



Western News

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For and about WMU faculty and staff

Nominations for 2015 Distinguished Alumni Awards program due March 1

The WMU Alumni Association Board of Directors is seeking nominations for the 2015 Distinguished Alumni Awards by Sunday, March 1. The award, typically given the weekend of Homecoming, is the University's highest honor for alumni.

A nomination form and guidelines are available at mywmu.com/danomination. For more information, contact Hardy Figueroa at hardy.figueroa@wmich.edu or (269) 387-8774.

Next employee mixer scheduled

All faculty and staff are invited to a casual Fridays with Friends mixer that will be part of Part-time Instructors Appreciation Week. The event will take place from 4 to 6 p.m. Friday, Feb. 27, in the Fetzer Center. Complimentary light hors d'oeuvres and a cash bar will be available.

Language lessons offered to youths

The Soga Japan Center is offering beginning Japanese language lessons for middle school and high school students. The fee is \$50 for five lessons, which will be held from 4 to 4:50 p.m. Thursdays, March 19 through April 16, in 3030 Brown Hall. For more information, contact the center at (269) 387-5890.

New sustainability award launched

The Office for Sustainability is accepting nominations through Monday, March 16, for its new Sustainability Champion Awards, which highlight the contributions of WMU students and employees who inspire innovation while helping to build a diverse and flourishing learning community around sustainability.

To make a nomination, visit wmich.edu/sustainability/projects and click Projects and Initiatives. Award winners will be announced during the WeSustain Community Celebration to be held Thursday, April 16, in the Office for Sustainability.

Deadline near for staff award program

Nominations for the spring round of Make a Difference awards are due Saturday, Feb. 28. The peer-to-peer program recognizes staff for their accomplishments and exceptional service to the University. Visit wmich.edu/makeadifference for details.

International students can get tax help

Help with filing U.S. federal income tax returns is available to WMU foreign students, scholars, researchers and trainees as well as their dependents who are nonresident aliens.

Assistance is provided via the Glacier Tax Prep software available on the International Admissions and Services website. Users can access the system by visiting wmich.edu/internationaladmissions/glaciertax and entering their Bronco NetID and password.

Compensation project getting closer to rollout

WMU moved closer to the rollout of a new compensation structure for nonbargaining staff members this week.

National consultants from Aon Hewitt, a consulting firm employed by the University to assist in the effort, spent time on campus reviewing with managers and supervisors the first drafts of job classifications based on extensive input from employees.

A new classification structure is being developed, and the various WMU job descriptions are being benchmarked using local, regional and national market surveys. As of Jan. 20, more than 1,050 of the 1,270 individuals in the employee groups involved had filled out and submitted detailed descriptions of their job responsibilities.

Since then, Aon Hewitt has been integrating that employee-provided information with data it had already gathered from the University.

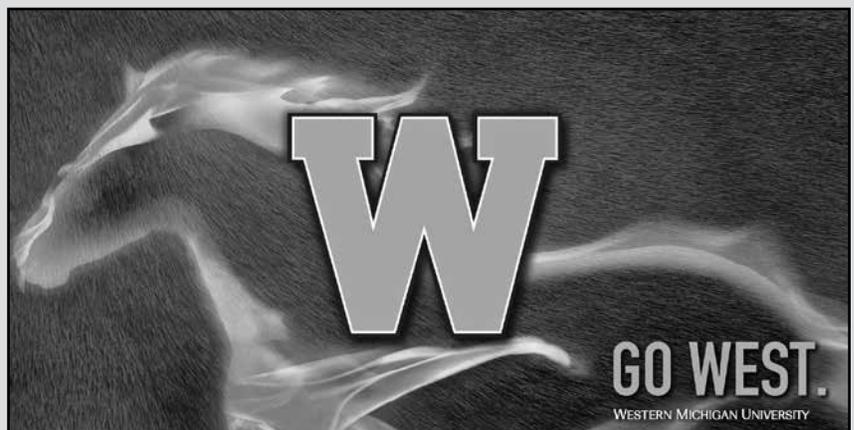
In addition to the market surveys, the qualities being used to evaluate positions include such internal factors as impact,

reporting structures and the leadership demands inherent to each position. External factors being considered include the ability of the University to recruit and retain people with the necessary skill sets.

"The project is moving swiftly toward completion, now," says Jan Van Der Kley, vice president for business and finance. "Because we continue to have extensive positive input from people across the campus, the final structure is beginning to take shape. We're beginning to plan the process of sharing the overall plan with the campus as well as providing individual employees with the information specific to their positions."

For two days this week and again Tuesday and Wednesday, March 3-4, Aon Hewitt representatives are joining Human Resources personnel to meet with individual unit leaders from across the campus to answer job-specific questions triggered by employee feedback as well as share draft material based on that feedback and market studies.

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Award winner—A two-sided informational admissions poster that can double as wall art has won a 2015 Gold Education Advertising Award. The recruiting tool was designed by Kim Nelson, university relations, as part of the Go West campaign. Sponsored by the Higher Education Marketing Report, this competition is the country's largest for education advertising. Of the 22 pieces honored in the "search piece" category, only 10 earned gold. Six entries received silver awards and six received bronze.

Report details progress to date in strategic plan's 3rd year

WMU has embraced strategic planning and is becoming more mature in integrating it into the institutional culture, according to a mid-year report released in January detailing this year's progress in implementing the 2012-15 WMU Strategic Plan.

The Mid-year Report is for year three of the current plan and is available at wmich.edu/strategic. The strategic plan is in its final year and will be updated this summer and fall, with a 2015-20 version to be implemented in January 2016.

Jody Brylinsky, associate provost for institutional effectiveness, says the Mid-year Report describes where WMU is in terms of implementing recommendations made at

the end of 2013-14 and implementing the priority initiatives identified for 2014-15 by the University's senior leadership.

Overall, Brylinsky says, significant progress has been made regarding the previous year's recommendations. With strategic planning now more integrated into WMU's culture, she says improvements are being realized especially in areas that make the planning process more efficient and easier to navigate.

"For instance, we've been able to reduce the number of Tactical Actions Communities and Project Action Teams that are needed and been able to develop a more centralized reporting system that will allow for more

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Around campus and beyond

Frostic Reading Series continues

Jericho Brown, an American Book Award winner from Emory University, will read from his works at 8 p.m. tonight in the Little Theatre. The event is free and open to the public and part of the spring 2015 Gwen Frostic Reading Series.

Autism center executive to speak

Jeana Koerber, clinical director at the Great Lakes Center for Autism Treatment and Research, will speak at 8 a.m. Friday, Feb. 27, in 2150 Schneider Hall as part of the Mercantile Bank of Michigan Breakfast Speaker Series.

Koerber will discuss "Enabling Children to Reach Their Full Potential Through Evidence-based Practice." The free event begins with breakfast at 7:30 a.m. Reservations are required at wmich.edu/business/mercantile-rsvp or (269) 387-6059.

The spring series also will feature WMU's Ed Mayo, emeritus in marketing, and John Weitzel, marketing, speaking on "Branding and the Baseball Fan Experience" Friday, March 27.

Visit to Islamic center planned

A public visit to the Kalamazoo Islamic Center at 1520 W. Michigan Ave. has been planned for 5 to 7 p.m. Tuesday, March 3. In addition to a tour of the center, there will be a program at 5:30 that includes a talk by the imam and a question-and-answer session followed by refreshments. The event is being hosted by the Kalamazoo Islamic Center and WMU's Islam Global Forum, Department of Comparative Religion and Muslim Student Association.

Sustainability focus of March talks

The spring 2015 Lyceum Lecture Series continues with lectures Wednesday, March 4, 18 and 25. The lectures are free and open to the community and unless otherwise noted, take place from noon to 1 p.m. in the Lee Honors College lounge. Scheduled are: March 4, 12:30 to 1:30

p.m., "Fuel Cells and Hydrogen Energy for Sustainability" by Bade Shrestha, mechanical and aerospace engineering; March 18, "Are Renewables the Right Alternative? A Critique of Alternative Energy" by Brian Petersen, environmental and sustainability studies; and March 25, "Politics of Energy" by Jack Schmitt from the Michigan League of Conservation Voters and Sarah Mullkoff from the Michigan Environmental Council.

Raise Your Voice talks slated

Feminist author and activist Soraya Chemaly will speak on "Effecting Change through Social Media" at 7 p.m. Tuesday, March 3, in 2000 Schneider Hall as part of the Lee Honors College's new "Raise Your Voice" speaker series.

In addition, an earlier talk canceled due to severe weather has been rescheduled. Anita Hill, the woman who captivated the nation with her testimony of sexual harassment directed at then-U.S. Supreme Court nominee Clarence Thomas, will speak at 7 p.m. Monday, April 13, in Kalamazoo's Chenery Auditorium.

Conservator to give Loew Lecture

Nancy Turner, conservator of manuscripts at the J. Paul Getty Museum and one of country's leading conservators of medieval codices, will give this year's Cornelius Loew Lecture in Medieval Studies at 5:15 p.m. Thursday, March 19, in 1010 Fetzer Center. Her talk is on "Illuminare: The Uses and Embellishment of Gold and Other Metallic Leaf and Inks in Medieval and Renaissance Manuscript Painting."

Event highlights racial healing grant

A W.K. Kellogg Racial Healing Planning Grant Symposium is set for 9 a.m. to 5 p.m. Friday, March 20, in the Fetzer Center. Attendees will learn about the projects being funded by the racial healing grant and be part of planning for the future. Visit wmich.edu/honors/events/symposium for details.

Chair receives national award

Yuanlong Liu, interim chair of human performance and health education, has been selected to receive the R. Tait McKenzie



Liu

Award from the SHAPE America: Society for Health and Physical Educators. It will be presented during the 2015 SHAPE America National Convention Tuesday through Saturday, March 17-21, in Seattle.

An annual award, it goes to SHAPE America members who are highly regarded by their professional peers and have demonstrated distinguished service through work outside the normal work of the association.

SHAPE America is the largest organization of professionals involved in school-based health, physical education and physical activity, who are dedicated to teaching and promoting active, healthy lifestyles.

CELCIS faculty member co-writes book

Patrick T. Randolph, Center for English Language and Culture for International Students, has co-written a book as well as



Randolph

won an award from the TESOL International Association.

His book, "Cat Got Your Tongue? Teaching Idioms to English Learners," was co-written with Paul McPherron from the City University of New

York and released last year.

In addition, a state conference session Randolph gave in 2013 on a teaching method he has developed, "Breaking the Ebbinghaus Curse: A Guaranteed Technique for Vocabulary Acquisition," was nominated for and accepted as a Best of Affiliates session for the 2015 TESOL International Convention and English Language Expo Wednesday through Saturday, March 25-28 in Toronto.

Randolph is one of just seven people selected from about 5,300 presenters worldwide to win the affiliates award and be an invited speaker at the convention. Plus, this is only the second time Michigan has been so honored and the first time for WMU.

University poet pens new collection

Judith Rypma, English, has written a new collection of poems titled "Amber Notes" and will read from the volume at 8 p.m.



Rypma

Monday, March 30, in 3025 Brown Hall. The book was published by FutureCycle Press in January.

"[Rypma] recounts a happy childhood, the joys and terrors of sexuality and a mature woman's

wanderlust," says her English department colleague Richard Katrovas. "'Amber Notes' is a world traveler's homage to the dance of permanence with transience. An insect in amber is the perfect emblem for this dance, and the image recurs throughout the book."

Rypma has published more than 150 poems in literary journals, as well as six chapbooks. They include "Sewing Lessons" as well as a collection of poems tracing the history and mystery of the eighth wonder of the world in "Looking for the Amber Room."

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W WESTERN MICHIGAN UNIVERSITY

Social event set for alumni

MyWMU is hosting a social evening in downtown Kalamazoo for WMU alumni and friends from 6 to 8 p.m. Wednesday, March 18, in the Music Tavern (the back room) of Bell's Brewery Eccentric Café.

Those attending will receive two complimentary drinks and special access to a Bronco-themed improv show that will be staged by Crawspace Theatre Productions from 7 to 8 p.m.

Admission is \$10 per person, and menu items will be available for purchase. Register at MyWMU.com/bellsimprov or by calling the MyWMU Concierge at (269) 387-8746.

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.

Center for Disability Services awarded top-level accreditation

The Center for Disability Services has received the highest level of accreditation from a national organization that promotes quality, value and optimal service outcomes.

CARF International has accredited the disability services center's Community Integration, Services Coordination, Supported Living and Adult Day Services programs for the maximum period of three years.

The center has been providing services to adults with disabilities for more than 30 years, in addition to providing valuable learning experiences for WMU students and interns.

Receiving a three-year accreditation means that the organization has put itself through a rigorous peer review process. It also means that during an on-site visit by a team of surveyors, the center demonstrated its commitment to offering programs and services that are measurable, accountable and of the highest quality.

CARF is an independent, nonprofit accrediting body that was founded in 1966 as the Commission on Accreditation of Rehabilitation Facilities.

CAS names two interim associate deans

Jonathan Bush and Sherine Obare were named interim associate deans in the College of Arts and Sciences Feb. 11. Their appointments will last through Dec. 31.



Bush



Obare

Bush, chair and professor of English, will oversee a portfolio that includes student and faculty engagement, enrollment management, and curriculum development.

Obare, associate chair and professor of chemistry, will oversee the college's efforts in global engagement, diversity and inclusion, and strategic planning.

Their appointments were announced in a message to faculty and staff members in the College of Arts and Sciences by Keith Hearit, the college's interim dean.

The duo replaces Edwin Martini, history, and Cathryn Bailey, gender and women's studies, who stepped down earlier this month and returned to the faculty.

Higher ed reform expert to speak, hold workshops

An international speaker on higher education reform, public policy and the humanities will be on campus Thursday, March 19, for a daylong series of conversations and a keynote address on the reform movement in higher education.

The visit by Paul L. Gaston III, Trustees Professor at Kent State University, is part of a series of spring events focusing on general education organized by



Gaston

the Faculty Senate's Ad Hoc Committee on General Education.

Gaston will present his keynote address, titled "One Word Behind Student-centered Curricula (It's Not 'Plastics')," at 4 p.m. in the Fetzer Center's Kirsch Auditorium.

Prior to that, he will conduct three drop-in workshops in 211 Bernhard

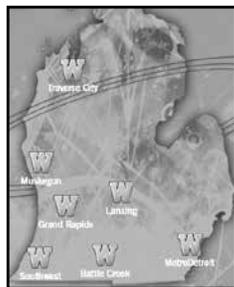
Center that are open to public but geared toward faculty members. The planned workshops are "50 Potholes to Gen Ed Reform: The Politics and Promise of Campus Change," 9 to 10 a.m.; "Scaffolding a New Curriculum: Current Best Practices," 1 to 2 p.m.; and "The Classroom Paradigm Shift: From Content Delivery to Facilitating Learning," 2 to 3 p.m.

EUP expands professional development offerings

Beginning this semester, WMU is offering an expanded catalog of noncredit program courses to the public in Kalamazoo, Grand Rapids and online.

Registration is currently open for spring sessions of Business and Conversational Spanish, Chinese Business and Culture, a three-course suite of business communications classes, and test preparation courses for the Graduate Record Exam and Law School Admission Test.

The programs are being offered through Extended University Programs' professional development office. The office provides noncredit courses and programs that allow professionals from a range of fields to develop new skills, enhance their professional profile and achieve professional certification. Individuals also earn Continuing Education Units required for establishing or renewing professional certification.



Business and Conversational Spanish focuses on developing language skills, as well as understanding cultural and social nuances. Chinese Business and Culture focuses on fundamental language skills and practical knowledge necessary for business and cultural interactions in China.

The test preparation courses prepare participants to take either the GRE or LSAT, which are required exams for many graduate programs and law school admission. The GRE Prep course is offered online and will be taught in both English and Chinese, making it a good option for potential Chinese-speaking graduate students for whom English is a second language.

In addition to the current programs, future offerings will consist of courses in areas such as leadership, education and professional certification, just to name a few.

For more information, visit wmich.edu/extended/professional and click the Available Courses link.

Beltline facility being renovated

Downtown Grand Rapids started seeing an influx of WMU students in January with closure of Extended University Program's Beltline location for seven months of extensive renovations.

"The renovations to the Beltline location will provide an enhanced workspace for students as well as opportunity for growth," says Joe Wilson, director of conferences and facilities for WMU-Grand Rapids.

The \$5.5 million Beltline project includes new classrooms, a computer lounge, family restrooms, additional seating, new lighting and modernized furnishings throughout the location.

During the work, some 550 Grand Rapids-area students will take classes at WMU's downtown location. All classes in Grand Rapids for summer 2015 will also be held at the downtown location. The East Beltline location will reopen in August.

Obituaries



Curtis-Smith

Curtis Curtis-Smith, emeritus in music, will be honored during a School of Music tribute concert at 7:30 p.m. today, in the Dalton Center Recital Hall. A reception will follow the free concert.

As previously reported, Curtis-Smith died Oct. 10 at age 73.



Hamner

H. Nicholas Hamner, emeritus in history, distinguished scholar, and longtime volunteer and philanthropist, died Feb. 15. He was 92. Hamner joined the faculty in 1956 and retired in 1992.

Conference marking 50 years

WMU's highly respected Food Marketing Conference will celebrate its 50th anniversary with a conference program that "rivals any in the history of the event," organizers say.

Annually attracting more than 600 industry leaders from across the United States, the two-day conference will be held Monday and Tuesday, March 16 and 17, in the Radisson Plaza Hotel in downtown Kalamazoo.

The conference will feature Al Carey, chief executive officer of PepsiCo Americas Beverages, as a keynote speaker.

Other highlights include presentations and sessions on current hot topics in the food and consumer package goods industries by additional high-powered speakers.

Registration is ongoing at foodmarketingconference.com.



Lee

A memorial service is set for 3 p.m. Saturday, Feb. 28, in the Kiva Auditorium at Friendship Village in Kalamazoo. Gifts may be made to WMU's Hamner History Undergraduate Scholarship.

Carl E Lee, who with his late wife Winifred Lee was the namesake for WMU's honors college, died Feb. 22. He was 96.

A Kalamazoo broadcast pioneer, Lee had a long-standing relationship with WMU and was active in local civic and business affairs.

A memorial service will be held at 10:30 a.m. Saturday, March 14, in the Lee Honors College.

On Campus with Lee Ryder



WORLDLY AND IMMIGRATION WISE
(Photo by Deanne Puca)

WMU's international community has grown almost 60 percent over the past five years, as students, faculty and scholars from around the world come to the University to teach, learn and share.

Obtaining visas and the necessary documents to make these visits possible is the job of Lee Ryder, WMU's immigration officer, and a staff of four immigration advisors in the Haenicke Institute for Global Education.

Serving as a liaison to the international community concerning visa and immigration matters, Ryder helps support global engagement, one of WMU's main pillars.

"My interests are with working with people with diverse views and from different cultures," she says. "I became interested in immigration law during law school and also knew I wanted to work in a university setting."

She is a resource for WMU academic units on all immigration issues, and her responsibilities include managing the Immigration Services unit, which provides immigration advising and services to currently enrolled international students, visiting scholars, foreign-national faculty and staff members, and their WMU hosting or sponsoring departments.

Ryder came to WMU six years ago in her current position, after obtaining her Juris Doctorate from what is now the WMU Cooley Law School and being admitted to the State Bar of Michigan and the U.S. District Court of the Western District of Michigan. In 2012, she also was admitted to the U.S. Supreme Court.

She served as an associate editor of the *Cooley Law Review* and earned a bachelor's degree in pre-law studies from Rivier College in Nashua, New Hampshire. Now, Ryder is a member of the American Immigration Lawyers Association and the National Association of College and University Attorneys.

Originally from Massachusetts, she has lived in Portage for 15 years and has two sons, one who is a sophomore at WMU and another who is graduating from Portage Central High School this spring and will attend WMU in the fall.

Besides keeping up with her sons' activities, she enjoys downhill and cross-country skiing, ice skating and spending time outdoors in general.

University reaches reverse transfer pact milestone

WMU recently reached the milestone of becoming only the second school in the state to have reverse transfer agreements with all 28 community colleges in Michigan.

That status was confirmed by the Presidents Council, State Universities of Michigan after WMU inked its latest agreement with Bay deNoc Community College in Escanaba.

The Presidents Council also has confirmed that WMU is the first Michigan school to sign with a college out of state. The University has one out-of-state reverse transfer partner, the College of DuPage in Illinois.

"For decades, WMU has been a transfer-friendly destination. This effort reaffirms

our commitment to transfer students and our support of degree completion in the state of Michigan," says Christopher W. Tremblay, associate provost for enrollment management at WMU.

Reverse transfer agreements are tailored to each institution and allow students to begin their studies at the community college level, transfer to WMU and still earn an associate degree using WMU credits to complete their degree requirements.

Since WMU signed its first reverse transfer agreement in 2011, more than 1,600 students have been identified and informed they are candidates to receive an associate degree from their community college.

Compensation project getting closer to rollout Continued from page 1

Once all of the questions are answered and managers and supervisors have had an opportunity to review and comment on the first draft of the new structure and initial slottings, the Aon Hewitt team will go back to work, finalizing slotting the WMU positions into an overall structure with categories and compensation levels drawn from some 30 different market studies the firm has identified to provide market comparisons for the various WMU roles.

Those studies range from national higher education surveys to discipline-specific surveys for such professional areas as information technology, health care, office and business support, and logistics and supplies.

The entire new structure will be rolled out to the campus at large by the end of

the academic year and is scheduled to be in place for the July 1 start of the 2015-16 academic year.

A project website at wmich.edu/hr/compensationproject has been available throughout the effort. It outlines the project's goals and timelines and includes frequent project updates as well as information such as the list of market surveys being used, and details on all aspects of the project.

The current effort 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. The project also will include a plan for continually updating and maintaining the compensation structure.

Continued from page 1

Report details progress to date

meaningful analysis of the impact of strategic planning," Brylinsky says.

"As WMU has become more sophisticated in strategic planning, the information being requested and received has also improved. This third year represents the most streamlined data collection and, notably, includes submissions of priority initiatives and associated success measures from University-level centers and institutes."

In terms of the 2014-15 priority initiatives identified by WMU's senior leaders, the Mid-Year Report notes that efforts to achieve them have begun across the campus. Work will continue through the end of the fiscal year on the initiatives, which focus on enrollment management, degree completion, maintaining a robust global and experiential learning experience for WMU students, and increasing research productivity as well as alumni giving.

Efforts also are underway to plan how the University will transition from its inaugural, three-year strategic plan to an updated five-year plan. A key part of that work will be to do a targeted analysis of WMU's strategic plan management maturity, now thought to be at the middle level.

"During the transition to the new planning cycle, we'll fully utilize the lessons already learned and facilitate a data-driven and inclusive strategic planning revision process," Brylinsky says. "Most notable will be the integration of enterprise risk management into the analysis, planning and implementation processes."