one-stop shop for businesses that are looking to engage with Western but perhaps don't know where to start," Garcia says. "I act like a concierge. I can help them find the right faculty expert or student intern, or at least direct them to the place where they can get what they need."

The Business Connection grew out of the Michigan Corporate Relations Network, a statewide initiative aimed at putting higher education resources to work to create jobs. WMU and Michigan's other research universities belong to MCRN, disbursing matching grant funds to small companies and sharing their experts with businesses across the state.

In addition, through an initiative spearheaded by JoAnn Atkin, marketing, the Business Connection operates a student intern consultancy that works like a professional marketing agency. Non-WMU companies may hire the consultancy and work with WMU students as well as Atkin and Garcia for a lower cost than traditional agencies charge. In return, the students get to lead real-world projects that they can put on their resumes.

"The consultancy isn't something that was originally planned for the Business Connection office, but it's a win-win for everyone. It's one more way that we can help," Garcia says. "I love helping people solve their problems. It's so rewarding."

She adds that her office is open to all WMU colleges and departments and works closely with WMU's growing cadre of business support units as well as the southwest Michigan regional Small Business Development Center sited in Schneider Hall. "I can find answers here or through MCRN and can help people make the right connections," she stresses.

Garcia is vice president of the Kalamazoo Literacy Council Board of Directors and says the issue of literacy is one of her big passions. She is a member of the Rotary Club of Kalamazoo and WMU's Latino Employees Association and has been a mentor for WMU's College Assistance Migrant Program. Garcia and her husband live in Portage and recently had their first child. In her spare time, she enjoys reading fiction and nonfiction and watching movies, including art and independent productions.

NASA scientist to present talk on Rosetta Mission

A member of the science team for the European Space Agency's successful Rosetta Mission to a comet will speak about the mission from 2 to 3:30 p.m. Friday, Jan. 16.

Essam Heggy will present "The Rosetta Mission: The Historic Moment in Modern Space Exploration" in the Fetzer Center's Kirsch Auditorium. A reception will follow.

Heggy, who will be taking a faculty position in WMU's Department of Geosciences in August, is part of Rosetta's CONSERT radar experiment team. He works at the NASA Jet Propulsion Laboratory and is a visiting associate in geology at the California Institute of Technology.



Heggy

Interim campuswide policy on sexual misconduct now in effect

After months of analysis and measuring federal guidelines against current campus practices, WMU has implemented a new interim policy designed to ensure seamless reporting and support for members of the campus community who believe they have been the victims of sexual misconduct.

The WMU Sexual and Gender-Based Harassment and Violence, Intimate Partner Violence, and Stalking Interim Policy and Procedures were formally implemented Jan. 13 and will remain in effect until a final version of the policy is in place for fall 2015. The policy will be finalized following a period of feedback from WMU students and employees. An anonymous external feedback site has been set up to gather such input.

A new website—wmich.edu/sexual-misconduct—outlines the policy and procedures and offers a link to download

the complete 35-page policy document. A second critical document on that website outlines campus and community resources for complainants who need to know the public safety, medical and counseling services ready to assist them.

The new sexual misconduct policy streamlines and consolidates the reporting and investigation structure into the Office of Institutional Equity and reaffirms the campus stance of always urging a complainant in a sexual violence case to report that violence to law enforcement officials.

It outlines respondents' rights and responsibilities, lists carefully defined terms, and tackles the issue of confidentiality and employee responsibility to report wrongdoing.

Visit surveymonkey.com/s/Western-Mich_TitleIX to anonymously comment on the new policy and procedures.

General education events set

WMU will launch a spring series of panel discussions about general education with two expert-led events this month.

The forums are free and open to the public. They will be held from noon to 1:30 p.m. in the Bernhard Center.

- "Engaged Learning: Lessons From Our Own Classrooms" is set for Wednesday, Jan. 21, in Room 208. It will be led by Megan Grunnert, chemistry; Denise Keele, political science; Gwen Tarbox, English; and Maarten VonHoff, biological sciences.

- "Profiles of Future WMU Students" is set for Tuesday, Jan. 27, in Room 204. It will be led by Associate Provosts Dawn Gaymer, Wolfgang Schlör and Christopher Tremblay.

Visit wmich.edu/news/2015/01/20894 for more information.

Continued from page 1 Council names WMU

The award means WMU will receive recognition from the council throughout the coming year and have access to a Green Classroom Professional Certificate Program. That program is a tool to help school staff and educators identify what supports or impedes healthy, resource-efficient and environmentally sustainable learning spaces.

Visit centerforgreenschools.org/bestof2014 for more information.