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 the fall or spring semesters may defer the unused credits to the subsequent summer term 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.

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. Fall event details are available by visiting wmich.edu/facultyevelopment.
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. 5, in the 1400 corridor of Schneider Hall. The celebratory event will include a short program featuring Edward Montgomeny, 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.

Outcomes of the employee engagement survey conducted in late 2017 by WMU’s Professional Support Staff Organization will be presented at a celebration to reveal a new display 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.

Fall opening activities of science and technology

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 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 presentations 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.

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 membership 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.

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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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 Prop 40 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 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 and administrative assistant 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 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 faculty in 1960 and retired in 1986 after nearly 26 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 93. 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.

The women’s air race collegiate winners are, from left, Quandt, Satkowiak and Erdmann. (Photo by Mike Lanka)
Trustees sign off on retirements of 16 faculty, staff members

University trustees approved a total of 16 retirements at 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 Feizler, 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.

Faculty 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 Guynot, psychology; Chien-Juh Gu, sociology; Lynne Heasley, Institute of the Environment and Sustainability; Dae Kim, blindness and low vision studies; Karen Bondarchuk, art; Maureen Mickus, occupational therapy; Lindsey Doudna, family and consumer sciences; Beth Ernst, business information systems; and Anne-Marie Gudy-Oulai, business information systems.

Faculty promoted to associate professor:
- 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 Henrichs, art; Jennifer Hudson, mechanical and aerospace engineering; Kristina Lemmer, mechanical and aerospace engineering; Elena Litvinova, physics; Derrick McIver, management; Laurel Olstein, 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.

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; 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.

Faculty promoted to associate professor:
- Deborah Chesney, management; John Chui, computer science; Jennifer Cline, family and consumer sciences; Beth Ernst, business information systems; and Anne-Marie Gudy-Oulai, business information systems.

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; 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.
Many attended the Aug. 8 Staff Bash, including Patty Mikowski, left, Unified Clinicals, and Tiffany White, diversity and inclusion. [Photo by Mike Larka]

Summer News

August service anniversaries

The following faculty and staff members are recognized for 50, 45, 40, 35, 30, 25, 20, 15, 10 and 5 years of service during August.

50 years—Bradley E. Huitema, psychology.
45 years—Rob E. White, industrial and entrepreneurial engineering and management.
40 years—Ronald C. Kramer, sociology; Joseph W. McKean, statistics; and Zaher A. Quraeshi, marketing.
35 years—Paul V. Engelman, engineering design, manufacturing and management systems; Donna Kaminski, computer science; Gregory B. Loeza, 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; Taran Gupta, industrial and entrepreneurial engineering and engineering management; Maria A. Hennessy, art; Azim Houshyar, industrial and entrepreneurial engineering and engineering management; Gloria Johnson, building custodial and support services; Sheldon A. Langsam, accounting; William C. Olson, 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 Biesle, interdisciplinary health programs; Susan M. Carlson, sociology; Steven J. Culver, mathematics; Alvinia Gipson, admissions; Scott P. Hennessey, admissions; Kathy L. Houser, university budgets; Jeffrey L. Lillard, public safety; Molly Lynne-Zecchini, world languages and literatures; Larry A. Mollak, industrial and entrepreneurial engineering and engineering management; John Martino, mathematics; Regina Faisl Nelson, teaching, learning and educational studies; Lisa Paulius, physics; Robert A. Peters, public affairs and administration; and David S. Reinhold, university assessment.
20 years—Khalid Abdul-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, Joetta L. Carr, gender and women’s studies; Ginger Y. Owen, art; John A. Simon, history; and Amy S. Washington, intercollegiate athletics.
15 years—Carla Rene Adikson-Johnson, counselor education and counseling psychology; Shiva Om Bade Shrestha, mechanical and aerospace engineering; Andrea L. Beach, educational leadership, research and technology; Steve Booser, student transitions; Christopher C. Cheatam, 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; and Vonda L. Phillips, building custodial and support services.
10 years—Kazem Adibfar, economics; Stephen. A. Gill, biological sciences; Sharon A. Gill, biological sciences; Ramakrishna Guda, chemistry; Peter A. Gustafson, mechanical and aerospace engineering; Lucia 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 Mendez, building custodial and support services; Dini Metro-Roland, teaching, learning and educational studies; Brady R. Smith, art; Vivian Isabelle Pietre Stamens, world languages and literatures; Andrew G. Vonceal, physics; Yufeng Hu, civil and construction engineering; Hilary A. Hunt, cash operations; Greg Jasperse, music; Penny Jernigan, intercollegiate athletics; Douglas A. Johnson, psychology; Kenneth T. Robert, politics; Andro H. Mondela, chemical and paper engineering; Aaron Michael Morona, 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 Vandenbroucke, counselor education and counseling psychology; and Aaron P. Whittaker, public safety.

July service anniversaries

The following faculty and staff members are recognized for 50, 45, 40, 35, 30, 25, 20, 15, 10 and 5 years of service during July.

50 years—Robert L. Johnson, information technology, and Vonce L. Phillips, provost’s office.
45 years—Joan E. O’Bryan, information technology.
40 years—Marguerite Clay, Human Resources, and Delores J. Mitchell, information technology.
35 years—Matthew T. Stoops, chemical and paper engineering.
30 years—Mary Choker, Davis Dining Service; Alan D. Rhoderick, maintenance services; and Laura M. Thomas, Registrar’s Office.
25 years—Emily R. Duguay, information technology; and Linda Zuoeller, nursing.
20 years—Judy Carroll, Registrar’s Office; Emily R. Duguay, theatre; Michael A. Lininger, public safety; Bette A. Ludwik, psychology; Kate E. Popsin, Residence Life; and Linda Zuoeller, nursing.
15 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 McBrie, intercollegiate athletics; DeVon Caprice Miller, maintenance services; Julie Ann Obrecht, Haencke 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.

Maria Selen O. Protacio, associate professor of special education and literacy studies. She came to WMU in 2012 and focuses her research in 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.

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.

Stephen G. Covell, chair and Mary Meader Professor of Comparative Religion, directs a study abroad seminar and is founding director of the Soka 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.

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.

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.

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.”

Scott Ślawinski, assistant 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. College students also 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.

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.

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.”

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.

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.
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:

- “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/wmuesentialstudies. 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 for more information on WMU’s course-evaluation system or contact Dave Reinhold at david.reinhold@wmich.edu or (269) 387-4564.

**Obituaries—September services**

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 Ratham, a retired locksmith, died Aug. 16. He was 87. Ratham 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.

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**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 potential 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.
- Any additional questions to the appropriate program research officer found online at wmich.edu/research/directory/proposals-contracts.

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**Fall News**

Ample resources on hand for switch to WMU Essential Studies
WMU goes all in to promote student success

The program assigns members of those 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 fund creation of a Faculty and Staff Signature Endowment (269) 387-0275. More information about Success at WMU is available at wmich.edu/westernnews.

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

Keith M. Hearl, 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' 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 wmic.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 wmic.edu/president.