



Western News

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For and about WMU faculty and staff

25 Year Club to hold induction

A total of 49 people, all but one who began their service to WMU in 1990, will be inducted into the 25 Year Club during a gala honoring longtime employees Tuesday, Dec. 1. The event, which includes dinner, begins at 5:30 p.m. in the Bernhard Center's East Ballroom. Reservations are due Friday, Nov. 13.

The annual gala honors employees who have built their careers at WMU. Invitations have been mailed to members of the club. Once the 2015 class of inductees is in place, the 25 Year Club will have 1,227 members. Of these, 482 are active employees and 745 are retirees. Two of this year's 49 inductees are recent retirees. The current membership list is posted online at wmich.edu/hr/25yearclub.

Free football tickets available

The Office of Military and Veterans Affairs is giving out free football tickets to WMU students and employees who have served in the military, or who have a family member who has served. The tickets are for the Military Appreciation Night football game at 8 p.m. Wednesday, Nov. 11—Veterans Day. To encourage family participation, there is no ticket limit.

Faculty, staff mixer scheduled

All faculty and staff are invited to a casual Fridays With Friends mixer from 4 to 6 p.m. Nov. 13 in Floyd Hall's Parkview Room. Complimentary light hors d'oeuvres will be available.

International office slates ceremony

International Admissions and Services invites the campus community to a ribbon-cutting ceremony and open house to commemorate the unit's relocation to the Faunce Student Services Building. The event is set for 4 to 6 p.m. Friday, Nov. 20, in 3110 Faunce.

Open enrollment deadline nears

The open enrollment period for 2016 health care benefits and for flexible spending accounts—FSAs—continues through 5 p.m. Friday, Nov. 20. If no action is taken, benefit elections rollover to 2016 except for FSAs. Visit wmich.edu/hr/openenrollment to review the detailed open enrollment information mailed to employees and retirees and to access the necessary enrollment forms.

Employees who complete WMU's wellness program requirements by the end of 2015 will receive the wellness incentive for all of calendar year 2016.

Employee photo session today

Faculty and staff may have their official University photo taken between 11 a.m. and 6 p.m. today in 2150 Schneider Hall. No appointment is required. Visit wmich.edu/universityrelations/photography for details.

Michigan earns liberal education status

Michigan's public universities have been invited into a national coalition aimed at championing and advocating for the importance of a 21st-century liberal education.



Reinhold

Michigan will become the 12th state designated as a formal member of the Liberal Education and America's Promise—LEAP—Initiative. David Reinhold, provost's office, served as coordinator of Michigan's LEAP committee. He was informed in October that Michigan's LEAP State application had been accepted by the Association of American Colleges and Universities, which is guiding the initiative.

The LEAP effort is aimed at promoting an approach to higher education that empowers individuals and prepares them to deal with complexity, diversity and change. It provides students with broad knowledge of

the wider world as well as in-depth study in a specific area of interest.

A liberal education helps students develop a sense of social responsibility; strong and transferable intellectual and practical skills such as communication, analytical and problem-solving skills; and an ability to apply knowledge and skills in real-world settings.

Reinhold notes that WMU's long commitment to liberal education and its current work aimed at revising its general education programs make the timing of the Michigan LEAP designation ideal.

"We want our faculty across the University to become active participants in this initiative and take advantage of the opportunities for conversations about what liberal education is," Reinhold says. "Those conversations will take place both within WMU and between institutions. The work will involve getting faculty from different institutions together to explore how this initiative impacts their discipline."

WMU, Peace Corps giving students added service edge

WMU, Michigan's second largest producer of new Peace Corps candidates, has partnered with the legendary international service organization to give WMU undergraduates an even greater edge in preparing for international careers.

The University has become one of just over three dozen colleges and universities around the nation—and one of only two in Michigan—to offer a Peace Corps Prep program that will build hands-on experience in the health work sector, develop leadership skills and focus on intercultural competence and service learning in health care settings.

The Peace Corps Prep program, launched by the Peace Corps in 2007, will be offered as a minor open to students in any major at the University. WMU will be the first school in the nation to house such a program

in its interdisciplinary health care program. Jill Rowe, School of Interdisciplinary Health Programs, is institutional coordinator for the program at WMU.



Applications will be accepted immediately for fall 2016—the first semester in which the program will be offered. One goal of the WMU program is to attract students from all seven degree-granting colleges at the University.

"The School of Interdisciplinary Health Programs, like the Peace Corps, shares an

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First Lady to spotlight campus assault prevention

Michigan First Lady Sue Snyder will visit the campus Monday, Nov. 9, to highlight the "Inform. Empower. Prevent. Let's End Campus Sexual Assault" initiative and grant program.



Snyder

Snyder will speak at 7 p.m. in 1920 Sangren Hall as part of this year's Raise Your Voice lecture series organized by the Lee Honors College. She will be joined by Rebecca Campbell, neurobiological trauma response expert and professor of psychology at Michigan State University.

They will address sexual assault preven-



Campbell

tion at Michigan's universities, colleges and community colleges; Michigan's campus sexual assault grant program; and the benefits of trauma-informed response to survivors. Their presentation is free and open to the public, with seating available on a first-come, first-served basis.

Snyder has dedicated her time as First Lady to the health, safety and well-being of Michigan's children and families. As a mother whose youngest daughter is now a college sophomore, she hopes to help make

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Around campus and beyond

Gloria Steinem to make presentation

Gloria Steinem, the woman who became the nationally recognized leader and spokeswoman for the women's liberation movement, will present a free talk at 7:30 p.m. Friday, Nov. 6, in Miller Auditorium. The presentation, "An Evening with Gloria Steinem," is part of the fall Raise Your Voice Series. As with other programs in the series, it is free and open to the public, with seating offered on a first-come, first-served basis.

Event offers all things Russian

WMU's Fezter Center will again be the host site for the annual Kalamazoo Russian Festival, which is co-sponsored by the English department and Haenicke Institute. This year's festival is set for 9 a.m. to 5 p.m. Saturday, Nov. 7. Attendees can immerse themselves in Russian history, music, art, dance, crafts, children's activities and cuisine as well as a series of humanities lectures and poetic readings.

Opening ceremonies will be held at 9:30 a.m. They will be led by Victor Afanasenko, president of the Chamber of Commerce of Pushkin, Russia; U.S. Rep. Fred Upton; Kalamazoo Mayor Bobby Hopewell; WMU President John M. Dunn; and WMU Provost Tim Greene. Visit kzoorca.org for cost and other details.

International Education Week

WMU will highlight various countries and cultures during its annual observance of International Education Week, set for Sunday through Friday, Nov. 15-20. All events are open to the public, and nearly all are free of charge.

Numerous individual events are taking place during the week. They include Brazilian Day, the South-East Asia Cuisine Festival, a celebration of Native American culture, Indo-Pak Night (Indian and Pakistani cultural event), the Japan Festival and Malaysia Night.

Archaeologist writes book on fur trade

Michael S. Nassaney, anthropology, has penned a book about the social, economic and ideological effects of the fur trade that synthesizes how this extractive economy impacted the settlement and exploitation of North America.



Nassaney

Titled "The Archaeology of the North American Fur Trade," the book will be released later this month by the University Press of Florida.

Nassaney shows how the ways in which exchange was conducted, resisted and transformed to suit various needs left an indelible imprint upon the American psyche, particularly in the way the fur trade has been remembered and commemorated.

His book includes research from historical archaeologists and a case study of the Fort St. Joseph trading post in Michigan. Nassaney is the principal investigator of WMU's Fort St. Joseph Archaeological Project, which is unearthing one of the most important Colonial outposts in the western Great Lakes.

Emeritus receives honor from Purdue

Daniel L. Stufflebeam, emeritus in educational studies, received the Purdue University College of Education's highest alumni honor Oct. 30 during its Distinguished Education Alumni Awards celebration.



Stufflebeam

The celebration is held every two years to honor the college's most accomplished alumni.

Stufflebeam was lauded as a thought leader in the assessment field and an icon whose work has played a major role in shaping educational evaluation.

His Context, Input, Process and Product Evaluation Model was one of the first models used for program evaluation and is still in use today. In addition, he directed the development of more than 100 standardized achievement tests, including the GED.

Stufflebeam came to WMU in 1973 and founded the Evaluation Center, which he directed until 2002. A Distinguished University Professor, he retired from WMU in 2007 after 34 years of service.

Professor's book wins second award

Brian Wilson, comparative religion, has won a second award for his latest book, "Dr. John Harvey Kellogg and the Religion of Biologic Living." The volume was one



Wilson

of four books to win an award from the Historical Society of Michigan in the University and Commercial Press category of its State History Awards.

"Dr. John Harvey Kellogg and the Religion of Biologic Living" offers a historical account of Kellogg, who was a complex figure in the history of wellness, religion and dietary reform. Kellogg also was well-known for his pioneering work at the Battle Creek Sanitarium.

Earlier this fall, the book won an Independent Publisher Book Award, also known as the "IPPY," taking home a Silver Medal in the biography category.

Service anniversaries

The following faculty and staff members are recognized for 25, 20, 15, 10 and five years of service during November.

25 Years—Donald Scott Paff, landscape services.

20 Years—Teri Cleveland, online education; Michele L. Cole, Office of the Associate Vice President for Facilities Management; Teresa M. Cronkhite, Valley 2 Dining Service; Kerrie Jo Harvey, College of Arts and Sciences advising; Douglas Lloyd, construction; John Phillips, building custodial and support services; M. Montgomery Porter III, intercollegiate athletics; Dale Allen Sheppard, maintenance services; and Mary Jo Starks, building custodial and support services.

15 Years—Mark L. Belmar, building custodial and support services; Karen E. Crane, Valley II Dining Service; James

W. Dancy, building custodial and support services; Douglas Engebretsen, College of Education and Human Development; Betty Merrifield, Valley II Dining Service; Cathleen S. Smith, provost's office; Earlie M. Washington, dean of the College of Health and Human Services; and Jeffrey A. Winkle, landscape services.

10 Years—Major C. Eatmon Jr., maintenance services; Lou Ann Morgan, University Libraries; and Dawn Robarge, Center For Disability Services.

Five Years—Patricia Anderson, building custodial and support services; Jacquelyn K. Boven, building custodial and support services; Andy Brown, College of Health and Human Services; Kerry C. Craighead, Burnham Dining Service; Kimberly Ann Crandall, Haworth College of Business; Lu DeBoef, Human Resources; Karen J. DeVries, Office of the Vice President for Research; Jeanie Marie Lewis, development and alumni relations; Boston H. Mann, building custodial and support services; Jean Marie Mazahem, Burnham Dining Service; Tina Louise McCallum, building custodial and support services; Leah M. Molter, admissions; Jennifer Morrow, Spanish; Sharon Lynn Mullins, landscape services; Sara D. Payne, building custodial and support services; Tyler Allen Payne, information technology; Andrew J. Pitchford, building custodial and support services; Jeremy John Reilly, building custodial and support services; Gary Lynn Sandlin, building custodial and support services; and Roberta Strassner, Human Resources.

Jobs

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

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WMU is an equal opportunity/affirmative action employer consistent with applicable state and federal laws.



Sessions on solar garden project slated

Two briefings for members of the campus community will take place in November to provide information on a solar garden initiative that will result in a photovoltaic array being sited adjacent to Floyd Hall to harvest clean solar energy.

The sessions are set for 2 to 3 p.m. Tuesday and Thursday, Nov. 10 and 12, in the Parkview Room of Floyd Hall. During each briefing, University officials will be joined by personnel from Consumers Energy to provide an overview of the technology as well as an outline of how a solar garden is operated and the benefits of such a facility.

Those attending will be able to view a WMU solar garden display and take away information. Each session also will feature a question-and-answer period.

The garden is among the first large-scale solar projects Consumers Energy will build around the state that are part of an effort expected to be operational in 2016.

The WMU Board of Trustees authorized

the University to enter into a series of agreements in August to grant about an 8.5-acre parcel to Consumers Energy for construction of the solar garden PV array in an area along U.S. 131 and immediately west of the Parkview Campus' engineering complex.

Electricity produced by the garden will be delivered to the Consumers distribution system. The University will receive energy credits from the project in the coming years. The agreement also has the potential to generate solar energy education initiatives.

Consumers has committed to provide WMU \$120,000 in funding for a Solar Learning Module that will educate WMU students, provide exposure to K-12 students and train emergency first responders in how to deal with solar arrays.

Consumers also will provide \$55,000 for WMU to construct up to three additional solar systems for research and educational use by faculty and students.

Learn more at consumersenergy.com/solargardens.

Crawford is new director of Title IX compliance

Felicia Taylor Crawford, a director of Human Resources since 2005, has been named to the new position of director of Title IX compliance in the Office of Institutional Equity, effective Dec. 1.



Crawford

Crawford will lead the campuswide coordination, integration and monitoring of policy implementation; adherence to federal, state and local guidelines; and other efforts related to Title IX, Title VII, Clery Act/VAWA and other civil rights laws and matters involving University students and employees.

In that role, she will oversee impartial investigations into allegations of sexual and gender-based harassment and violence. She also will be involved in educational, training and prevention activities related to maintaining a healthy and safe learning and working environment.

Excellence in diversity nominations solicited

The University's Excellence in Diversity Awards Selection Committee is seeking nominations by Friday, Dec. 4, for this year's 2016 Excellence in Diversity Awards.

Individual as well as groups of employees, students and other WMU community members who exemplify the importance of diversity and inclusion are eligible.

Recipients will be recognized at a spring convocation Friday, Feb. 5. Nominees should support diversity and inclusion goals defined in the Diversity and Multiculturalism Action Plan.

Cross-disciplinary and multidisciplinary nominations are encouraged, as are self-nominations.

For more information, visit wmich.edu/diversity or contact Tiffany White in diversity and inclusion at tiffany.white@wmich.edu or (269) 387-6327.

East patio was a happening place during Heritage Hall opening

Many of the more than 6,000 people attending Heritage Hall's grand opening weekend Oct. 23-25 visited the east patio, looking for the bricks and pavers they purchased and had inscribed as a donation to help fund the renovation of the building. Visit mywmu.com and click WMU Alumni Center for links to photos, video and stories covering the weekend festivities. Heritage Hall is closed to the public until Monday, Nov. 9, to allow for project completion and staff move-in. **Below right:** While kneeling on his proposal paver, Nick Bennett asks fellow alumnus Anna-Marie Krause to marry him. (Photo by Matthew Thaler) **Below, left:** Kai M. Chapman, left, development and alumni relations, helps direct an open house attendee to the spot where the attendee's brick is located. (Photo by Jeanne Baron)



Campus team assisting in revising strategic plan

A broad-based team of campus community members has been put in place to assist WMU in revising its strategic plan.

The 23-member University Strategic Plan Transition Team received its charge from WMU's senior leadership in September.

The team is being led by Jody Brylinsky, institutional effectiveness. Its members represent every divisional unit at the University as well as the Faculty Senate, WMU chapter of the American Association of University Professors, Western Student Association and Graduate Student Association.

WMU's first strategic plan went into effect in 2012 and ended June 30. Brylinsky stresses that WMU is building on that plan, not redoing the plan.

"We're transitioning in the sense that we're making updates and moving to a five-year time period. The revisions will take into account the new input we'll be gathering this academic year, as well as the lessons we learned and the recommendations we received during the plan's previous three years," Brylinsky says.

"We'll be keeping the same three institutional pillars we have now—learner centered, discovery driven and globally engaged—and be fine tuning the goals and objectives so they better reflect current and future challenges, assumptions and aspirations."

The transition team will meet every two weeks through March 2016 to synthesize input from a wide range of WMU constituents and pair the information it receives with the results data gleaned during implementation of the inaugural 2012-15 plan.

The team also will refine successive versions of the emerging 2015-20 plan, among other duties.

Members of the WMU community can stay involved in the strategic planning process by participating in a campuswide survey that will be launched later this semester, attending one of the public forums that will be held early this spring, joining a strategic planning group and regularly checking the strategic plan website at wmich.edu/strategic for news and announcements.

Obituaries



McAnaw

Richard L. McAnaw, emeritus in political science, died Oct. 21. He was 85. McAnaw joined the faculty in 1964 and retired in 1999 after 35 years of service to WMU. He was the founding director of the Center for

Public Administration Programs.

Services will be held at 10 a.m. Monday, Nov. 9, in St. Augustine Cathedral, 542 W. Michigan Ave. in Kalamazoo. Memorial gifts may be made to a college scholarship fund of choice to help a deserving student. Visit obits.mlive.com/obituaries/kalamazoo for more information.

Leo S. Rayl, a University retiree, died Sept. 18. He was 92. Rayl retired in 1987.

Edith Yahr, a former staff member, died Sept. 23. She was 84. Yahr came to the University in 1986 and retired in 1997 after 10 years of service to WMU. She was a word processor operator I and a receptionist in the Graduate College.

On Campus with Teresa Ventimiglia



PUTTING A FACE WITH THE NAME
(Photo by Jeanne Baron)

Most staff members probably don't know Teresa Ventimiglia by sight, but a great many work with her year in and year out.

That's because Ventimiglia, the public information specialist for the Office of University Relations, oversees the editorial portion of two campuswide print projects: the annual WMU directory and the commencement program, which comes out three times a year.

"The commencement program is my biggest project because I have to contact so many people to make sure the honor society and recognition listings are accurate," she says. "But I like doing it. I get to communicate with a lot of people all over campus. You build a good rapport with them. They may not know what you look like, but they know you."

Ventimiglia just finished the 2015 WMU Directory. While modifications may come down the road, she hopes to be able to keep producing the online, abridged version of the directory—the PDF file named Office Directory found at wmich.edu/directories—and continue updating it on a near-monthly basis.

Her other key duties are to write the Classnotes section of the quarterly *WMU Magazine*, send out WMU's official news to the media, answer media inquiries and maintain essential office files, including the voluminous records about WMU people, units and activities that university relations keeps on hand for public information as well as research purposes.

A Detroit native, Ventimiglia has been employed at WMU since 1990 and will be inducted into the 25 Year Club in December. She came to Kalamazoo in the 1970s to attend the University, then worked locally for two companies before joining WMU as a temp worker. Within four months, she was hired full time in the Registrar's Office, where she rose to graduation auditor. Ventimiglia moved to university relations in 1996 and was elevated to public information specialist in 2014.

"WMU has been a great place to work. I like the campus community," she says. "It's nice because you've been around so many people for so long that it feels like a family. You don't get that in the private sector."

Ventimiglia lives in Vicksburg and enjoys antiques, gardening, photography and traveling.

Team discovers way to 'tune' elements for semiconductor use

In a world concerned about the dwindling supply and skyrocketing prices of rare elements used to make semiconductors, an international team of scientists and engineers has demonstrated that a new material made from abundant elements can be "tuned" to take their place for solar cell applications.

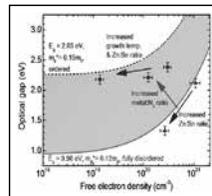
The team's findings are featured in a paper titled "Band Gap Dependence on Cation Disorder in ZnSnN₂ Solar Absorber" that appears in the November edition of the journal *Advanced Energy Materials*. Its work is funded by the U.S. National Science Foundation and the U.K. Engineering and Physical Science Research Council.

Members include WMU's Steve

Durbin, electrical and computer engineering, and researchers from the University of Liverpool, University College London and Binghamton University.

They have zeroed in on the compound ZnSnN₂—zinc tin nitride—and discovered an innovative tuning process that makes it a possible replacement for currently used materials. Members of the team say ZnSnN₂ has been recently synthesized by groups around the world, relying on zinc and tin, metals which are readily available by tapping mature recycling facilities, instead of expensive and rare metals such as gallium and indium.

Read more at <http://bit.ly/1Oa9Qup>.



Event set to commemorate gift

The Haworth College of Business has received a major naming gift for the college's Career Center and will hold a public ribbon cutting ceremony and reception at 1 p.m., Wednesday, Nov. 18, at the center to commemorate the donation.

The gift is from alumni Charles and Lynn Zhang, owners of Zhang Financial. The couple also were major donors to the project to build a home for WMU's Archives and Regional History collections, which now reside in the Zhang Legacy Collections Center.

The Career Center is a dedicated space on Schneider Hall's third floor that offers a one-stop, career-related shop for both students and employers.

To make a reservation to attend the ribbon cutting and reception, contact Cyntia Dawson at cynthia.dawson@wmich.edu or (269) 387-5069.

Continued from page 1 First Lady, assault prevention

the state a national leader in sexual assault prevention.

Snyder also works closely with Ele's Place, a healing center for grieving children with locations across the state; supports Fostering Futures, a program working to provide foster children with the resources needed to pursue higher education; and advocates for groups highlighting infant safe-sleep practices to help end preventable childhood deaths.

For the past 25 years, Campbell has been conducting community-based research on violence against women and children, with an emphasis on sexual assault. Her research examines how disclosure and help-seeking affects victims' psychological and physical health.

Continued from page 1 WMU, Peace Corps giving students added service edge

interest in preparing undergraduate students for international development fieldwork," Rowe says. "Current courses in the school build students' skills in advocating for social and behavioral change while enhancing the capacity of community partners and service providers. In this regard, the Peace Corps Prep program is a natural extension to the programs we already have in place."

In Michigan, WMU is second only to Michigan State University in turning out new Peace Corps volunteers. Between 2012 and 2014, 158 WMU students applied for

Peace Corps competitive posts. Nationally, only one out of every three Peace Corps applicants is accepted for service.

The new prep program is expected to give WMU students a better understanding of international service and an edge in being a successful applicant. About 30 WMU students are expected to become part of the prep program annually.

The only other Michigan school to host a Peace Corps Prep program is Michigan Technological University, which launched its program earlier this year.