



Western News

OCTOBER 5, 2017
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For and about WMU faculty and staff

Trustees approve new faculty contract

Meeting in formal session Sept. 20, the WMU Board of Trustees unanimously approved a new three-year labor agreement with the WMU chapter of the American Association of University Professors. Union members voted to ratify the new contract Sept. 19. With the board's approval, the new contract is effective Sept. 6, 2017, through Sept. 5, 2020.

The agreement calls for a 2 percent across-the-board salary increase for academic years 2017-18 and 2018-19. During the third year of the contract, 2019-20, faculty members will see a 2.25 percent salary increase. In addition, a research supplement of 1 percent becomes effective Jan. 1, 2018, and another 1 percent research supplement is effective Jan. 1, 2019. The final year of the contract will include a 0.75 percent research supplement implemented Jan. 1, 2020.

Additional parts of the agreement include changes to the health care plan design, leave changes that include up to six weeks of paid parental leave beginning in January 2018 and adjustments to the academic calendar. The latter item will result in an earlier start to the fall semester and a three-day, mid-semester fall break.

Associate dean candidates to speak

Three finalists for an associate dean position in the College of Engineering and Applied Sciences will make campus presentations in the coming weeks. The candidates for the position of associate dean for undergraduate academic affairs will make an afternoon presentation to the campus community in the Parkview Room of Floyd Hall.

The candidates and the days and times of their presentations are Matthew Cavalli, professor of mechanical engineering at the University of North Dakota, 2:30 to 3:30 p.m. Monday, Oct. 16; Decker Hains, master faculty specialist in civil and construction engineering at WMU, 2:30 to 3:30 p.m. Wednesday, Oct. 18; and Ning Fang, professor of engineering education at Utah State University, 2:30 to 3:30 p.m. Monday, Oct. 23.

The successful candidate will replace Edmund Tsang, associate dean of undergraduate programs and assessment for the engineering college. He has announced his plans to retire at the end of December, after serving in the role since 2001.

Honorary degree nominations accepted

The Honorary Degree Committee has issued a call for nominations of individuals to be considered for honorary degrees from the University in 2018. The committee will accept nomination materials through Friday, Oct. 27, and review the materials received in October and November. For more information, visit wmich.edu/policies/honorary-degree.

Magura awarded \$2.1 million federal grant

About 20 national registers are available to help clinicians find and use programs that are most effective in treating behavioral problems such as alcohol and drug misuse.

But how well are they working? That's the question Stephen Magura will try to answer in a major three-year project sponsored by a \$2.1 million grant from the National Institutes of Health, National Institute on Drug Abuse.

Magura, who directs the Evaluation Center, says the registers help clinicians, practitioners and administrators make better decisions about which behavioral programs to implement or expand. These websites disseminate information on evidence-based programs and practices to community behavioral health care providers so they can

make decisions based on scientific evidence rather than word of mouth, intuition or what other agencies are using.

But nobody has actually studied how well the websites are working for this purpose, at least not until now.

"The evidence-based program registers fill the need as a sort of mediator between the rather complex research base and the practitioners, administrators and clinicians who need the results of that research," Magura says. "So the registers digest the research, summarize it and interpret it and then make



Magura

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Become part of the homecoming 2017 royal family

"We Will Reign" is the theme for WMU's weeklong homecoming that takes place Monday through Sunday, Oct. 9-15, and includes the annual Family Weekend Friday through Sunday, Oct. 13-15.

Most activities are open to the public, and many are free or low-cost although advance registration or tickets may be required.

Numerous organizations and academic units are gathering across campus to welcome alumni home, stage award programs and hold special pregame tailgates Saturday, Oct. 14, to gear up for the 94th annual homecoming football game. Fans should wear gold to the game, which pits WMU against the University of Akron. In addition, the WMU Bookstore is offering discounts to alumni during homecoming weekend.

Family members of WMU students can purchase tickets at a discount using the Family Weekend promotion code, FAMILY, at wmich.edu/families/weekend. WMU students get into athletic events for free with their Bronco Card.

Details about most student homecoming activities are posted at wmich.edu/studentengagement/homecoming, and alumni activities are posted at mywmu.com/homecoming. The campuswide calendar at wmich.edu/news/events lists both, as well as various other events.

Major homecoming activities include:
• Bronco Spirit Cup Competition—Teams registered by Sunday, Oct. 8, at wmich.edu/studentengagement/homecoming will

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Scholar-related award recipients to be feted at convocation

Editor's note: Five campuswide award programs will be celebrated during the Fall Convocation Friday, Oct. 6, in the Bernhard Center. This issue recognizes winners of two of those programs. The Fall Convocation will include a Teaching and Learning Bash from 9 to 10:45 a.m., Assessment as Ally and Teaching with Technology conferences from 9:45 to 10:45 a.m., the award ceremony at 11 a.m., and the State of the University address at 11:45 a.m. followed immediately by a free luncheon.

Distinguished Faculty Scholar Award

This award will be presented to Thomas Gorczyca, Victor Cunrui Xiong and Ping Zhang. The honor is the highest award WMU bestows on faculty members and salutes individuals whose work constitutes a significant body of achievement that is widely recognized within the national and international academic communities.

• Gorczyca, physics, is a first-rate theoretical atomic physicist with keen physical insight and unquestioned scientific integrity for work in the area of photon- and electron-initiated collisions. He has theoretical collaborators in Europe and experimental collaborations with scientists from Columbia University as well as universities in Europe.



Gorczyca



Xiong



Zhang



Mezei

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Around campus and beyond

Faculty development programs set

The Office of Faculty Development has many programs scheduled for this fall, including Cool Tools for Teaching, Part-Time Instructor II and Teaching Inclusivity Professional Development workshops. For more information, including how to register, visit wmich.edu/facultydevelopment/programs.

Annual China Festival coming up

The fourth annual China Festival will be held from noon to 5 p.m. Saturday, Oct. 7, in the Student Recreation Center to promote Chinese studies programs on campus and to broaden the community's understanding about Chinese culture.

Admission to the festival and parking are free, and for a nominal fee, attendees may sample traditional foods prepared by local restaurants. Attendees also may participate in free classes and hands-on cultural activities, enjoy cultural performances, and peruse informational display booths.

Talk to focus on climate change

Vinod Thomas, formerly with the Asian Development Bank and World Bank, will discuss his latest book and lead a panel discussion with WMU climate experts at 4 p.m. Wednesday, Oct. 11, in 2028 Brown Hall. WMU President Emeritus John M. Dunn will offer introductory remarks. The event will conclude with a reception and refreshments in 3025 Brown.

The panel discussion will focus on the subject of Thomas' most recent book, "Climate Change and Natural Disasters: Transforming Economies and Policies for

a Sustainable Future." Participating in the panel discussion will be Paul Clements, political science; Lisa Dechano-Cook, geography; Duane Hampton, geosciences; and Carson Reeling, economics as well as environment and sustainability.

Michigan Autism Conference slated

The fifth annual Michigan Autism Conference will be held Wednesday through Friday, Oct. 11-13, in the Radisson Plaza Hotel and Suites. The conference is dedicated to providing families, practitioners, educators and researchers with the latest information on a variety of topics related to the assessment and treatment of autism.

Richard Malott, psychology, and Carmen Jonaitis, teaching, learning and educational studies, will kick off the event with a presentation titled "The Past, Present and Future of Applied Behavior Analysis and Autism" at 6 p.m. Oct. 11. The event will include a special tribute to Malott for his contributions to the treatment of autism for more than 50 years. For registration and other information, visit michiganautismconference.org.

Panel to address immigration

Issues surrounding immigration, hospitality and being a good neighbor will be explored in a panel discussion by editors and contributors of the new anthology "Immigration and Justice for Our Neighbors." The event will be at 7 p.m. Thursday, Oct. 12, in the Bernhard Center's Brown and Gold Room. Anthology co-editor Miriam Downey tutors WMU international students, and contributor Hedy Habra is on the English faculty.

Get ready to #GiveGold Oct. 11

Since WMU's founding in 1903, Broncos have been helping Broncos succeed by donating the time, talent and money necessary



to keep WMU strong and growing.

Now, WMU is launching a new giving effort to boost Bronco success. The first Universitywide Giving Day is set for Oct. 11—Western Wednesday of homecoming week. The goal is to encourage 1,903 employees, alumni, retirees, students and friends to make a gift to WMU in the 24-hour period between midnight and 11:59 p.m.

A matching fund has been established that challenges various categories of donors to take part in a friendly competition that increases the impact of their giving. Called Golden Opportunities, these challenges award \$1,000, \$2,000 or \$3,000 bonus dollars to the winners to donate back to their WMU units or other WMU areas of choice.

Challenges have been set up for WMU colleges, WMU non-academic units, individual fundraisers and the gift farthest from campus. A random winner also will be selected as well as a social media-related winner based on criteria to be announced at noon Oct. 11 at facebook.com/mywmu.

Faculty and staff members are encouraged to get involved to help raise funds for their academic or administrative units. Spread the word via social media using #WMU-GivingDay and #GiveGold.

The day is replacing the Broncos4Broncos campus campaign that the Office of Development and Alumni Relations has been running the past few years.

For more information, visit givingday.mywmu.com.

Trustees approve retirements of 25 faculty, staff; resignations of nine faculty

The retirements of nine faculty members and 16 staff members were approved by the WMU Board of Trustees at its Sept. 20 meeting. Trustees also signed off on nine faculty resignations.

All of the faculty members who are retiring are doing so with emeritus status. The employees leaving the University, along with their names, positions, and effective dates of leaving, are:

Faculty retirements—Bruce Bejcek, biological sciences, May 1, 2018; Christine Browning, mathematics, April 30, 2023; Janet Coryell, history, Dec. 31, 2017; Douglas Davidson, sociology, April 30, 2018; Thomas Edmonds, finance and commercial law, Aug. 14, 2017 (change in date only); Leigh Ford, communication, June 30, 2018; Jerry McLaughlin, counselor education and counseling psychology, Dec. 31, 2018; Linda Zoeller, nursing, Aug. 31, 2018; and Robin McKinney, social work, Aug. 14, 2018.

Staff retirements—Mitchell Beare, Bernhard Center, Sept. 1, 2017; Bonnie Bell, building custodial and support services, Aug. 1, 2017; Shirley Campbell, University

Libraries, Sept. 1, 2017; Timothy Cobbs, maintenance services, Sept. 1, 2017; Elaine Gaudio, president's office, July 1, 2017; Sandra Gernaat, public safety, Aug. 1, 2017; Edward Kluk, information technology, Aug. 12, 2017; Thomas Krol, Medieval Institute, Aug. 1, 2017; David Ladd, Student Financial Aid, Sept. 1, 2017; Larry LeVan, maintenance services, Aug. 26, 2017; Melanie Parish, landscape services, Aug. 1, 2017; Donald Penskar, Logistical Services, Sept. 9, 2017; Linda Piper, Bernhard Center Dining Service, Sept. 2, 2017; Robert Purk, landscape services, Aug. 1, 2017; Maryanne Sydlik, Mallinson Institute, July 1, 2017; and Camela Vossen, public safety, Oct. 1, 2017.

Faculty resignations—Abiola Akanmu, civil and construction engineering, July 31, 2017; Hyunkeun Cho, statistics, Aug. 14, 2017; Geoffrey Clegg, business information systems, Aug. 14, 2017; Amy Curtis, physician assistant, Aug. 31, 2017; Scott Friesner, Lee Honors College, Aug. 14, 2017; Rajib Paul, statistics, Aug. 14, 2017; Diana Prieto, industrial and entrepreneurial engineering and engineering management, Aug. 14, 2017; Blair Szymczyna, chemistry, Aug. 31, 2017; and Kathy Tuinhoff, physician assistant, Sept. 1, 2017.

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.

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WESTERN MICHIGAN UNIVERSITY

WMU sees increase in important enrollment categories this fall

The University has seen a dramatic increase in its number of out-of-state students this fall as well as a strong overall surge in the number of new undergraduates and a significant boost to the academic profile of incoming students.

Total fall 2017 enrollment stands at 22,893—down 1.5 percent from the fall 2016 total of 23,252. Graduate enrollment was up slightly to 4,958 students, while undergraduate enrollment was down slightly at 17,935 students.

The final WMU census numbers reflect a 5.1 percent increase in the number of beginning undergraduate students—to 3,179 this year, compared with 3,026 last

year. This year's freshman class comes from 65 Michigan counties and 29 other states. More than 42 percent of them have a high school GPA of 3.5 or above, compared with 37 percent the previous year.

Undergraduate nonresident domestic enrollment—students from other U.S. states—rose by 30.8 percent this fall, and out-of-state graduate numbers grew by 14 percent. Those figures reflect increased marketing efforts beyond Michigan's borders, as well as a change to the University's out-of-state undergraduate tuition structure. Michigan students, however, continue to account for 85 percent of WMU's total student population.

Among additional elements of the fall census was a surprisingly strong showing in international enrollment. Although colleges and universities around the nation have reported steep, double-digit decreases this year in the number of international applications they've received, WMU saw a much more modest downturn in applications. The University has 1,881 international students from 96 countries studying on campus—up from 1,849 international students last year. That's an increase of nearly 1.7 percent.

Additional fall enrollment highlights include a continuing increase in WMU's minority student population, which increased to 23 percent of the student body this fall, up from 22 percent last year, and continuing growth in the size of the Lee Honors College, which attracted a record incoming class of 501 students to hit a total enrollment of 1,745.

Residence Hall naming honors alumni

A trio of celebrated alumni were honored Sept. 27 when WMU named a residence hall complex after them and unveiled portraits of the three. The Western Heights complex is now designated Hall-Archer-Pickard West and Hall-Archer-Pickard East in honor of the late automotive executive Ronald Hall Sr., former Detroit Mayor Dennis Archer and entrepreneur William Pickard. Artist Gale Fulton Ross, pictured with Pickard, created multiple portraits of the honorees as part of the commemoration. (Photo by Mike Lanka)



New lab to tackle shortage of manufacturing talent

Construction has begun at WMU-Grand Rapids' downtown regional location for a state-of-the-art manufacturing laboratory that will occupy the first two floors of the downtown building.

AMP Lab @WMU, an Advanced Manufacturing Partnership Laboratory, is being built in collaboration with West Michigan manufacturers and Grand Rapids Community College to address the shortage of skilled trades and engineering employees in the region.

According to a recent employer assessment by Talent 2025, an organization consisting of 100 CEOs from West Michigan who are working to ensure an ongoing supply of talent for the region, the demand for engineers and designers within manufacturing outstrips the supply of qualified individuals by at least a factor of two. The assessment also states that the supply for managers and supervisors within the manufacturing industry in the region is about 90 percent of the demand.



Artist rendering of the building

The facility will serve as a program to cultivate the next generation of engineers, designers and other skilled individuals to serve the manufacturing industry. The AMP Lab will combine prototyping, training and small-scale manufacturing with the opportunity for individuals to earn a degree.

"AMP Lab @WMU will establish academic and career pathways between workforce development entities, educational institutions and industry partners for our region," says Dawn Fortin Mattoon, Extended University Programs.

Employee groups launch survey

The University's two nonbargaining groups for Staff Compensation System employees launched the WMU Staff Engagement Survey this week to gather staff input about working at WMU.



The Administrative Professional Association and Professional Support Staff Organization discussed the survey during a joint open house Sept. 28. The instrument will remain open until Tuesday, Oct. 31; takes about 15-20 minutes to complete; and can be started, saved and restarted at a later time.

It is open to all benefits-eligible nonbargaining staff members governed by the Staff Compensation System.

Members of the two groups should have begun receiving an email message that contains their link to the survey. Nonmembers are asked to visit wmich.edu/apa/survey and provide their name and email address so they can be sent their link.

The survey is designed to be taken online, but a paper version is available upon request. Responses are anonymous, and respondents will be entered into a drawing for \$10 gift cards.

Obituaries—wmich.edu/news/obituaries

Rita "Claire" Callan, emerita in occupational therapy, died Sept. 18 in Kalamazoo. She was 87. Callan joined the full-time faculty ranks in 1974 and retired in 1992 after nearly 18 years of service and 12 years of prior teaching at WMU as a part-time instructor.

George Dales, the most successful coach in WMU's athletic history, died Sept. 27. He was 96. Dales was a track and field and cross country coach. He came to WMU in 1953, retired from coaching in 1970 and remained on the faculty until his 1987 retirement.

Judyth K. Timmerman, a former office supervisor in public safety, died Aug. 14. She was 77. Timmerman joined the staff in 1980 and retired in 1996 after over 15 years of service.

Montgomery kicks off 2017 campus United Way campaign

WMU President Edward Montgomery kicked off the 2017 campus United Way Campaign during a Sept. 28 event by announcing the 2017 goals of raising \$200,000 and increasing participation by 10 percent.

Faculty and staff should receive their pledge cards soon. For reasons of privacy, the card is to be returned directly to the Office of the President.

The kickoff event also marked the launch of a children's book drive to jump-start the collection of 1,000 new or gently used books throughout the University community for students in kindergarten through the third grade. The "Book-It" drive benefits a similar effort organized by the United Way of Battle Creek and Kalamazoo Region.



Collection bins will be in buildings throughout campus through Tuesday, Oct. 31. Those wishing to donate also may purchase books from an Amazon wish list at amzn.to/2vWBoAF and have them sent directly to United Way.

Any new, undesignated gift of at least \$50, or an undesignated gift to United Way that has increased from the previous year by \$25, automatically enters a person in a drawing for up to \$30,000 applied to a car of choice from one of the sponsoring dealerships. To be included in this special thank-you drawing, pledge forms must be received at the president's office by 5 p.m. Friday, Nov. 10. The winner will be announced by the regional United Way Thursday, Dec. 14.

On Campus with Cheri Butler



PART OF WMU'S FABRIC
(Photo by Deanne Puca)

During busy times at the beginning and end of semesters, the registrar's office can field an average 500 calls a week, not including walk-in traffic and emails. As office supervisor for academic records, it's Cheri Butler's job to supervise that contact with students, making sure questions get answered and concerns solved.

A large portion of her work is supervising requests for transcripts, the removal of incompletes and grade changes—all work that is done manually—as well as processing grades for study abroad and academic forgiveness forms.

"What I enjoy the most is that I get to interact with current and former students and a lot of different departments within WMU. It's nice to get to know the staff in the other departments because we're all on the same team and all have the same goal: to help the students in any way we can," says Butler, who's worked in the office for 12 years including the past nine in her current position.

A major project since 2014 has been scanning student records, some as far back as the 1980s, into WMU's Image Now document management system and eliminating paper files that fill rows of cabinets among the counters and cubicles in the office. The records area staff of eight, an additional four student employees and two temporary full-time employees help with the project that began with 73,000 files. Working alphabetically, the team is now up to last names beginning with "S" and hopes to be done this December.

"We are a very busy office all through the year," Butler quips. "We try to think of the Registrar's Office as a friendly, helpful place. We get a lot of phone calls. If it's something we don't do here, we try to get you to the right place."

Prior to joining WMU, Butler worked four years as a kindergarten paraprofessional. She earned her bachelor's degree from WMU in early education and music and has a son who is a 2014 alumnus touring with a well-known band as a lighting specialist. Another son is an Air Force pilot, while her husband owns Bruce Electric in Oshtemo.

Butler, who grew up on a dairy farm, lives in Vicksburg, Michigan, and has three grandchildren. She is a member of the Kalamazoo Log Cabin Quilters. The fabric quilter's office is decorated with samples of her work, including a Bronco "W." Butler retired last year as leader of her church praise band after leading it for the past 10 years. She plays the piano, guitar and hammer dulcimer. She also enjoys vegetable gardening, reading and camping with her husband.

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Become part of the homecoming 2017 royal family

compete and see who has the most Bronco Spirit. The event is open to faculty and staff.

- Distinguished Alumni Awards reception—This year's winners of WMU's top alumni honor will be recognized during a reception starting at 6:30 p.m. Friday, Oct. 13, in the Bernhard Center. The 2017 honorees are Jeanne H. Carlson, a retired Blue Care Network of Michigan president and CEO, and Birgit M. Klohs, CEO of The Right Place Inc. in Grand Rapids, Michigan.

For tickets and other information, visit mywmu.com/da.

- WMU Homecoming Stampede Tailgate—Fun and entertainment for the whole family takes place during this event starting at 12:30 p.m. in Parking Lot 1 off of Oakland Drive. There will be specialty tailgate areas such as those for Family Weekend attendees and the Haworth College of Business Pancake Breakfast from 10:30 a.m. to 12:30 p.m.

- Family Weekend Sunday Brunch—This full breakfast and lunch buffet with live entertainment will be held from 9:30 a.m. to 12:30 p.m. Sunday, Oct. 15, in the Valley Dining Center.

- Heritage Hall Open House—Self-guided tours of the building are set for noon to 4 p.m. Sunday, Oct. 15. There will be free on-site parking in Lot 1 by the building.



Carlson



Klohs

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Magura awarded federal grant

it available in a more usable form. We're going to try to see whether the theory behind that is actually panning out."

Magura's study will focus on registers providing information on evidence-based programs for behavioral health care, which broadly encompasses alcohol and drug misuse, mental health and child welfare programs. The study also will delve into state and federal mandates for the use of evidence-based programs in behavioral health care.

Magura plans to post preliminary reports during the three-year study and publish a final report and articles when it is finished in an effort ultimately to make the registers more accessible, user-friendly and interpretable.

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Scholar-related award recipients to be feted at convocation

- Xiong, history, has done more than perhaps any other scholar to elevate the status of medieval Chinese history in the international community. He has written seven books in English and another five in Chinese, edited 10 journal volumes, contributed 26 articles and chapters, and reviewed 60 books.

- Zhang, mathematics, has contributed greatly to the mathematical community. Her

research is in combinatorics and primarily in classical and structural graph theory. She has authored or co-authored 270 research articles and five textbooks on graph theory, discrete mathematics and proofs.

Emerging Scholar Award

The Emerging Scholar Award acknowledges the accomplishments of faculty members who are among the rising stars

in U.S. higher education, have achieved national recognition and have demonstrated outstanding promise to achieve renown.

- Mezei, chemistry, has developed a novel class of compounds called "nanojars," research that could potentially assist in purifying water. His team has shown that nanojars can reduce levels of arsenic and chromate from water to those acceptable to the Environmental Protection Agency.

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