



Western News

MAY 14, 2015
Volume 41, Number 15

For and about WMU faculty and staff

State now requires fire drill training

Due to changes in Michigan's fire drill legislation, Act 207, WMU is now required to train all instructional staff on fire drill procedures. The legislation, effective March 31, dictates that the training take place before the start of the instructional year.

Officials plan to have the training up and running on eLearning during August. It can be done as individual schedules allow—as long as it is completed before Sept. 8.

This is mandated training, and not participating could result in a fine from the State of Michigan. For more information, contact Mark Weiss at mark.weiss@wmich.edu or (269) 387-5588 or contact Clara Davis at clara.davis@wmich.edu or (269) 387-5592.

Survey solicits Webmail Plus feedback

Employees and students are encouraged to take a survey to provide feedback on the Webmail Plus system and help determine the needs for future University email services. The survey, which takes five to 10 minutes to complete, is available at wmich.edu/nextgenemail until Tuesday, May 26.

Special event set for Memorial Day

WMU will mark this year's 50th anniversary of the end of the Vietnam War by honoring alumni who were killed in action during the conflict and dedicating a plaque in their honor at 2 p.m. Saturday, May 23, in Kanley Chapel. The plaque notes the sacrifice of 11 servicemen who died during the war. Several families of those being honored plan to attend the brief ceremony.

The plaque being dedicated replaces one that was put in Kanley Chapel during the Vietnam War and that cited just two alumni. Realizing the actual toll was higher, Eric McConnell, ombudsman office, championed the cause of more fully recognizing the sacrifice of WMU alumni during the war. His research over the past two years filled in that list, and the University moved this spring to replace the plaque with the one being dedicated May 23.

Charities suggested for Nepal relief

The Haenicke Institute has received queries about how campus community members can help relief efforts in response to the earthquakes in Nepal. Public Radio International has looked into reviews of various charities and has published its findings of reputable ones at <http://bit.ly/1H0TIIj>. The institute encourages those interested to consider the charities listed by PRI.

Staffers' work featured in film festival

The North By Midwest Film Festival features films by staff members William Craft, Kathy Purnell and James Kison as well as alumni Charlie Hunt and Jason Brophy. It is set for 9 a.m. to 6 p.m. Saturday, May 16, on the second floor of the Epic Center. Details are at <http://nxmwfilm.org/2015>.

Meetings, letter part of compensation rollout

Campuswide town hall meetings and informational letters mailed to the home of each member of the Staff Compensation System, or SCS, will highlight the rollout next week of the results of the Staff Compensation Project.

On Tuesday, May 19, letters will be mailed to each staff member's home. The letters will outline the individual's annual salary or hourly pay rate, job title, and pay grade in the new compensation structure. The details outlined in the letters will be effective with the July 1 start of the 2015-16 fiscal year.

Also on May 19, town hall meetings expected to last about 90 minutes will be held at 10 a.m. and 2 p.m. in 2000 Schneider Hall. Staff members will be able to learn about the compensation project's results as well as have their questions answered.

Jan Van Der Kley, vice president for business and finance, and Warren Hills, associate

vice president for human resources, will lead the discussions along with a representative of Aon Hewitt, the national firm WMU engaged to help develop the project's market-based pay structure.

According to Hills, preliminary data show that about 27 percent of SCS employees will see an increase to their annual salary or hourly pay rates as a result of the effort. As announced earlier in the process, no one will experience any reduction to pay.

"This has been an incredibly complex effort that impacts nearly 1,300 campus employees," Hills says. "There's still much more to do as we prepare to implement the new structure and put mechanisms and protocols in place to maintain the structure and evaluate, as needed, the jobs it encompasses. But we're on schedule and at a milestone that allows us to broadly share the results of the initiative."

Continued on page 4

Campus visit rekindles family legacy started in 1923

Her family's name is on Sangren Hall but it was the accomplishments of her grandson that brought Hildur Sangren Makielski back to campus last month for the first time since a 1990 memorial service for her mother, Flossie Sangren, wife of WMU's second president, Paul Sangren.

Makielski and her husband, Donald, came to campus April 9 for the trombone recital of their grandson, James Wilson of the Seattle area, who chose to study at the School of Music because of its international reputation. Wilson didn't realize his great-grandfather was a former



Don and Hildur Makielski touring new Sangren Hall (Photo by Junfu Han)

WMU president who came to the University in 1923 as a teacher. Not wanting to influence his college choice, his parents told him that after he had made his decision.

The Makielskis, along with seven close family members, visited scenes from their past and had breakfast with President and Mrs. John M. Dunn.

They stayed at the Oakland, which was once the WMU presidential home. Hildur slept in her girlhood bedroom and gathered with her family on the staircase to capture an image where her bridal party was once

Continued on page 4

'Make your mark' on Alumni Center by June naming deadline

As construction crews race toward a fall completion of the new Alumni Center, members of the WMU and Kalamazoo communities can make their own mark on the facility by meeting a Monday, June 1, deadline to add their or a loved one's name to the finished product.

Opportunities for individuals to celebrate their connections to the WMU legacy are available for inclusion in and around the center, which is scheduled to open Oct. 23. Those who make a commitment by June 1 will see their names and stories in place for the grand opening of the center.

For \$100 and \$500, text may be added to two sizes of brick pavers being placed on the portico patio overlooking downtown Kalamazoo and for \$1,000, it may be added to a formal spot on the interior donor wall. The latter commitment includes the opportunity to share a story or memory on an electronic interactive storyboard in the center. Visit <http://bit.ly/1zOhoNA> for additional naming details.



Shannon Sauer-Becker, Facilities Management, left, and Renee Pearl, development and alumni relations, inspect the area where the engraved pavers will be placed. (Photo by Jeanne Baron)

Around campus and beyond

Foster Care Month activities slated

May is National Foster Care Month, and WMU students and employees are celebrating the University's commitment to foster care youth with a number of events designed for young people, professionals and community members.

They include the Fostering Success Michigan Fourth Annual Summit Friday, May 22, in Lansing. The free event is organized by the Center for Fostering Success, a statewide initiative based at WMU. Visit <http://bit.ly/1H1Kifi> for more information about ongoing events.

Deadline coming up for Poker Walk

This year's Poker Walk is set for 11 a.m. to 12:30 p.m. Tuesday, May 19. The fun-filled event celebrates National Employee Health and Fitness Day.

Create a team or walk individually around a two-mile campus course and collect cards along the way for a chance to win great prizes. All WMU employees are eligible to participate, but preregistra-

tion is required by Monday, May 18. Visit wmich.edu/rec/pokerwalk for registration and other details.

WMU, APICS offering workshops

Organizations of all sizes and industries will receive much needed operational help thanks to an upcoming series of lunch and learn training workshops. WMU's Center for Integrated Supply Management and the APICS Southwest Michigan Chapter will begin offering the series Thursday, May 21, and target topics such as operations management, demand forecasting, inventory management and logistics.

The three-hour workshops will take place every other Thursday from 11 a.m. to 2 p.m. in the Fetzer Center and will continue throughout the year. They cost \$99 per person, including instruction, course materials and lunch. They will count toward three hours of continuing education for APICS certifications as well as many other industry certifications. Visit apicsswmi.com/index.php for details.

Ensembles celebrate release of album

Kimberly Dunn Adams, music, directed a University Chorale and Birds on a Wire performance of "Contemplating Weather" that is featured on a new album of the same name.



Dunn Adams

The album was released on the Bridge Records label and produced by Grammy-nominated producer and classical guitarist David Starobin.

The title piece is a multi-movement work for choir and chamber ensemble by Paul Lansky. The album also features performances of "Travel Diary" by Lansky and "It All Adds Up" by the Meehan/Perkins duo and Quattro Mani.

Dunn Adams, WMU's director of choral activities, says the work the students did on the album is of the highest caliber. "It's not often that college ensembles are featured as performers on commercially distributed albums, backed by a label with the prestige of Bridge Records," she notes.

Scholar cited for research excellence

Onaiwu W. Ogbomo, Africana studies and history, received the Senior Scholar Excellence Award from the University of



Ogbomo

Texas at Austin during its annual Africa Conference held April 3-6. The award was in recognition of Ogbomo's research contributions to African studies.

The international conference encourages an interdisciplinary dialogue about the African continent. It is one of the largest academic gatherings of scholars of Africa and the African diaspora.

Ogbomo, who is currently conducting research in Nigeria, joined WMU's faculty in 2006. His research interests include studying the spread of Ebola in West Africa as well as East and Central Africa, and efforts made by the international community to contain and eradicate the disease.

Computer scientist gets NSF grant

Fahad Saeed, computer science, and electrical and computer engineering, has received a two-year, \$171,341 Research



Saeed

Initiation Initiative grant from the National Science Foundation. The grant will support the design and implementation of novel data-aware solutions for compression of large genomic data sets using high performance architectures and algorithms.

Successful completion of that research will have a significant impact on clinical as well as system biology labs. It also will move people one step closer to the personal genomics era.

Saeed is the director of WMU's Parallel Computing and Data Science Laboratory and founding co-director of the Center for High-Performance Computing and Big Data. In addition, he serves as a visiting scientist in the Epithelial Systems Biology Laboratory of the National Heart Lung and Blood Institute at the National Institutes of Health in Bethesda, Maryland.

New Go West television spot wins national award

For the second year in a row, a 30-second television commercial that is part of WMU's Go West advertising campaign has earned its creators a 2015 silver Communicator Award from the Academy of Interactive Visual Arts, or AIVA.



The spot, located online at bit.ly/1G3P1vJ, was filmed and edited by Kalamazoo-based Rhino Media and produced for the Office of University Relations.

It features a montage of WMU video images. A custom-made music bed increases in volume and tempo before closing with the "Go West" tagline.

AIVA's panel of judges, comprised of professionals from top media communication, advertising and creative firms, named the

spot one of the top in its school/colleges/universities category.

Established two decades ago, AIVA's Communicator Awards initiative is "the leading international awards program recognizing big ideas in marketing and communications." More than 6,000 entries per year are received from a broad range of industries showcasing their best communication work through the use of print, video, Web, audio and integrated marketing campaigns.

Retirement receptions

Carol (Aslanian) Carpenter, student financial aid and scholarships, will be recognized for 33 years of service to WMU during a reception from 3 to 5 p.m. Wednesday, May 27, in the Fetzer Center atrium lobby.

Carol Crumbaugh, **Lou Ann Grover** and **Jodie Palmer**, teaching, learning and educational studies, will be recognized for their years of service to WMU during a reception from 3 to 5 p.m. Friday, May 29, in Sangren Hall's second floor lobby.

Exchange

For sale—Home at 1425 Northampton, Kalamazoo; 2,100 square feet. Four bedrooms, 1.5 bathrooms, fireplace, new windows, carpet, ceramic tile, freshly painted and added insulation. New fence, 60-foot by 15-foot deck overlooking 18-foot by 36-foot in-ground pool. Price: \$189,900. Open houses: 11 a.m. to 3 p.m. Sunday, May 17 and May 31. Contact: Matt (269) 806-1374.

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 15

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 summer I session are **May 14 and 28**, and **June 11 and 25**. 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.



WESTERN MICHIGAN UNIVERSITY

Salaried employees to move from 26 to 24 paychecks per year

As the July 1 start of the 2015-16 fiscal year approaches, WMU is putting the finishing touches on an initiative announced a year ago to move salaried employees to a 24-paycheck-per-year schedule with two consistent dates each month when paychecks are issued.

The new pay periods are the first through the 14th day of each month—with paychecks dispersed on the 20th day of the month—and the 15th day to the last day of each month—with paychecks dispersed on the fifth day of the following month.

The new pay schedule will apply to all salaried employees, while hourly and student employees will remain on their current biweekly pay cycle. Graduate assistants will continue to be paid biweekly, as well.

For fiscal-year positions, the first paycheck in the new schedule covers June 15-30 and will be paid on July 2, which is the business day closest to July 5. When pay dates fall on a holiday or weekend, pay will be received on the last business day before the pay date.

Pay schedule details

The new schedule does not change the amount of an employee's annual salary, but it will impact the amount of pay received in each check, as annual salary is divided into 24 equal payments rather than 26.

Annual leave will continue to be awarded in a lump sum at the beginning of the fiscal year. Over the year, sick leave will accrue at the same rate as it does currently. Benefit deductions will be modified to reflect the new semimonthly schedule.

Employee groups included in change

Those whose pay dates will change with the new pay cycle beginning fiscal year 2015-16 include: departmental chairpersons, athletic coaches, fiscal-year faculty, executives and senior officials, professional and administrative staff members, and researchers.

Academic-year faculty and staff and part-time instructors will begin the new semi-monthly pay schedule with the first pay period of the fall 2015 semester, with the paycheck dated Sept. 4.

More information

A website with basic information about the conversion as well as answers to frequently asked questions can be found at wmich.edu/payroll/payroll/semimonthly.html. Those with questions regarding the pay conversion initiative can direct them to payr-semimonthlyquestions@wmich.edu.

Training sessions for personnel charged with tracking employee hours and pay are planned for Wednesday and Thursday, May 20-21. Invitations to these training sessions and updated training materials will be distributed in advance of these meeting dates.

Help select WMU's top four staffers for 2014-15

Twenty-five staff members are in the running for WMU's 2015 Make a Difference Annual Award, which carries a \$1,200 before-tax prize and will be presented during this fall's Academic Convocation.

The 25 candidates are recipients of the 2014-15 fall and spring semiannual awards through the Make a Difference program. As such, they are eligible to be considered for one of the four annual awards bestowed by this peer-to-peer staff recognition program. Members of the WMU community have through Sunday, May 31, to help decide who will be this year's "final four."

The prestigious honor is reserved for the most outstanding employees—those who reach far beyond their assigned responsibilities to give generously and creatively of their time and talents, making the University an even finer place to work and study.

Visit wmich.edu/makeadifference/candidates for a list of the 25 annual award candidates and instructions about submitting new supporting information for one or more of them.

Staff groups select APA and PSSO award winners

Right photo (above): The Administrative Professional Association's annual awards for 2015 went to, from left: Jeanne Baron, university relations, Tony Griffin Service Award; Timothy Holysz, landscape services, Outstanding Professional Award; and Adam L. Arocho, admissions, Outstanding New Professional Award. Only APA members may receive the service award. The other awards are open to all APA-eligible staff members. (Photo by William Craft)



Right photo (below): The Professional Support Staff Organization's annual awards for 2015 went to, from left: Susan Daniels, provost's office, Service Award; Tom Thinnes, College of Aviation, Spirit Award; and Pearl DeVries, College of Engineering and Applied Sciences, Service Award. All three of the awards are presented to members of PSSO. (Photo by Jeanne Baron)



Haenicke Institute, EUP announce appointments

The Haenicke Institute for Global Education has promoted Jane Blyth to the new position of executive director, and Extended University Programs has hired Lillian Brooks to serve as regional coordinator for WMU-Lansing.



Blyth



Brooks

Blyth, who had been director of study abroad and global program development in the Haenicke Institute, assumed her new duties May 1. Her appointment is pending approval by the WMU Board of Trustees.

As the principal deputy for the institute's associate provost, she will facilitate collaborations on campus and with international partners, and initiate projects in support of global engagement.

Brooks began her duties at WMU-Lansing Feb. 23. As regional coordinator, she is overseeing the regional location's academic programs and enrollment activity. She also contributes to WMU's involvement in the Greater Lansing academic and business communities.

Previously, Brooks worked in the Continuing Education and Workforce Development Division at Lansing Community College.

WMU receives one of six statewide college-access awards

WMU is one of six "outstanding" college access advocates that have received awards for contributing to a statewide effort to increase the number of Michiganders who earn college degrees or other postsecondary educational credentials.

The six institutions and individuals received inaugural College Access Impact Awards from the Michigan College Access Network. MCAN officials say 38.4 percent of state residents have postsecondary educational credentials, and their organization

aims to increase the proportion to 60 percent by the year 2025.

WMU's efforts toward achieving that goal earned it the Steward Award: Creating College Access Talent. Recipients of the honor have "dramatically contributed to increasing the skills, talent and knowledge of college-access professionals in Michigan."

Visit wmich.edu/news/2015/05/23491 for details about WMU's college access efforts. For more about MCAN, visit micollegeaccess.org.

Obituaries



Syndergaard

Larry E. Syndergaard, emeritus in English, died April 15. He was 78. Syndergaard joined the faculty in 1968 and retired in 2000 after 31 years of service.

A memorial service and celebration of his life will be held at 1:30 p.m. Sunday, May 31, in the Fetzer Center. Messages to the family may be left at avinkcremation.com.

Steve Zegree, emeritus in music, will be honored during a memorial service at 4 p.m. Saturday, May 23, in Miller Auditorium. A reception will follow the service.

As previously reported, Zegree died March 7 at age 61.

On Campus with M'Myia Hughes



PROMOTING SUCCESS
FOR FUTURE TEACHERS
(Photo by Jeanne Baron)

It's all about relationships for alumna M'Myia Hughes, a standout Bronco volleyball player from 1998 to 2001 who has built her professional career at WMU.

Hughes earned a bachelor's degree in 2003 and a master's degree in 2006, the year she became assistant director for student services in intercollegiate athletics and began applying her team spirit to helping student-athletes succeed in college. She joined the College of Education and Human Development in 2008 as an academic advisor and has been program services coordinator for its TRiO Future Educator Success Program since 2011.

"I value education and like giving back to my school. I also like to build and form relationships with students, especially students who traditionally have been under served in our society," Hughes says. "I had some of the same barriers as our students so I like to provide them with advocacy and leadership to assist them with meeting their goals."

The TRiO Future Educator Success Program serves students who have a disability or are first-generation or income-eligible students who want to become future teachers. A highly diverse group of 140 Broncos annually participate in the federally funded grant program.

Hughes is part of the support team that works with the participants throughout their time at WMU to increase retention and graduation rates. She provides academic advising and conducts workshops, plus helps them secure tutors and experiential learning opportunities as well as prepare for graduate school. She also develops academic plans for students whose grades slip and works weekly with these students until they raise their grades.

"I consider myself more of a mentor. I identify the students' needs, then work with them and guide them," she says. "The students that we serve can be successful with the right kind of assistance. We've had a 93 percent retention rate from the first year to the second year the past two consecutive academic years. Our students are graduating and getting jobs. We're very proud them."

Hughes and her husband, Jason, live in Portage and have an 8-year-old daughter, Jordyn. She proctors the ACT/SAT test on weekends and teaches a First Year Experience Seminar during the fall semesters. She spends most of her spare time with family and friends, enjoying the camaraderie that comes with gathering around the TV, going on family trips, having friends over for card nights and taking walks with her neighbors.

HONORING 100 YEARS OF SERVICE BY NAVY RESERVE—

An April ceremony staged in the Office of Military and Veterans Affairs gave two campus members of the U.S. Navy Reserve a chance to present President John M. Dunn with a framed print commemorating the centennial this year of the federal military reserve body that traces its beginnings to the War for Independence but formally was launched in 1915. From left, College of Arts and Sciences Interim Associate Dean Jonathan Bush, a longtime naval reserve member, makes the presentation to Dunn with Randy Ott, director of Academic Success Programs and a brand new member of the reserve. (Photo by Cheryl P. Roland)



Continued from page 1

Campus visit rekindles legacy

photographed. The couple also visited Kanley Chapel, the scene of their wedding, and enjoyed a tour of the new Sangren Hall.

The tour included stops in Flossie's Cafe, which is named in honor of Flossie Sangren, as well as the lobby, where Paul and Flossie Sangren's ashes are interred near the portrait of Paul that was painted by Leon A. Makielski, Don Makielski's father.

The couple ended their stay with lunch in one of Sangren Hall's fourth-floor conference rooms, overlooking the campus and city.

Meetings, letter part of compensation rollout

Continued from page 1

Supervisors are asked to arrange staff schedules so all interested employees have a chance to attend a May 19 meeting. Supervisors, many of whom are themselves part of SCS, also are encouraged to attend one.

A total of 1,270 WMU staff positions are part of SCS. Last fall, about 83 percent of the employees in those positions helped develop the new structure by completing a job content tool that laid out, in detail, the responsibilities of the University positions they hold. That detail was integrated with data previously gathered, and the combined information was used by Aon Hewitt to compare the WMU positions to similar positions in the marketplace.

Some 30 local, regional and national market surveys were used to match WMU jobs and develop the new pay structure. In

addition to the market surveys, the qualities used to evaluate positions included such internal factors as impact, reporting structures and the leadership demands inherent to each position. External factors considered included WMU's ability to recruit and retain people with the necessary skill sets.

The 13 pay-grade categories in the old structure have been replaced by 10 categories now identified by letters. The newly drawn categories cover broader salary ranges and job responsibilities.

In addition to the new pay structure, a new system of standardizing position titles across the University is part of the information rolling out with the new pay structure. The new titling guidelines were designed to provide consistency of managerial titling, ensure consistency in institutional reporting

to federal agencies and allow WMU to more closely match its positions to the external market moving forward.

"It's important to note that the new job titling guidelines and decisions about the pay grades in which jobs were slotted in the new pay structure were all based on the nature, scope and impact of each job evaluated," Hills says. "We asked those who know those jobs best—our employees—to help us ensure the new structure is fair and based on the most accurate information possible."

A complete narrative following the work completed by the Staff Compensation Project team is available online at wmich.edu/hr/compensationproject. The website includes the answers to frequently asked questions. Those questions and answers will be updated following the May 19 town hall meetings.