

# CMU 2010: The Vision Plan

A PERIODIC NEWSLETTER FOR THE UNIVERSITY COMMUNITY

## Closing in on 2010

**Funding.** To date, \$4.3 of the \$5 million has been committed in 28 Vision 2010 projects.

**Requests for Proposal.** Due date for the final round of 2010 project proposals is Friday, October 17, 2008. Decisions on accepted projects will be made in spring 2009. Funds will be available beginning in July 2009.

**Information.** For more about the 2010 Vision Fund, visit the Web site [planning.cmich.edu](http://planning.cmich.edu).

## CMU 2010's five priorities

### I. Teaching and learning

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### II. Diversity and global perspectives

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## The right fit

### New Provost says initiatives and leadership attracted her to CMU

Julia E. Wallace received the notice that CMU was closed as she prepared for her second day as university provost.

"I was new, so I was going in no matter what," Wallace said when she heard of the January 8 power outage. "It was quite a hectic day, but I was able to meet so many of the university administrators because we were all involved in developing a plan."

As she had dinner at the end of that day in the Dining Commons with Vice President for Finance and Administrative Services David Burdette, President Michael Rao, his wife Monica and their son Miguel, the lights came back on.

"Everyone, including the students, was so happy. It was really a great moment," she said. "I was really impressed with everyone's problem-solving skills in that situation."

Wallace, formerly the dean of the University of Northern Iowa's College of Social and Behavioral Sciences since 2000, assumed the role of university provost January 7. The New York native took over for Thomas Storch, who retired in 2007.

She holds a bachelor's degree in psychology from the State University of New York at Oswego, master's and doctoral degrees in experimental psychology from SUNY at Binghamton, and a master's degree in preventive medicine and environmental health from the University of Iowa.

"What drew me to CMU was the institution's unified sense of purpose to provide high quality academic programs in a personalized environment. I look forward to working with the university community in leading CMU to its next level of academic excellence," she said.

### Focus going forward will be beyond 2010

Wallace said that she has watched CMU's progress for a number of years and has noticed a difference.

"It is amazing what has been done in a few years with the 2010 initiatives. I can attest that CMU is nationally known," she said. "When I accepted this job, I was sent congratulations from my fellow members of the Council of



Julia E. Wallace

Colleges of Arts and Sciences, and they all said what a great university this is."

Wallace said as the university moves beyond 2010, she'd like to keep the priorities already in place – including teaching and learning, diversity and global perspectives, research and creative activity, public service, and culture of integrity.

"It is my responsibility to provide academic vision and leadership that ensures each student is offered an excellent educational experience," Wallace said. "I will keep the Academic Division moving forward with all its initiatives."

She said she also is ready to look to the future.

"2010 will be here before we know it. Now we need to look to where we will go next," Wallace said.

Goals she will encourage the campus to establish for CMU's future include ensuring that students have some type of international education experience. She also discussed a guidance system for sophomores.

"We have First Year Experience for freshmen, which I think is wonderful, but we need a program to assist sophomores in planning out their next two years."

Wallace said the community, the people, and being back in the Eastern Time Zone after 29 years have made her feel welcome.

"I know I am in the right place at the right time."

## Apparel project progressing

Since being featured in the fall 2007 CMU 2010 newsletter, the project titled Exploration of Functional Design Issues that Interface with the Human Body has continued to move forward.

Among the most exciting and project-impacting developments was the hiring of Dana Harder, coordinator of the body scanner laboratory, who began work in January. Harder is responsible for organizing, collecting, and maintaining body scanner data for use in research projects, including Exploration of Functional Design Issues that Interface with the Human Body.

The new staff position is funded by the CMU 2010 grant.

In addition, project collaborators Tanya Domina, professor of human environmental studies; Maureen MacGillivray, professor of HEV; Terry Lerch, assistant professor of engineering and technology; and Patrick Kinnicutt, assistant professor of science informatics in the geology and computer science departments, have delivered presentations related to the project at conferences in Australia, Portugal, Massachusetts, and South Carolina.



## Software enterprise involves students

Demand for software development has helped spawn a new business in the College of Science and

Technology. Paul Albee, computer science professor and director of the Center for Software Development, is continuing to grow his student-centered enterprise, which is being funded with the help of a three-year CMU 2010 grant.

As a campus-based proving ground for programming skills, the center is both churning out innovative results and providing students with hands-on, problem-solving, and project management experiences that real-world employers find so valuable.

Albee has a number of talented students at work putting their coding theory into application on various projects. The group is now working on automating the university's curriculum proposal process, a project commissioned by Albee and Gongzhu Hu, a colleague in the department.

Steven Ball, a sophomore computer science major, explains his experience as an employee. "Working for the Center for Software Development has given me a taste of what a software engineer does on a daily basis," Ball said.

Albee's ultimate goal is to recruit more student employees, provide services to external clients, and make the center self-sustaining by 2010. •



Catherine Riordan, vice provost of Academic Affairs, says many of the Vision 2010 objectives have been met.

## On Target

### Many Vision 2010 goals have been attained

Central Michigan University's 2010 initiative is on track and meeting the majority of its goals.

Catherine Riordan, vice provost of Academic Affairs and co-chair of the Institutional Strategic Planning Committee, announced during the January 2010 Open Forum that approximately two-thirds of the objectives set for the plan in 2004 currently are being realized.

Riordan said the university is maintaining a good student-faculty ratio, and academic expectations for first-year students have increased in the last few years. She said the university should be looking to narrow its goals and to focus even more in the future.

"Of the many, many wonderful things that we could do, we have to decide what needs to be done most," Riordan said.

Riordan said the 2010 Vision Fund is aiding 28 projects, investing \$4.3 million of the \$5 million allotted to the plan. Riordan said research projects and the Honors Program are examples of the types of projects funded by Vision 2010. The remaining funds will be awarded in 2009.

### Progress needs to be made in student, faculty, and staff diversity

Carole Richardson, introducing several Key Performance Indicators during her section of the January Open Forum

presentation, specifically focused on CMU's Diversity initiative.

Richardson, CMU 2010 Communications Committee chair, said the indicators encourage CMU to improve as an institution and that CMU's past performance with minority faculty and staff retention was not what it could be.

"Data shows that our diversity is not growing at a rate that we would like," she said. "Our recruitment efforts have steadily improved, but our ability to retain talented faculty and staff has not shown similar success. We are trying to determine why this discrepancy exists."

Among new procedures CMU plans to implement are retention interviews for diverse staff within the first year of employment, development and implementation of level-two diversity training in partnership with diversity offices, and conducting exit interviews.

"Then we can ask the people themselves what their reasons are for leaving our university or give them a chance to let us know what we can do better," said Amy McGinnis, Human Resources director of strategy and organizational development.

### Planning for the next vision coming into focus

As for the future, the institutional strategic planning committee (ISPC) is already thinking about the next strategic plan beyond 2010, Richardson said.

"We are gathering input from the campus community and what they think is on track or should be different," she said.

To get more information or make suggestions, e-mail [CMU2010@cmich.edu](mailto:CMU2010@cmich.edu). •

# Stop, read, think

## Posters encourage excellence through inclusion

The thought-provoking messages conveyed in the new diversity-related posters displayed throughout campus still make Amy Gouin uncomfortable.

This likely isn't surprising to anyone who's stopped to read the posters that address the issue of discrimination based on race, disability, and sexual orientation.

But Gouin, a graphic designer, was a leading member of the CMU Public Relations and Marketing (PRM) creative team that developed the posters.

"I think it's a good thing that the posters still make me stop, think, and feel a little uneasy," Gouin said. "Our hope was that they would get people to stop, read the story, and have a moment where they think, 'I never thought about it in that way,' and experience a situation from a different point of view."

The campaign was initiated by a committee consisting of Ulana Klymyshyn from the Multicultural Education Center, Denise Green from Institutional Diversity, Jen

Miracle from University Recreation, Susie Rood from Student Disability Services, Shawn Wilson from Minority Student Services, and Amy McGinnis, Maxine Kent, and Harley Blake from Human Resources.

Blake said the personal stories of discrimination at CMU that he and others, including members of the Collective Action for Cultural Unity student group, had gathered for a staff training last year generated the poster campaign idea. Training participants indicated that they were most affected by these real life experiences.

"They are such powerful stories," Blake said. "I think the posters have started some important dialogue and discussion throughout campus."

Klymyshyn said the poster campaign addresses President Michael Rao's charges to increase diversity at CMU and supports CMU 2010 Priority II, which aims to provide educational experiences and programs that enhance diversity and global perspective.

"Many times when we do diversity workshops, they include

stories from other places. Most of us are simply unaware that our friends and colleagues are getting mistreated," she said. "It's more of a wake-up call when people learn that these types of things happen right here."

## Courageous efforts

Cynthia Drake, a PRM writer and editor, said she and others who developed the posters understood that the subject matter had the potential of incorporating concepts and language that some may deem offensive.

"We all wanted to acknowledge that discrimination is a serious problem and that the university is not afraid to confront it," she said. "It's good that it

makes people feel uncomfortable because we then can come closer to understanding what it's like for others who face it on a daily basis."

Klymyshyn said she is proud of the team for

boldly moving forward, for the offices that display the posters, and for the courage shown by the people who shared their stories.

"It's encouraging to see this because it says to me that people are not willing to sweep these concerns under the rug," she said. "Hopefully the posters will generate the conversations that will help us to respect each other's experiences and create an inclusive atmosphere within the area that we each influence."

Klymyshyn said there are plans to develop more posters that address discrimination in relation to other areas, including gender, religion, age, and other ethnic groups. •

## Diversity initiative ongoing with community survey

Researchers involved in the Vision 2010 diversity initiative are continuing their work with a survey seeking to better understand the community's diversity climate through interviews with 400 randomly chosen Isabella County residents.

The telephone survey, which began in March, explored people's experiences with and attitudes about diverse people and organizations in the community and provided community members an opportunity to share their views on the topic.

"This study will help CMU better understand the way in which it communicates with the local community," said Mary Senter, chair of CMU's sociology, anthropology, and social work department and head of the study. "Providing this type of information to CMU will help the university enhance its role in the community and vice versa."

This survey is part of a larger project that began in the spring of 2007 with similar surveys of CMU students and employees. CMU faculty members also are conducting focus groups and one-on-one interviews in order to explore these issues further.

The majority of the telephone surveys were to be conducted by students who are learning to do interviews and analyses as part of their degree programs. •



While posters inspire reflection on diversity awareness and experiences on campus, a survey will sample diversity awareness off campus.

# 2010 initiative bolsters CMU's federal grant proposal

A 2010 project representing CMU's commitment toward student programs, faculty research, and other projects is making a difference.

Leveraging Institutional Resources: A Matching Fund for Competitive External Funding has already supported seven projects ranging from research in the basic sciences to outreach and educational recruitment. About \$49,000 of the original \$200,000 is left for future endeavors through 2009.

The 2010 matching money highlights the institution's dedication in the federal grant proposal process, said Craig Reynolds, project leader and research and program officer for the Office of Research and Sponsored Programs.

"It's making CMU more competitive on a national level," Reynolds said. "And it's a tangible demonstration of our support to students and faculty."

## Matching funds empower grant seekers

Many national foundations and federal grant funding sources require universities to come up with matching dollars.

For example, grantees receiving federal Head Start funds are required to contribute a 50 percent match, which can include material donations, volunteer hours, and actual monetary contributions.

The Human Environmental Studies Collaborative Child Care Program, funded with a grant of \$117,690 from EightCAP Inc., a federally funded Head Start agency, recently received \$14,000 in CMU 2010 matching funds.

The money funds additional needs such as special art supplies, groceries for nutrition projects, and public transportation for



The McNair Scholars program, supported in part by a Vision 2010 grant, helps prepare students for graduate studies.

families that cannot get their children to campus, said Margaret Desormes, the program's associate director. The CMU program has three classrooms in which about 400 CMU child development students work directly with Head Start children.

"The matching funds help foster an excellent learning experience for both students and the children here," Desormes said. "CMU has been very supportive of this community collaboration."

The McNair Scholars program, which prepares low-income and first generation college students and those considered underrepresented to one day earn doctoral degrees, received \$30,000 in matching funds. McNair recently received nearly \$1 million from the U.S. Department of Education to run the program for the next four years.

**"The matching funds help foster an excellent learning experience for both students and the children here."**

**– Margaret Desormes, associate director of the Human Environmental Studies Collaborative Child Care Program**

The money stretches federal research stipends for all students in the program, provides training for the Graduate Record Examination, and pays for an instructor to teach research and writing, said Lynn Curry, associate director of the program.

"We are very grateful for the money from CMU," Curry said. "It allows us greater flexibility in terms of the resources and services that we can offer." •

## Projects funded with CMU 2010 Matching Fund support include:

### **Kathy Benison, Geology**

The Evolution of Extremely Acid Lakes and Groundwaters in Western Australia

- \$257,590 National Science Foundation grant
- \$7,000 CMU 2010 match

### **Mike Libbee, Geography**

The Geography and History Project: Developing a National Resource Base

- \$207,360 Michigan Department of Education grant

- \$200,000 National Geographic Education Foundation grant
- \$22,000 CMU 2010 match

### **Valeri Petkov, Physics**

Mixed Glass Former Cation and Anion Effects on Glass Structures, Properties, and Dynamics: An International Collaborative Materials World Network Proposal

- \$284,744 National Science Foundation grant
- \$7,000 CMU 2010 match

### **Mary Tecklenburg, Physics**

Spectroscopy of Protein Mediation of Bone Mineralization

- \$226,409 National Institutes of Health grant
- \$7,000 CMU 2010 match

### **Montisa Watkins, Institutional Diversity**

Central Michigan University/Northern High School Upward Bound Program

- \$1,250,000 U.S. Dept. of Education grant
- \$50,000 CMU 2010 match

# Students drive integrity project with survey and *The CMU RedBook*

If you think there's no way to get students fired up about academic integrity, think again.

Last year, a group of CMU students took ownership in spreading the word to their peers about academic integrity on campus by creating a student handbook, a blog, and a Facebook group.

In a short time span, the campus is already buzzing about academic integrity. More than 100 students showed up to a campus forum last semester before finals, leading to a lively open dialogue about what cheating means and why it happens.

And more than 4,000 people logged on to take an online survey about academic integrity – the second most respondents nationwide of any survey administered by Center for Academic Integrity founder Don McCabe. McCabe has conducted his survey at more than 140 universities and has data from more than 135,000 students.

The tactics for strengthening the university's culture of academic integrity all fall under a three-year, \$40,302 CMU 2010 project led by philosophy professor Hope May. May said her mission has always been for students to take the reins on the project.

"Don McCabe's research shows that if a university is going to change its culture, students need to be at the forefront," she said.

## Philosophy students challenged with project leadership

When May told her classes about the project, she sparked an interest for a group of students, including seniors Sandra Russell and Chris Allen and alumni Hailey Gibbons, '07, and Jordan Schwartz, '07.

"I always knew that academic integrity was a good thing, but it wasn't really at the front of my mind," said Russell, a philosophy and English double major. "Now my friends think of me as an authority on academic integrity."

One of the group's first projects was to inspire students to take the academic integrity survey. They accomplished their task by creating a colorful flyer campaign throughout campus with the tagline, "Just take it."

The students used the survey results to create content for *The CMU Redbook*, a handbook that explains CMU's official academic integrity policy in student-friendly language, with some humor thrown in for good measure.



Philosophy professor Hope May, left, worked with students, including Sandra Russell, center, and Chris Allen on producing *The CMU Redbook*.

The handbook covers CMU's policies regarding test cheating, plagiarizing, research, and group work.

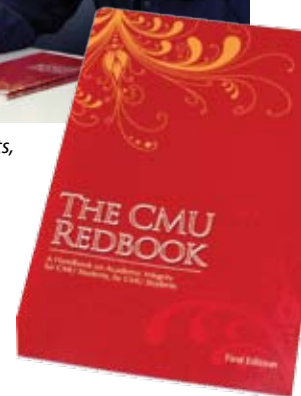
One of the primary goals of the students was to explain to their peers why integrity is important. One section of the book says, "In addition to helping you to learn, studying could bring its own unexpected rewards. You could impress someone with your mastery of the subject matter, perhaps even get a date!"

"It was written to be more accessible to students," said Allen, a philosophy and political science double major. *The CMU Redbook* "brings in more actual situations, but gets the same point across. It's difficult not to come across as preachy. There's a fine line – you don't want to be lecturing students."

May said that the group will repeat the survey in 2009. She already has received positive feedback from her fellow faculty members.

"The faculty have been very enthusiastic and happy. It's something they've been wanting to talk to students about for a long time, and they're very thankful that this issue is being addressed," she said. "It's becoming more a part of the culture, which remains our goal."

**Want to find out how to get copies of *The CMU Redbook*?** Contact Hope May at [may1he@cmich.edu](mailto:may1he@cmich.edu). Keep tabs on the project at [planning.cmich.edu](http://planning.cmich.edu).



## Center for Public Service through Music and the Arts continues reaching out

Inaugurated during the 2006-07 academic year, the Center for Public Service through Music and the Arts has already touched thousands of lives.

This is no surprise to School of Music Director Randi L'Hommedieu, who says, "50 percent of what we (in the School of Music) do is outreach- or service-related."

According to L'Hommedieu, the CMU 2010 funding that started the center has helped the school expand its reach by enhancing existing opportunities, providing funding for other-wise-doomed projects, and allowing for the creation of new programs.

In 2006-07, the center was able to finance 49 faculty service and performance activities domestically and abroad. Among the center's initiatives and accomplishments this year, each School of Music faculty member recently received a \$1,000 grant to support outreach and service activities.

"The dollars from this CMU 2010 grant are making this all viable," L'Hommedieu said. "It helps keep our faculty believing that anything is possible." •



Max's Place, a new music and art summer camp for children with Asperger Syndrome and related forms of autism, was funded in part by the Center for Public Service in 2007.

# Interdisciplinary Programs three-year communications under way

The CMU 2010 project Strengthening CMU's Interdisciplinary Programs led by newly appointed assistant coordinator for Interdisciplinary Programs Anne Miller is well under way. This three-year initiative seeks to establish



Anne Miller

coordinated support to strengthen learning, advising, and enrollments in existing interdisciplinary programs.

"One of my first objectives was to develop a strong workable marketing plan that ties strategically to the CMU 2010 initiative and would guide us through the various phases of this communications effort," Miller said. "The plan focuses heavily on building and capturing the value of interdisciplinary studies with strategies and tactics we hope will positively influence enrollments.

"We're not promoting majors over minors or one program over another," Miller added. "We're promoting the philosophy of interdisciplinary learning in a very broad sense. Our plan is to communicate the value of learning across academic disciplines and to demonstrate how these disciplines work together to create a powerful learning experience that emphasizes critical questioning and creative problem solving from multiple perspectives."

## Some of the key initiatives planned for this year include:

- An elaborate interdisciplinary presence on CMU's Web site geared toward students exploring majors, minors, and graduate programs
- Participation at pre-orientations, orientations, MAJOR Night, CMU and You Day, and more
- Working together with various units such as Admissions and Academic Advising as well as faculty partners to maximize communications and publicity efforts
- Conducting an advertising campaign in fall 2008

Miller is a member of the Interdisciplinary Advisory Committee, facilitated by Denise Webster, director of curriculum and assessment. The committee meets regularly to monitor and review interdisciplinary programs and has been active in providing leadership and direction in the communications efforts.

Part of the original proposal for this initiative included providing release time for a faculty or staff member to serve as the Interdisciplinary Program coordinator, but this position remains vacant. The coordinator would lead Miller in her efforts, advocate interdisciplinary programs campuswide, and act as primary interface with interdisciplinary faculty members. Individuals interested in this role are encouraged to contact Denise Webster.

To find out more about the Interdisciplinary Programs communications plan, contact Anne Miller, [mille7al@cmich.edu](mailto:mille7al@cmich.edu) or visit the Web site at [www.academicaffairs.cmich.edu/interdisciplinary.shtml](http://www.academicaffairs.cmich.edu/interdisciplinary.shtml).

## Discussion board launched for idea sharing

Curriculum and Assessment Director Denise Webster said CMU's 2010 committee has set up a Discussion Board for students, faculty, and staff to share ideas.

"We want to develop ideas and create collaborations across campus," Webster said at the February 2010 Fireside Chat.

To share an idea that fits into a CMU 2010 priority, visit the Web site <https://portal.cmich.edu/sites/academicaffairs/2010chat> and login with your CMU global ID and password.

Academic Advisor Barbara L. L'Hommedieu contributed an idea that could aid 2010's Priority I: Teaching and Learning. L'Hommedieu wants to improve the first-year student retention rate with an early alert system that informs Academic Advising and Assistance about a student's lack of attendance, need for tutoring, or other issues.

"Hopefully, this early intervention could catch problems early and help the student avoid academic probation, suspension, or dismissal," she said.

Other ideas discussed on the site include using an e-portfolio for assessing students and creating a paperless curricular process.

"The 2010 projects e-board is to get the discussion going," Webster said. "There are no required forms, rules, or templates. It is just an idea exchange." •

CMU, an AA/EQ institution, strongly and actively strives to increase diversity within its community (see [www.cmich.edu/aaeo](http://www.cmich.edu/aaeo)).

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INFORMATION AND UPDATES FOR THE UNIVERSITY COMMUNITY



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