



Western News

AUGUST 30, 2018
Volume 45, Number 1

For and about WMU faculty and staff

Board of Trustees meeting set

The next meeting of the WMU Board of Trustees will be at 11 a.m. Wednesday, Sept. 12, in 157-159 Bernhard Center. The agenda will be available at wmich.edu/trustees closer to the meeting date.

Trustees approve AFSCME contract

Acting during a special conference-call meeting Monday, Aug. 20, the WMU Board of Trustees OK'd a three-year contract with Local 1668 and Council 25 of the American Federation of State, County and Municipal Employees union. The new contract is effective through Aug. 12, 2021.

The union's 418 members include employees who work in building maintenance and custodial capacities, dining services, landscaping, and several other roles.

Under the new agreement, members will see wage increases in each year of the contract. Increases will vary each year based on the pay grade level of an employee's position.

In the first year of the pact, increases of 1.5 to 2.5 percent will be provided. In the second year, the contract calls for increases of 1.75 to 2.5 percent, and increases between 2 and 2.5 percent go into effect for the third year of the contract.

Other elements of the new agreement include changes in employee health care premium contributions as well as health care plan modifications.

Pact with teaching assistants OK'd

WMU trustees approved a four-year contract with teaching assistants in June. The union's old contract expired Aug. 21, and the new pact will run through Aug. 19, 2022.

The approximately 500 members of the Teaching Assistants Union include assistants with appointments that range from one-half to full time, with about 72 percent of the members having full appointments.

Under the new TAU contract, wages for union members will increase 2 percent for each year of the contract. Teaching assistants returning to an appointment for a second or subsequent academic year will receive a one-time payment of \$75 during each fall and spring semester.

Teaching assistants who are on appointment and do not use the full amount of their allotted credits of tuition remission during either the fall or spring semesters may defer the unused credits to the subsequent summer I or summer II session.

Free employee photo session slated

WMU employees may have their official University photos taken between 10 a.m. and 6 p.m. Thursday, Sept. 13, in 2150 Schneider Hall. No appointment is required. Photos will be available for download within three weeks at photos.wmich.edu. For details, visit wmich.edu/universityrelations/photography or contact Sue Beougher at sue.beougher@wmich.edu or (269) 387-8402.

WMU goes all in to promote student success

This fall's 4,700 incoming freshman and transfer students will have unprecedented opportunities to succeed in college at WMU. The reason—Success at WMU, a sweeping new peer mentoring program that immediately connects these student to campus and orients them to college life and the University.

Launched at the start of the 2018-19 academic year, it is one of two new programs largely being paid for by awards from the Presidential Transformational Initiative Fund that President Edward Montgomery inaugurated in 2017.

Montgomery challenged faculty and staff to come up with ideas for building a stronger sense of belonging and community among all students. More than 60 proposals were submitted, with Success at WMU and Sports at WMU selected as the first initiatives to be funded.

"Student Success is President Montgomery's top priority, and by supporting students in their transition to Western, we'll make WMU a campus of choice," says Monica Liggins-Abrams, director of Success at WMU. "He also wants us to show a significant gain in the retention of new first-year and transfer students. I believe Success at WMU is an initiative that will allow us to do those things phenomenally well."

The initiative is a large-scale commitment that takes advantage of the University's past success with student support programs for targeted populations of students and learning communities. It has dramatically increased overall peer mentoring, from about 1,650 incoming first-year freshman and transfer students last year to 4,300 students in this category who are enrolled this fall.

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New administrators named, VP search launched

WMU has announced a new vice president and associate provost as well as launched a national search for a chief development officer.

Candy McCorkle was tapped to lead the University's diversity efforts, effective Aug. 1. Previously, McCorkle was director of diversity and inclusion at Alma College, where she also managed the college's King Chavez Parks Mentor Program Grant. She replaces Martha Warfield, who retired in July.

"Dr. McCorkle brings an extraordinary vision, passion and expertise to the challenge of building and maintaining a truly diverse and inclusive campus community," says President Edward Montgomery. "I'm confident that, working with the WMU community, she will help make us a diverse and inclusive school of choice."

McCorkle is a WMU alumna who has served as assistant dean of the honors college at Jackson Community College as well as director of the Global Campus Counseling Program at Central Michigan University and of the Master of Arts in counseling at Spring Arbor University. She also has worked as a substance abuse therapist.

Continued on Page 8



McCorkle



Cheatham



Pearl

Fall Convocation features presidential address, awards

President Edward Montgomery will deliver his State of the University address at a Friday, Sept. 14, Fall Convocation that recognizes faculty and staff achievement for excellence in teaching, research and service.

The campuswide celebration will take place in the Bernhard Center and start with a Teaching and Learning Bash from 9 to 10:45 a.m. in 209-210. To sign up for a bash program, visit wapps.wmich.edu/workshops.

The award ceremony will start at 11 a.m. in the North Ballroom and recognize the 2017-18 campuswide winners of WMU's Distinguished Service, Distinguished Teaching, Distinguished Faculty Scholar, Emerging Scholar and Annual Make a Difference awards (see Page 6 for details about the winners).

Montgomery's State of the University address will follow at 11:45 a.m., also in the North Ballroom. This year's convocation will conclude after Montgomery's address with a luncheon in the South Ballroom for those attending Fall Convocation. Full event details are available by visiting wmich.edu/facultydevelopment.

Around campus and beyond

Fall opening activities continuing

Classes started Aug. 29, but the one-stop service center in the Bernhard Center will remain open today through Friday, Aug. 31. In addition, some fall opening activities have yet to take place.

The Resource Fair for Graduate Students will be held from 3 to 6 p.m. Thursday, Sept. 6, in the Bernhard Center's North Ballroom. Representatives from offices across campus will be on hand to present information about the resources and services available to both new and returning graduate students.

In addition, local organizations have joined forces with the Office of Lesbian, Bisexual, Gay and Transgender Student Services to stage the annual Fall Fab Fest at 1 p.m. Saturday, Sept. 8, in the Trimpe Building Multicultural Center.

Open to all local students and community members, this free event celebrates community as well as welcomes LGBT people and their allies to Kalamazoo, particularly area students who are arriving in town for a new school year.

Participants will be able to connect with local nonprofit organizations, WMU LGBT registered student organizations, and on-campus partners while enjoying free food and entertainment.

Business college honors Haworths

The Haworth College of Business will host a celebration to reveal a new display honoring the enduring relationship between the Haworth family and the business college at 11 a.m. Wednesday, Sept. 5, in the 1400 corridor of Schneider Hall. The celebratory event will include a short program featuring Edward Montgomery, WMU president; Dick Haworth, chairman emeritus of Haworth Inc.; and other dignitaries.

The display was installed over the spring and summer semesters on the lower level of Schneider Hall, where the majority of classrooms are. It is the beginning of a process to transform the 1400 hallway into a museum space that will educate students and others in the building about significant alumni and donors.

Ethics Center offers book clubs

The Center for the Study of Ethics in Society is hosting a series of book clubs that examine ethical questions ranging from prescription drug addiction to the changing role of the U.S. as a world power.

Discussions of four books begin Wednesday, Sept. 12, and continue through mid-November. Books are provided free of charge to the first 10 people who sign up for

a club. To sign up, email the ethics center no later than one week before the group's first meeting. For book club details, visit wmich.edu/news/2018/08/48334.

Entrepreneurship Forum talk set

Curtis and Janette Tramel, owners of the Station 66 ice cream and food shop in Battle Creek, Michigan, will be up first in the 2018-19 Entrepreneurship Forum. The duo's talk will take place at 8 a.m. Friday, Sept. 14, in 2150 Schneider Hall. The free event will start with breakfast at 7:30 a.m. Registration is required at wmich.edu/business/e-rsvp or (269) 387-6059.

Three local job fairs scheduled

WMU will hold its Part-Time Job Fair from 3 to 6 p.m. Tuesday, Sept. 11, and its Engineering Expo from 10 a.m. to 3 p.m. Wednesday, Sept. 26, in Floyd Hall. For details, visit wmich.edu/career/events.

In addition, the Gamma Rho Chapter of Beta Alpha Psi will stage a Meet the Firms career fair focused on jobs in accounting, finance and information systems from 6:30 to 8 p.m. Thursday, Sept. 20, in the Fetzer Center. More information is at bapwmu.com/meet-the-firms.html.

Former MIT researcher to discuss neuroethics in series's first 2018-19 talk

The ethical standards and professional responsibility of neuroscience researchers will be explored in a talk that kicks off the Center for the Study of Ethics in Society's fall 2018 lecture series.

Stephanie J. Bird, former special assistant to the provost and vice president for research at the Massachusetts Institute of Technology, will speak on "Putting Science in its Place: Neuroscience and Neuroethics" at 5:30 p.m. Thursday, Sept. 13, in the WMU



Bird

Homer Stryker M.D. School of Medicine, located at 300 Portage St. in Kalamazoo.

Now an independent consultant and speaker, Bird also edits the international journal *Science and Engineering Ethics*, which explores issues of direct concern to scientists and engineers

related to both the practice and application of science and technology.

Her presentation is free and open to the public. It is the first in the ethics center's lecture series that includes talks and events through Friday, Nov. 9. Upcoming presenta-

tions on WMU's Main Campus are:

- Talks in September and October related to the Black History 101 Mobile Museum special exhibit called "'68: How Far Have We Come?" that will be on display Tuesday and Wednesday, Sept. 25-26, in the Richmond Center.
 - A talk titled "Invisible Salt and Urban Dead Seas: Who Is Responsible?" in October.
 - An "Integrating Research Ethics into the High School Science Classroom" panel discussion and talk on "Plato's Dialogues of Definition: What is Socrates Looking for?" in November.
- For details, visit wmich.edu/ethics.

Western News

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WESTERN MICHIGAN UNIVERSITY

APA, PSSO schedule joint meeting for WMU staff

Outcomes of the employee engagement survey conducted in late 2017 by WMU's Administrative Professional Association and Professional Support Staff Organization will be reported at a general meeting from noon to 1 p.m. Thursday, Sept. 27.

The meeting, to be held in the Grand Tier Lobby of Miller Auditorium, is open to all salaried (exempt) and hourly (non-exempt) employees. No registration is required.

The gathering also will serve as a mem-

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.

bership drive for both organizations. To incentivize new membership, the groups are hosting a competition that will begin at the meeting and run through Friday, Oct. 5.

For the competition, current members are encouraged to bring prospective members to the Sept. 27 meeting, where they will be able to register and pay dues. New members will be asked to note on their registration form the person who recommended that they join.

Current members can continue to enlist new members during the following week. They will receive one raffle ticket for each new member signed up within the week.

Prizes will be awarded to the top-three current members in both APA and PSSO who enlist the most new members.

For more information about the two groups, including their dues, visit wmich.edu/apa and wmich.edu/pssso.

Summer News

WMU continued to make significant news throughout summer

The University didn't stop making noteworthy news over the summer hiatus, as the following highlights show.

Aviation college partners with Delta

WMU announced in July that it is partnering with Delta Air Lines in the newly launched Delta Propel Career Path Program, an initiative designed to identify and mentor the airline's next generation of pilots.

The program draws future pilots from colleges, the company itself and the broader community. WMU aviation students accepted into the program will be put on an accelerated path to becoming a Delta pilot.

The airline began accepting student applications in August. Delta expects to hire more than 8,000 pilots to staff the thousands of daily flights it operates around the world as other pilots approach mandatory retirement age during the next decade.

"This is a first-of-its-kind program with a major airline, and the College of Aviation is proud to be recognized by Delta Air Lines as an initial collegiate aviation institution partner," says Dave Powell, dean of the college.

ISM program gets top-10 ranking



ISM students get the practical training valued by employers. (Photo by Mike Lanka)

The integrated supply management program landed No. 8 on national researcher Gartner's list of Top U.S. Supply Chain Undergraduate Programs.

The ranking is the third consecutive time

the University's program cracked the list's top 10 and puts WMU within the top tier of programs nationwide along with elite programs at Michigan State, Rutgers and Pennsylvania State universities, and the Georgia Institute of Technology.

"Gartner's report is a result of what employers view as the perfect job candidate. The overwhelming answer was a blend of engineering, business and information technology skill sets," says Sime Curkovic, management. "We have been and will continue to be a program that gives employers exactly what they need."

Team posts nation's second highest GPA

Bronco gymnasts achieved the second-highest grade point average in the nation for the 2017-18 academic year, according to the Women's Collegiate Gymnastics Association.

As a team, the Broncos carried a 3.793 GPA, marking the seventh straight year WMU has finished in the top 10 nationally. Individually, 14 Bronco gymnasts earned Scholastic All-America Awards.

WMU once again had the highest GPA among Mid-American Conference institutions, marking the seventh straight season leading the league. WMU also had 87.5 percent of its roster earn a 3.5 GPA or better, which led to 14 of its student-athletes named WCGA Scholastic All-Americans.

Women aviators are flying high

Three WMU pilots from Michigan captured first place in the collegiate division and fifth place overall in the women-only Air Race Classic cross-country flying event. Of the 52 teams and more than 100 women competing, 20 teams this year represented 17 aviation colleges around the nation.

Pilot Lauren Quandt of Grosse Ile, co-pilot Shelby Satkowiak of Mio and teammate Kelly Erdmann of Southfield finished the



The women's air race collegiate winners are, from left, Quandt, Satkowiak and Erdmann. (Photo by Mike Lanka)

more than 2,600-mile course June 19 to 22 against an aircraft-specific handicap, rather than head-to-head against other competitors.

Last year, WMU ranked fifth in the collegiate race and 10th overall. The University first entered a team in 2000 and raced every year through 2008, returning to the competition in 2014. A WMU team also placed in the top spot for the collegiate division in 2005, when the University came in eighth overall.

WMU hosts international conference

Scholars and policymakers from around the globe came to campus in August to present their research and solutions related to sustainable development for African nations. The group made their presentations at the 10th International Conference on African Development.

The event is held biennially, with the location alternating between WMU and Ethiopia. Its primary purpose is to provide people with a better understanding of cultural, political and socio-economic development in Africa. The conference is hosted by the Center for African Development Policy Research in the Haenicke Institute.

Obituaries—Notifications received over summer

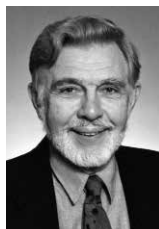
Editor's note: Visit wmich.edu/news/obituaries for more details about these WMU family members.

William Appel, emeritus in music, died July 7. He was 85. Appel joined the faculty in 1965 and retired in 2001 after nearly 36 years of service.

Keith Bailey, emeritus in education and professional development, died June 22. He was 91. Bailey joined the faculty in 1955 and retired in 1989 after 34 years of service.

Sharon Flickinger, a retired word processor operator for Extended University Programs, died June 3. She was 71. Flickinger joined the staff in 1970 and retired in 2002 after 32 years of service. Survivors include her husband, Thomas Flickinger, also a former staff member.

Norman Greenberg, emeritus in anthropology and social science and emeritus senior advisor to the president for international affairs, died May 26. He was 93. Greenberg joined the faculty in 1972 and retired in 1992 after nearly 20 years of service. Survivors



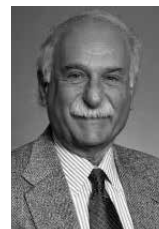
Appel



Greenberg



Kaarlela



Sichel



Weaver

include his wife, Gilda Greenberg, emerita in humanities and social science.

Ruth Kaarlela, emerita and chair of blindness and low vision studies, died Jan. 8. She was 98. Kaarlela joined the faculty in 1963 and retired in 1986 after nearly 23 years of service.

Dorothy Kaczmarek, a retired utility food worker in the Bernhard Dining Service, died May 13. She was 78. Kaczmarek joined the staff in 1986 and retired in 2006 after nearly 20 years of service.

Phyllis E. Seabolt, emerita in consumer resources and technology, died July 13. She was 93. Seabolt joined the faculty in 1970 and retired in 1987 after more than 16 years

of service. Survivors include a sister, Martha Warfield, immediate past vice president for diversity and inclusion.

Werner Sichel, emeritus in economics, died Aug. 4. He was 83. Sichel joined the faculty in 1960 and retired in 2004 after more than 44 years of service.

Robert Swinehart, a retired upholsterer, died July 5. He was 88. Swinehart joined the staff in 1964 and retired in 1991 after 27 years of service.

Constance S. (Waltz) Weaver, emerita in English, died July 21. She was 76. Weaver joined the faculty in 1965 and retired in 2005 after 39 years of service.

Summer News

Trustees sign off on retirements of 16 faculty, staff members

University trustees approved a total of 16 employee retirements during their June 27 meeting. They also signed off on seven faculty and staff resignations and six leaves.

Faculty retirements

All of the faculty members who are retiring are doing so with emeritus status. Their names, positions and effective dates of retirement are:

Margaret Dupuis, master faculty specialist of English, effective Aug. 31, 2019; Barbara Frazier, professor of family and consumer sciences, effective May 1, 2019, (change in date only); Charles Ide, professor of biological sciences, effective Aug. 31, 2019; Stephen Malcolm, professor of biological sciences, effective July 1, 2019; Nina Nelson, professor of dance, effective July 30, 2019, (change in

date only); Robert Reck, professor of marketing, effective Dec. 31, 2018; Mary Ann Stark, professor of nursing, effective Jan. 1, 2019; and Jay Wood, professor of mathematics, effective April 30, 2023.

Staff retirements

Marianne Di Pierro, graduate research and retention program manager, Graduate College, effective May 8, 2018; Joyce Lew, equity compliance specialist senior, institutional equity, effective June 1, 2018; Barbara Loney, administrative assistant I, cash operations, effective June 1, 2018; Pamela McCartney, administrative assistant senior, chemistry, effective May 23, 2018; Bradley Morgan, associate director of education technology, information technology, effective May 1, 2018; Juan Tavares, director of international

admissions and services, Haenicke Institute, effective June 1, 2018; Connie Volenski, administrative assistant II, economics, effective June 2, 2018; John Waltz, office assistant, registrar's office, effective June 1, 2018; and Martha Warfield, vice president for diversity and inclusion, effective July 31, 2018.

Faculty resignations

Dae Seok Chai, assistant professor of educational leadership, research and technology, effective July 12, 2018; Emily Curiel, assistant professor of special education and literacy studies, effective June 30, 2018; Kelley Holladay, faculty specialist II-professional specialist of counselor education and counseling psychology, effective Aug. 31, 2018; Capt. Russell Kavalhuna, executive director of flight operations, aviation, effective June 8, 2018; David Montgomery, master faculty specialist-professional specialist, music, effective June 30, 2018; Carson Reeling, assistant professor of economics, effective Aug. 31, 2018; and Robert Sutton, faculty specialist I-lecturer of chemistry, effective Aug. 31, 2018.

Other personnel matters

Sabbatical leaves were granted to Lisa Coons, associate professor of music, and Andrew Hennlich, associate professor of art, effective academic year 2018-19, and Kirk Korista, professor of physics, effective fall 2018.

Leaves of absence were approved for Magdalena Niewiadomska-Bugaj, professor of statistics, effective fall 2018; Luigi Andrea Berto, professor of history, effective Jan. 1, 2019, through April 30, 2019; and Joan Conway, master faculty specialist-language specialist, Center for English Language and Culture for International Students, effective July 1, 2018, through Aug. 31, 2018.

Another 27 teachers granted tenure by governing board

The WMU Board of Trustees granted tenure to 27 faculty members at its June 27 meeting, effective with the beginning of the 2018-19 academic year.

Kimberly Adams, music; Wendy Beane, biological sciences; Stephanie Burns, counselor education and counseling psychology; Jacob Cameron, music; Cary Cekola, speech, language and hearing sciences; Joan Conway, Center for English Language and Culture for International Students;

Lisa Coons, music; Eva Copija, Center for English Language and Culture for International Students; Mingming Feng, accountancy; Jennifer Foster, counselor education and counseling psychology; Brett Geier, educational leadership, research and technology; Angel Gullon-Rivera, family and consumer sciences;

Wanda Hadley, educational leadership, research and technology; Annette Hamel, communication; Andrew Hennlich, art; Jennifer Hudson, mechanical and aerospace engineering; Kristina Lemmer, mechanical and aerospace engineering; Elena Litvinova, physics; Derrick McIver, management;

Laurel Ofstein, management; Fahad Saeed, computer science; Karen Schieman, nursing; Dee Sherwood, social work; James Springstead, chemical and paper engineering; Vivian Valdmanis, interdisciplinary health programs; Zeljka Vidic, human performance and health education; and Marcel Zondag, marketing.

Promotions approved for 50 faculty members during trustees' June 27 meeting

The WMU Board of Trustees approved the promotions of 50 faculty members at its June 27 meeting, effective with the beginning of the 2018-19 academic year.

Faculty promoted to professor: Marc Alspector-Kelly, philosophy; Kathleen Baker, geography; Karen Bondarchuk, art; Scott Cowan, music; Whitney DeCamp, sociology; Bruce Ferrin, marketing; Scott Gaynor, psychology; Chien-Juh Gu, sociology; Lynne Heasley, Institute of the Environment and Sustainability; Dae Kim, blindness and low vision studies; Karen Lancendorfer, marketing; Nichole Maury, art; Maureen Mickus, occupational therapy; Christine Moser, economics; Amy Naugle, psychology; Ginger Owen, art; Carolyn Pavlik, dance; Heather Petcovic, geological and environmental sciences; Patricia Reeves, educational leadership, research and technology; Jorge Rodriguez, engineering design, manufacturing and management systems; David Rudge, biological sciences; and Yuan-Kang Wang, political science.

Faculty promoted to associate professor: Kimberly Adams, music; Wendy Beane,

biological sciences; Stephanie Burns, counselor education and counseling psychology; Jacob Cameron, music; Lisa Coons, music; Mingming Feng, accountancy; Jennifer Foster, counselor education and counseling psychology; Brett Geier, educational leadership, research and technology; Angel Gullon-Rivera, family and consumer sciences; Wanda Hadley, educational leadership, research and technology; Andrew Hennlich, art; Jennifer Hudson, mechanical and aeronautical engineering; Kristina Lemmer, mechanical and aeronautical engineering; Elena Litvinova, physics; Derrick McIver, management; Lau-

rel Ofstein, management; Fahad Saeed, computer science; Karen Schieman, nursing; James Springstead, chemical and paper engineering; Zeljka Vidic, human performance and health education; and Marcel Zondag, marketing.

Faculty promoted to master faculty specialist: Joan Conway, Center for English Language and Culture for International Students; Eva Copija, Center for English Language and Culture for International Students; Kirsty Eisenhart, mathematics; and Dennis McCrumb, educational leadership, research and technology.

Faculty promoted to faculty specialist II: Kimberly Doudna, family and consumer sciences; Beth Ernst, business information systems; and Anne-Marie Guidy-Oulai, business information systems.



Dae Kim working with student (Photo by Mike Lanka)

Summer News

August service anniversaries

The following faculty and staff members are recognized for 50, 45, 40, 35, 30, 25, 20, 15, 10 and five years of service during August.

50 years—Bradley E. Huitema, psychology.

45 years—Bob E. White, industrial and entrepreneurial engineering and engineering management.

40 years—Ronald C. Kramer, sociology; Joseph W. McKean, statistics; and Zahir A. Quraeshi, marketing.

35 years—Paul V. Engelmann, engineering design, manufacturing and management systems; Donna Kaminski, computer science; Gregory B. Lozeau, information technology; and Bradley A. Wong, music.

30 years—Christine Browning, mathematics; Jim Butterfield, political science; Mike J. Dekau, information technology; Dee Roberts Gauthier, music; Tarun Gupta, industrial and entrepreneurial engineering and engineering management; Tricia A. Hennessy, art; Azim Houshyar, industrial and entrepreneurial engineering and engineering management; Gloria Johnson, building custodial and support services; Sheldon A. Langsam, accountancy; William C. Olsen, English; Charles T. Overberger, College of Engineering and Applied Sciences; Donald R. Schreiber, chemistry; and Amy J. Seth, University Recreation.

25 years—Janice L. Bedrosian, speech, language and hearing sciences; Bob Bensley, interdisciplinary health programs; Susan M. Carlson, sociology; Steven J. Culver, mathematics; Alvina Gipson, admissions; Scott P. Hennessy, admissions; Kathy L. Houser, university budgets; Jeffrey L. Lillard, public safety; Molly Lynde-Recchia, world languages and literatures; Larry A. Mallak, industrial and entrepreneurial engineering and engineering management; John Martino, mathematics; Regena Fails Nelson, teaching, learning and educational studies; Lisa Paulius, physics; Robert A. Peters, public affairs and administration; David S. Reinhold, university assessment; Wendy Rose, music; Jack M. Ruhl, accountancy; Larry J. Simon, history; and Amy S. Washington, intercollegiate athletics.

20 years—Ikhlas Abdel-Qader, electrical and computer engineering; Joetta L. Carr, gender and women's studies; John A. Clark, political science; David W. Clemens, Miller Auditorium; Jennifer K. Clements, Lee Honors College; Sime Curkovic, management; Igor Fedotov, music; Bruce G. Ferrin, marketing; Bernard T. Han, business information systems; Geralyn Heystek, Haworth College of Business; Gregory J. Howard, sociology; Y. D. Hyter, speech, language and hearing sciences; Yuanlong Liu, human performance and health education; Vincent Lyon-Callo, sociology; Susan G. Meisner, Unified Clinics; Matthew S. Mingus, public affairs and administration; Tabitha Young Mingus, mathematics; James A. Muchmore, teaching, learning and educational studies; Kim C. Nelson, university relations; Christopher Pyzik, planning, space management and capital projects; Jaclyn M. Ryan, occupational therapy; Elke Schoffers, chemistry; Sarah Summy, special education and literacy studies; Ann Veeck, marketing; and Richard W. Zinser, family and consumer sciences.

15 years—Carla Renee Adkison-Johnson, counselor education and counseling psychology; Shiva Om Bade Shrestha, mechanical and aerospace engineering; Andrea L. Beach, educational leadership, research and technology; Steve Booher, student transitions; Christopher C. Cheatham, provost's office; Stephen G. Covell, comparative religion; Kirsty J. Eisenhart, mathematics; Steve Feffer, English; Lin Foulk, music; Jon D. Holtzman, anthropology; Chiayang James Hueng, economics; Pavel G. Ikonov, engineering design, manufacturing and management systems; Wendy Kershner, nursing; Mustafa Mughazy, world languages and literatures; Ilana Nash, gender and women's studies; Ginger Y. Owen, art; John A. Patten, industrial and entrepreneurial engineering and engineering management; Cynthia J. Pietras, psychology; Troy Place, industrial and entrepreneurial engineering and engineering management; David M. Powell, aviation; Kapseong Ro, mechanical and aerospace engineering; Kimberly A. Searing, nursing; and Zijiang James Yang, computer science.

10 years—Kelly D. Ackerson, nursing; Mary Louise Anderson, counselor education and counseling psychology; Upul Bandara Attanayake, civil and construction engineering; Cathryn D. Bailey, gender and

women's studies; Rebecca E. Branch, Sindecuse Health Center; James Scott Centilli, education and human development; Ann M. Chapleau, occupational therapy; Jacqueline T. Eng, biological sciences; Sharon A. Gill, biological sciences; Ramakrishna Guda, chemistry; Peter A. Gustafson, mechanical and aerospace engineering; Lucius F. Hallett IV, geography; Jeffrey N. Jones, teaching, learning and educational studies; Dae Shik Kim, blindness and low vision studies; Carrie C. Leatherman, University Libraries; Kevin T. Lehmann, intercollegiate athletics; Rafael Mendoza, building custodial and support services; Dini Metro-Roland, teaching, learning and educational studies; Brandy Ann-Skjold Pleasants, Mallinson Institute; Doris J. Ravotas, interdisciplinary health programs; Jessica L. Richards, building custodial and support services; Gail Y. Rouscher, College of Aviation; William A. Saurbek, public safety; Kahler B. Schuemann, president's office; Xiaoyun Shao, civil and construction engineering; Andrew J. Slezak, landscape services;

Bradley R. Smith, art; Vivian Isabelle Patricia Steemers, world languages and literatures; Andre R. Venter, chemistry; Margaret A. Von Steinen, government affairs; Yuan-kang Wang, political science; and Justin S. Woodhams, building custodial and support services.

Five years—Wendy Scott Beane, biological sciences; David Thomas Benac, history; Teresa A. Bingman, interdisciplinary health programs; Scott M. Boerma, music; Hector Luis Diaz, social work; Peter Dragicevich, landscape services; Dalanda D. Fry, Bernhard Center Dining Service; Daniel G. Guyette, fine arts; Amanda K. Hill, landscape services; Yufeng Hu, civil and construction engineering; Hilary A. Hunt, cash

operations; Greg Jaspere, music; Penny Jernigan, intercollegiate athletics; Douglas A. Johnson, psychology; Kenneth Charlton Jones, Haworth; Susan A. Kramer, building custodial and support services; Nicholas M. Kuder, Art; Dylan Ledbetter, information technology; Ryan D. Lewis, art; Elena Litvinova, physics; Thayma Colleen-Darby Lutz, mathematics; Andro H. Mondala, chemical and paper engineering; Aaron Michael Monsma, information technology; Melissa Ottesen, Center for English Language and Culture for International Students; Alisa M. Perkins, comparative religion; Renuka Marian Phillips, Haworth College of Business; David L. Prellwitz, Davis Dining Service; Joseph Isaac Ruppert, Center for English Language and Culture for International Students; Mark A. Schreiner, mathematics; Jesse M. Smith, sociology; Robert L. Stewart, Haworth College of Business; Beverly Vandiver, counselor education and counseling psychology; and Aaron P. Whittaker, public safety.



Many attended the Aug. 8 Staff Bash, including Patty Mikowski, left, Unified Clinics, and Tiffany White, diversity and inclusion. (Photo by Mike Lanka)

July service anniversaries

The following faculty and staff members are recognized for 40, 35, 30, 25, 20, 10 and five years of service during July.

40 years—Robert L. Johnson, information technology, and Voncel L. Phillips, provost's office.

35 years—Joan E. O'Bryan, information technology.

30 years—Margurite Clay, Human Resources, and Delores J. Minshall, information technology.

25 years—Matthew T. Stoops, chemical and paper engineering.

20 years—Mary Choker, Davis Dining Service; Alan D. Rhoderick Sr., maintenance services; and Laura M. Thomas, Registrar's Office.

10 years—Judy Carroll, Registrar's Office; Emily R. Duguay, theatre; Michael A. Linger, public safety; Bette A. Ludwig, psychology; Kate E. Papson, Residence Life; and Linda Zoeller, nursing.

Five years—Lori J. Bingaman, accounts receivable; Sara E. Clark, occupational therapy; Katie DeCamp, Valley Dining Center; Steve Durbin, electrical and computer engineering; Victoria A. Hastings, public safety; Nan Janecke, enrollment management; Sarah Joann McBrien, intercollegiate athletics; DeVon Caprice Miller, maintenance services; Julie Ann Obrecht, Haenicke Institute; and Jennifer L. Trout, geological and environmental sciences.

11 faculty, staff members to be honored at Fall Convocation

Emerging Scholar Award

This award recognizes the contributions of faculty who are in the first decade of their careers at WMU and who, by virtue of their contributions to scholarship or creative activity, have achieved national recognition and demonstrated outstanding promise to achieve renown in their continuing work. It is going to the following person.



Protacio

Maria Selena O. Protacio, associate professor of special education and literacy studies. She came to WMU in 2012 and focuses her research on the literacy motivation and engagement of English learners. Her publications related to that rarely

researched area are filling an important gap in literacy literature. Protacio also is praised for her extensive student mentoring and work to advance the literacy research profession.

Distinguished Faculty Scholar Award

This award, the highest annual honor for a faculty member, recognizes those whose work constitutes a significant body of achievement that is widely recognized within the national and international academic communities. It is going to the following person.



Pozo

Susan Pozo, professor of economics, directs the global and international studies program and came to WMU in 1982. She is known for being the first to study real-world topics that later became front and center in national policy discussions, especially remittances and immigration policy. Pozo serves as a referee for prestigious journals, reviews grant applications for several government agencies and is invited to present her research at premiere conferences.

Distinguished Service Award

This award recognizes exceptional service in areas that reflect innovative and effective programming, increase WMU's stature, or extend WMU's impact and presence into the larger community. It is going to the following people.



Covell

Stephen G. Covell, chair and Mary Meader Professor of Comparative Religion, directs a study abroad seminar and is founding director of the Soga Japan Center. He came to WMU in 2003. Covell was lauded for setting "a standard that few

others can meet" when it comes to helping organize international seminars, conferences and workshops for faculty and students so they can expand their knowledge of global issues. He also was praised for encouraging students to expand their understanding and appreciation of different religions.



Thannhauser

Peter Thannhauser, senior lab technician for mechanical and aerospace engineering, has already received outstanding staff and service-to-students awards from the College of Engineering and Applied Sciences. He came to WMU in 1984. Thannhauser was cited for being indispensable in many areas of his job, including programming software and designing and building new devices, as well as being an active volunteer who works with area high school students.

Distinguished Teaching Award

This award, the highest honor given to faculty members for their work with students, recognizes exceptional educators and mentors who demonstrate outstanding dedication to their work. It is going to the following people.



Braun

Michael C. Braun, a master faculty specialist of Spanish who died unexpectedly Aug. 27, oversaw the Spanish secondary education program and came to WMU in 2004. He had received the Barbara Ort-Smith Award from the Michigan

World Language Association, the most prestigious distinction an educator in the field of world languages can receive in the state. Braun presented award-winning workshops and conference sessions for local school districts and national organizations. His students and colleagues cited him for the enthusiasm he brought to the classroom and for the constructive interactions he had with prospective, current and former students.



Cowan

Scott Cowan, associate professor of jazz studies, directs the WMU Jazz Orchestra as well as coaches chamber ensembles. He is a published composer and arranger who has performed with internationally recognized jazz artists.

Cowan's students report that he is humble as well as knowledgeable and professional. They also stressed that he is a teacher who has guided WMU's jazz programs along a path of world excellence and prestige and he is "hugely generous with his time and resources."



Slawinski

Scott Slawinski, associate professor of English, is graduate director for his department and came to WMU in 2005. He has received a grant from the Maine Women Writers Collection to begin his second book project.

His students cite him for having a "warm, inviting presence" in the classroom, being a patient listener and willing student advocate, and having exceptional ability to navigate complex content.

Make a Difference Award

This award is the highest accolade WMU bestows specifically on non-faculty employees for their service. Annual round honors go the following people.



DeCamp

Katie DeCamp, manager of the Valley Dining Center, came to WMU in 2013. She oversees an operation that serves hundreds of people daily and employs some 250 students and nearly 40 full-time University staff.

DeCamp was praised for being phenomenally dedicated, organized, professional and pleasant—no matter how busy or demanding her day becomes. She also was described as an innovative problem-solver who shows personal initiative, and a role model and mentor for both her assistant managers and student employees.



Kramer

Susan A. Kramer, custodian, came to WMU in 2013, initially working in Dining Services. She is stationed in the Seibert Administration Building, a four-story facility that Kramer nearly always cleans by herself and houses a variety of major

University offices. Without fail, occupants of her building marveled at how thoroughly she does her job, given that as one put it, "She is on the go from the moment she steps in the door to the moment she leaves."



Stone

Jeff Stone, deputy athletic director, is primarily responsible for managing and monitoring the academic progress of all WMU student-athletes as well as supervising the University's compliance with NCAA and other rules. He came to WMU

in 1987. He was praised for creating an environment of support and care, "along with a little tough love." In addition, both students and colleagues cited him for working long hours behind the scenes and being a key reason why the University's student-athlete graduation rate continues to soar.



Volenski

Connie Volenski, administrative assistant II in economics, came to WMU in 2002 and retired earlier this year. She began her employment in Human Resources and had worked in economics since 2007. Volenski was credited with keeping the

administrative side of her department running smoothly, one co-worker characterizing her as "the life-blood of our department." She was consistently praised for maintaining a welcoming and positive attitude and for her exceptional dedication, organizational and problem-solving skills, professionalism, and innovations.

Ample resources on hand for switch to WMU Essential Studies

Faculty are encouraged to take advantage of an upcoming workshop as well as a variety of other resources that are available to prepare them for the University's move to a new general education curriculum.

The new curriculum, WMU Essential Studies, will go into effect at the start of the fall 2020 semester. It comes with a more focused set of educational intents, learning



outcomes and assessment criteria for faculty that will result in new and updated courses for students.

WMU Essential Studies will apply to all new undergraduates who are covered under the 2020-21 Undergraduate Catalog.

Available resources

Among the helpful resources already available is a workshop called Navigating WMU Essential Studies: Design, Assess, Submit. The workshop will be presented from 1 to 3 p.m. Fridays, Sept. 14 and 28, Oct. 12 and 26, and Nov. 9 and 30, in Sangren Hall's Swain Library. It features three concurrent breakout sessions:

- "Understanding the WMU Essential Studies Design: Where Does My Course Fit? What Is Needed for a Successful Review?"
- Assessing WMU Essential Studies Student Learning Outcomes: What Assessment Evidence Is Needed?"
- "Electronic Submission: A Tutorial."

Information about the new general education curriculum also is available on the

Faculty Senate's WMU Essential Studies website. An interactive webpage showing the program model and student learning outcomes with assessment rubrics will soon be added there.

Other resources scheduled for posting within the first couple of weeks of the fall 2018 semester are a user guide for the electronic course submission process and a template for the course assessment piece.

In addition, a variety of academic committees, councils and other campus groups will have the opportunity to hear presentations on WMU Essential Studies in coming weeks.

Administration and process

The University has tapped Mervyn Elliott, a master faculty specialist-lecturer in the College of Aviation, to direct WMU Essential Studies. Elliott joined WMU's faculty in 1999 and teaches aerodynamics and performance.

He and multiple committees comprised of

faculty and administrative staff have been working with the Faculty Senate for the past two years to design the new curriculum and ensure that the necessary policies and procedures are in place in time for its 2020 launch.

They began the course development process last spring, and the course approval procedures and forms were finalized this summer. This semester, faculty across campus will be configuring their planned course offerings so an essential studies committee can review the courses during the spring semester.

Elliott notes that the University's college curriculum units must submit their WMU Essential Studies courses by Monday, Dec. 31.

For more information, visit wmich.edu/facultysenate/wmuessentialstudies. To sign up for the Navigating WMU Essential Studies workshop, visit wapps.wmich.edu/workshops. Direct questions to Elliott at wmu-essentialstudies@wmich.edu.

New student course-ratings instrument adopted

Following the 2017 contract negotiations between WMU and its faculty union, the University penned an agreement with Campus Labs for a new student course ratings instrument to replace the Instructor and Course Evaluation System—ICES.

A WMU-AAUP committee worked with representatives from information technology to research and select the Campus Labs Course Evaluation. The committee's selection was based on a list of preferred instruments that had been researched and identified by a joint committee of administrators and faculty members chosen by the Faculty Senate and WMU-AAUP.

The new Campus Labs course ratings system is ready to use for the 2018 fall semester. A small advisory committee of faculty union representatives and administrative staff will

oversee the changeover from ICES as well as the introduction and implementation of the new system.

The new system will allow for greater ease of access for students, quicker return of results to faculty and the opportunity to create research-based incentives for student participation.

This semester, department faculty will have chances to select department-level questions, as well as design individualized course and teaching questions for their own personal use. In addition, opportunities and resources will be provided for faculty to learn more about the new system and how to use it.

It is anticipated that most faculty will experience little change in the way they access and use the new system, compared to their previous experience with ICES.

For more course evaluation details, visit wmich.edu/assessment/instructor-course-evaluation-system or contact Dave Reinhold at david.reinhold@wmich.edu or (269) 387-4564.

Enforcement phase for research policy starts Sept. 1

Full enforcement of the Proposal Submission Policy for External Funding that was announced earlier this year will start Saturday, Sept. 1.

The policy was established to help ensure that WMU's principal investigators have sufficient time to obtain the support needed to guarantee that all required proposal documents are compliant with sponsor requirements.

Implementation is being enforced in two stages. During Phase I, the July 1 to Aug. 31 transition period, the Office of the Vice President for Research expected principal investigators to learn about the new standards and follow them as closely as possible. Phase II begins Sept. 1 and signals the start of full enforcement.

The Proposal Submission Policy for External Funding and its procedures lay out a specific timeline for when major elements of a proposal must be completed and provided to OVPR. The process aims to limit poten-

tial problems that could be encountered if principal investigators leave too little time for themselves or OVPR to complete their respective responsibilities.

Key aspects of the submission timeline now being enforced call for:

- The Proposal Approval Form to be completed and routed to a PI's research officer by noon, seven business days before the deadline.
- All administrative items and ancillary documents to be in their final version by noon, five business days before the sponsor deadline.
- The proposal, in its final form for submission to the sponsor, to be submitted to the sponsor by noon, two business days before the sponsor deadline.

For additional details, visit wmich.edu/research/proposal-submission. Direct questions to the appropriate program research officer found online at wmich.edu/research/directory/proposals-contracts.

Obituaries—September services



Havener

Todd Havener, a police officer, died unexpectedly at home Aug. 9. He was 47. Havener joined the staff in 1993 and had been a member of the public safety department for more than 24 years.

A visitation will be held from 1 to 3 p.m. Saturday, Sept. 8, in the Betzler Life Story Funeral Home, Kalamazoo. It will be followed by a memorial service and reception.

Ellis Rathburn, a retired locksmith, died Aug. 16. He was 87. Rathburn joined the staff in 1969 and retired in 1993 after 24 years of service. A memorial service will be held at 1 p.m. Saturday, Sept. 8, in Evart Free Methodist Church, Evart, Michigan.

On Campus with Amanda Aguirre-Jaimes



ADVOCATE FOR STUDENTS
(Photo by Deanne Puca)

Amanda Aguirre-Jaimes is a relatively new staff member in Human Resources, but she has quickly moved through the ranks at WMU. Aguirre-Jaimes started as a student employee in H.R. in May 2017 and was hired as senior office assistant a year ago.

While continuing to pursue her bachelor's degree in human resources at WMU, she works full time answering phone calls, conducting background checks for students and temporary employees, and compiling packets used for new-employee orientation sessions every Monday. She is on track to graduate in summer 2019.

"I enjoy working with international student employees the most, discovering where they are from and how long they will be here, and working with them to get official documents," Aguirre-Jaimes says.

She adds that mid-August to early December is the office's busiest time, as students are returning and departments are hiring new employees.

Prior to coming to WMU, Aguirre-Jaimes attended Grand Rapids Community College, close to where she grew up and where most of her immediate family still lives. Now a Kalamazoo resident, she was born in Sacramento, California, and moved to Grand Rapids with her family when she was 11 years old.

Aguirre-Jaimes is an advocate for students, helping them network and have the contacts and resources needed to be successful. In fact, she serves as secretary of a local chapter of the national Association for Latino Professionals for America that she helped form at WMU this past fall. The networking group hosts recruiters and company representatives who come speak to members.

Her involvement with fellow students extends to her membership in the Latino Student Alliance, a registered student organization that plans community events as well as participates in WMU's popular International Festival held each spring semester.

"I think it is important to have these groups represented to support any groups that help students in the future," Aguirre-Jaimes says. "It's beneficial for them, and I know they've also helped me a lot, making contacts and pointing us toward resources for majors."

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WMU goes all in to promote student success

The program assigns members of these undergraduates to communities of up to 25 people that are led by a peer mentor.

"Peer mentors help our new students practice good study habits, explore internship and job opportunities, and engage on a social level so they feel like they belong here and have an easier time adjusting to college," Liggins-Abrams says.

"As a result, we expect new students will have fewer adjustment problems, feel comfortable seeking help when they need it and be motivated to stay in school. Ultimately, we should see a significant improvement in the number of students who are satisfied with their educational experience at WMU, helping us to make this their campus of choice."

More than 100 student employees are serving as peer mentors this year after receiving

special training. They, in turn, are being mentored by some 60 faculty and staff who have volunteered to be their champions.

Liggins-Abrams says individual cohorts will remain in place for the 2018-19 academic year, although students are not required to participate.

Success at WMU is being administered by the Division of Academic Affairs, which also is providing space in Room 1068 of Waldo Library for the peer mentors and on the University Computing Center's second floor for the program's main office.

In addition to an \$818,500 award from the Presidential Transformational Initiative Fund, it is being paid for by a matching award from the Division of Academic Af-



fairs and support from the Division of Student Affairs as well as the Office of Diversity and Inclusion.

Keith M. Hearit, communication, serves as executive director of the program. A search will be underway

soon for an assistant director, whose primary role will be to work with the peer mentors.

Although still in its infancy, Success at WMU already is making a beneficial impact. It is helping to fund an expansion of the College of Arts and Sciences's existing Gateways to Completion program, which focuses on improving student outcomes in high-risk courses, as well as the University's effort to improve the emotional wellness of students by becoming one of the nation's JED Campuses. In addition, it is helping to fund creation of a Faculty and Staff Signature program that will increase employee engagement in WMU initiatives as well as recognize those who amp up their engagement.

Learn more about Success at WMU by visiting the program's website at wmich.edu/success. Direct questions to the program by emailing wmu-success@wmich.edu or calling (269) 387-0275. More information about the Presidential Transformational Initiative Fund is available at wmich.edu/president.

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New administrators named, VP search launched

Christopher Cheatham, associate dean of academic services in WMU's College of Education and Human Development, was appointed associate provost for budget and personnel, effective July 1. Cheatham replaces James Gilchrist, who also retired in July.

In his new role as part of the Office of the Provost and Vice President for Academic Affairs, he will provide budgetary guidance to the provost, supervise budget staff, and collaborate in the development of budget models within academic affairs and with

other vice-presidential areas.

This summer also saw the University launch a national search for its next vice president for development and alumni relations, following the resignation of Tim Terrentine. Renee Pearl, director of engagement, is serving as interim vice president during the search.

Pearl has 17 years of advancement experience, having served the University of California, Davis, as well as Washington University in St. Louis before joining WMU nine years ago.

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