Nominations for 2015 Distinguished Alumni Awards due March 1

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

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

Next employee mixer scheduled

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

Language lessons offered to youths

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

New sustainability award launched

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

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

Deadline near for staff award program

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

International students can get tax help

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

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

Compensation project getting closer to rollout

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

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

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

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

In addition to the market surveys, the qualities being used to evaluate positions include such internal factors as impact, reporting structures and the leadership demands inherent to each position. External factors being considered include the ability of the University to recruit and retain people with the necessary skill sets.

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

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

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

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

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

Jody Brylinsky, associate provost for institutional effectiveness, says the Mid-year Report describes where WMU is in terms of implementing recommendations made at the end of 2013-14 and implementing the priority initiatives identified for 2014-15 by the University’s senior leadership.

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

“For instance, we’ve been able to reduce the number of Tactical Actions Communities and Project Action Teams that are needed and been able to develop a more centralized reporting system that will allow for more
Social event set for alumni

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

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

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

Jobs

Current job opportunities at WMU are announced daily on the Human Resources website at wmic.edu/hr/jobs. Please note that applications must be submitted online by the stated deadline. Complete application procedures are included with each posting.

Chair receives national award

Yuanlong Liu, interim chair of human performance and health education, has been selected to receive the R. Tait McKenzie Award from the SHAPE America: Society for Health and Physical Educators. Liu will be presented during the 2015 SHAPE America National Convention Tuesday through Saturday, March 17-21, in Seattle.

An annual award given to SHAPE America members who are highly regarded by their professional peers and have demonstrated distinguished service through work outside the normal work of the association. SHAPE America is the largest organization of professionals involved in school-based health, physical education and physical activity, who are dedicated to teaching and promoting active, healthy lifestyles.

CELCS faculty member co-writes book

Patrick T. Randolph, Center for English Language and Culture, for International Students, has co-written a book as well as won an award from the TESOL International Association.

His book, “Can You Say That? Teaching Llionos to English Learners,” was co-written with Paul McPherson from the City University of New York and released last year.

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

Randolph is one of just seven people selected from about 5,100 presenters worldwide to win the affiliates award and be an invited speaker at the convention. This is only the second time Michigan has been so honored and the first time for WMU.

University poet pens new collection

Judith Rypma, English, has written a new collection of poems titled “Amber Notes” and will read from it during the volume at 8 p.m. Monday, March 30, in 3025 Brown Hall. The book was published by FutureCycle Press in January.

“[Rypma] recounts a happy childhood, the joys and tears of sexuality and a mature woman’s wanderlust,” says her English department colleague Richard Katnow. “‘Amber Notes’ is a world traveler’s homage to the dance of permanence with transience. An insect in amber is the perfect emblem for this dance, and the image recurs throughout the book.”

Rypma has published more than 150 poems in literary journals, as well as six chapbooks. They include “Sewing Lessons” as well as a collection of poems translated into Szeged Hungarian and mystery of the eighth wonder of the world in “Looking for the Amber Room.”
Curtis Curtis-Smith, emeritus in music, will be honored during a School of Music tribute concert at 7:30 p.m. today, in the Dalton Center Recital Hall. A reception will follow the free concert. As previously reported, Curtis-Smith died Oct. 10 at age 73.

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

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

Carl E Lee, who with his late wife Winifred Lee was the namesake for WMU’s honors college, died Feb. 22. He was 96. A Kalamazoo broadcast pioneer, Lee had a long-standing relationship with WMU and was active in local civic and business affairs.

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

CAS names two interim associate deans

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

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

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

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

Higher ed reform expert to speak, hold workshops

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

The visit by Paul L. Gaston III, Trustees Professor at Kent State University, is part of a series of spring events focusing on general education organized by the Faculty Senate's Ad Hoc Committee on General Education.

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

Prior to that, he will conduct three drop-in workshops in 211 Bernhard Center that are open to public but geared toward faculty members. The planned workshops are “50 Potholes to Gen Ed Reform: The Politics and Promise of Campus Change,” 9 to 10 a.m.; “Scaffolding a New Curriculum: Current Best Practices,” 1 to 2 p.m.; and “The Classroom Paradigm Shift: From Content Delivery to Facilitating Learning,” 2 to 3 p.m.

Conference marking 50 years

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

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

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

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

Registration is ongoing at foodmarketingconference.com.

**Center for Disability Services awarded top-level accreditation**

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

As a member of the Commission on Accreditation of Rehabilitation Facilities (CARF), the organization has accredited the disability services center’s Community Integration, Services Coordination, Supported Living and Adult Day Services programs for the maximum period of three years.

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

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

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

**EUP expands professional development offerings**

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

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

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

**Beltline facility being renovated**

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

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

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

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

**Obituary**

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WESTERN NEWS FEBRUARY 26, 2015
University reaches reverse transfer pact milestone

WMU recently reached the milestone of becoming one of the second school in the state to have reverse transfer agreements with all 28 community colleges in Michigan. That status was confirmed by the Presidents Council, State Universities of Michigan after WMU inked its latest agreement with Bay deNoc Community College in Escanaba.

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

“For decades, WMU has been a transfer-friendly destination. This effort reaffirms our commitment to transfer students and our support of degree completion in the state of Michigan,” says Christopher W. Tremblay, associate provost for enrollment management at WMU.

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

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

Compensation project getting closer to rollout

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

Those studies range from national higher education surveys to discipline-specific surveys for such professional areas as information technology, health care, office and business support, and logistics and supplies. The entire new structure will be rolled out to the campus at large by the end of the academic year and is scheduled to be in place for the July 1 start of the 2015-16 academic year.

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

The current effort marks the first time since 2000 that the University has systematically studied compensation levels for campus positions and benchmarked them against similar positions in the job market. The project also will include a plan for continually updating and maintaining the compensation structure.

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Report details progress to date

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