

# Simpson steps in: Central Iowa Society for Human Resource Management now under college's wing

By Jennifer Whitham

Simpson College has taken on a new charge. It is now the administrator for C.I.S.H.R.M. (Central Iowa Society for Human Resource Management,) a professional organization with 700 central Iowa members.

C.I.S.H.R.M. is the central Iowa chapter of the international organization, S.H.R.M. (Society for Human Resource Management). S.H.R.M. provides education and information services, conferences and seminars, government and media representation, online services and publications to more than 165,000 professional and student members all over the globe, making it the largest human resource management association in the world.

Previously, Drake University had served as administrator for C.I.S.H.R.M. Simpson took over administrative duties in January 2001, following Drake's decision to discontinue serving the organization in this capacity.

According to Clair Fisher, assistant director, DAL for external programs, who is co-administrator for C.I.S.H.R.M. with Cyndie Rhodes, DAL secretary, it only made sense for the organization to stay within an educational institution.

"Since the purpose of C.I.S.H.R.M. is to educate its members, it is a natural partnership for them to be connected with an educational environment," said Fisher.

As administrator for C.I.S.H.R.M., Simpson has taken on a number of new tasks and responsibilities; including maintaining chapter records, attending

monthly board meetings and taking minutes; designing and maintaining the organization's web site; maintaining financial records, collecting dues and other fees, paying bills and preparing the budget. Additional administrative duties involve collecting monthly newsletter information including articles, new members and meeting notices as well as designing and laying out the monthly newsletter and various brochures.

Even with the additional responsibilities and duties that are part of

development," said Mueller. "It also allows us to see former students who are now in the professional working field."

Along with administrative agreements, Simpson cosponsors seminars and courses of study with C.I.S.H.R.M. Simpson's department of accounting, economics and management, in cooperation with C.I.S.H.R.M., issues certification in Human Resources Related Law. C.I.S.H.R.M. offers a series of four-six session courses in Human Resources Related Law.

The courses include

Discrimination Law, Special Issues in Employee Relations Law, Labor Relations & Safety Related Law and Compensation & Benefits Law.

Mueller attends each of the four courses and writes the examinations to determine eligibility for the certificate. Mueller, who is also an active member of C.I.S.H.R.M., commented on the value of participating in the organization and taking the Human Resources Related Law courses.

"The law changes so much. These courses increase the value of the employees who have this information," said Mueller. "They are less likely to make mistakes that could cause legal problems for the firm. These courses are practical, full of useful information and well-taught," she added.

Mueller and the department of accounting, economics and management are currently working to form a student S.H.R.M. chapter at Simpson. Additional information on C.I.S.H.R.M. can be found at [www.cishrm.com](http://www.cishrm.com)

---

"This partnership is great for Simpson. Not only does it enhance the reputation of the college, it also serves as [a means to] faculty development."

*Professor of management, Marilyn Mueller*

---

Simpson's partnership with C.I.S.H.R.M., Fisher sees the relationship as one that benefits the college.

"Holding the meetings at Simpson's West Des Moines campus brings a wide group of individuals to the campus and allows them to become more acquainted with the college's programs," said Fisher.

Professor of management, Marilyn Mueller, who is an active member of C.I.S.H.R.M., agrees. "This partnership is great for Simpson. Not only does it enhance the reputation of the college, it also serves as [a means to] faculty



Jensen

# Role reversal: Sometimes the teacher becomes the taught

By Sharon Jensen, associate professor of education

It's 3:15 p.m. on a Thursday afternoon early in the spring semester. Waiting in Wallace Hall are eager students, pencils sharpened and materials ready. These students are anxiously waiting to meet their new teachers, who will provide an unexpected learning opportunity for them over the next 11 weeks. Suddenly the doors open and children stream in. The teachers have arrived.

This idea of viewing the children as the teachers, is the underpinning of the

corrective/remedial reading and tutoring course that I teach at Simpson. As Lesley Mandell Morrow and Barbara J. Walker document in their book *The Reading Team*, encouraging volunteer reading tutors to consider the notion that “when we teach we are the ones that learn the most,” is an important component of an effective tutoring program. By working one-on-one with children in the second through fifth grades twice a week, these Simpson students will “learn the most” from this experience in several ways.

The concept of learning from children is sometimes difficult for student tutors to grasp. After all, their past experiences with learning in our educational system have prepared them to see adults as the teachers and children as the students. In this course, I ask them to reverse the

model—to view themselves as the students and the children as the teachers. More importantly, I find that student tutors achieve at the level I desire only when they let go of the old paradigm and embrace the new.

This change takes time, thought and persistence. Allowing children to be the teacher requires that student tutors not

only take time to listen to the children, but also that they consistently reflect upon these experiences and receive feedback

“I find that student tutors achieve at the level I desire only when they let go of the old paradigm and embrace the new.”

Sharon Jensen, associate professor of education

from me. When sharing these reflections with me via lesson plan notes or conversations, I witness student tutors learning from their young teachers and making informed instructional decisions. The paradigm shift has occurred.

Inexplicably, an even more powerful outcome of the paradigm shift is that the student tutors begin to hear the call of their vocation. In his collection of essays called *Let Your Life Speak*, Parker J. Palmer says, “vocation does not come from willfulness. It comes from listening.” Vocation means voice—it’s a calling that you hear. You only hear when you listen. Listening to children somehow opens the door for student tutors to listen to their own lives. I don’t know how it happens, but it happens. When it does, I know the teachers have arrived.

## MARCH

**March 4-29-** Jann Freed and George Ann Huck photography display: “Daring to Be” Portraits of Women Leaders from Mexico. Located in Farnham Galleries.

**March 22-24-** “To Fool the Eye,” a new adaptation of Jean Anouilh’s “Leocadia” by Jeffrey Hatcher in Pote Theatre at 7 p.m. on the 22<sup>nd</sup> and 23<sup>rd</sup> and at 1 p.m. on the 24<sup>th</sup>.

**March 24-** Viewing and discussion of three short award-winning films about lesbian, gay, and transgendered identity. McNeill 110 at 7 p.m.

**March 26-** Amy Richards to deliver Women in America Lecture in Camp Lounge at 7:30 p.m.

**March 28-** Angie Allbee to lecture on reducing the practice of female genital mutilation, Camp Lounge at 7:30 p.m.

## APRIL

**April 2-** Elizabeth Austin, award-winning journalist will present a lecture titled “The Good Girl’s Guide to Negotiating” as part of Women’s History Month. Camp Lounge at 7:30 p.m.

**April 4-** Bill Kovach, chairman of the Committee of Concerned Journalists, will present a lecture in Camp Lounge at 7:30 p.m.

**April 9-** Students will read from their works published in the “Sequel,” Simpson’s annual literary publication in Dirlam Lounge at 12:30 p.m.

**April 11-** Simpson’s Poets and Writers series presents professor Min-Zhan Lu from the University of Wisconsin-Milwaukee. She will read from her memoir of growing up in China, “Shanghai Quartet: The Crossings of Four Women of China,” at 7:30 p.m. in Jordan Lecture Hall.

**April 12, 13 and 14-** One-Acts 2002, a festival of one-act plays in Barnum Studio Theatre.

## NEW FACES



Bratz

**Carmen Bratz** has joined the college advancement office as coordinator of institutional grant support. Previously, Bratz was program manager for the Iowa Department of Human Services. Bratz is a graduate of Iowa State University.

**Jeannine Drake '01**, has joined the Division of Adult Learning's Indianola campus as part-time secretary. Drake is also a self-employed nurse consultant in both Indianola and Des Moines. Drake graduated in May 2001 from Simpson with a



Drake

degree in English. She received her LPN from Grand Rapids, Mich.

**Sonja Wright** has joined the Upward Bound Program as academic advisor. Previously, Wright served as project coordinator for career services and cooperative education at the University of Central Arkansas. She is a graduate of the University of Arkansas, Fayetteville. Wright has a bachelor of arts degree in psychology and a master of education in higher education administration.



Wright

## Marketing team members named

President LaGree announced the formation of a marketing task force at Simpson in 2000. Their primary mission was to study the competitive environment Simpson should operate in and forward recommendations regarding marketing to be incorporated into the college's strategic plan.

As a result, a new division has recently been formed to address the college's marketing needs. This division will provide administrative oversight into a marketing program at Simpson.

Subsequently, John Kellogg has been named vice president of marketing and will chair the marketing team. The members have been drawn from key areas of the college and have a significant track record in marketing-related activity.

They include: Michael Adams, public relations; Carol Carder, art director; John Epperson, faculty; Bruce Haddox, academics; Dennis Hunt, advancement; Walter Pearson, division of adult learning; Tom Schmidt, faculty; John Sirianni, athletics; and Deb Tierney, enrollment.

## Emerman receives Fulbright Award

Dr. Steven Emerman, assistant professor of geology, has received a Fulbright Lecturer/Researcher Award to teach geology at Tribhuvan University, the national university of Nepal located in Katmandu. Emerman's seven-month teaching assignment will begin in January 2003.

In addition to teaching geology, Emerman will conduct research on the origins of high levels of arsenic, a naturally occurring toxin, found in the ground water of the Terai Grasslands in Nepal. According to Emerman, more than 70 million mostly poor people in Nepal, Bangladesh and the West Bengal area of India depend on the arsenic-laced ground water for drinking.

"In terms of a global health issue this ranks as a major problem," he said. "No one knows where the arsenic comes from."

Emerman accompanied six Simpson students on a trip to Nepal last spring to study geology in the Langtang Valley mountain range north of Kathmandu. During their trip the Simpson group toured the national university and met the head of the geology department there, Bishal Upreti, who encouraged Emerman to apply for the prestigious award.

Emerman, who came to Simpson in 1998, has extensive experience teaching in foreign countries. He has lectured in Botswana, Zimbabwe, Mozambique, Nicaragua and Russia. He received his undergraduate degree from Ohio State University in 1978, a master's from Princeton University in 1980 and a doctorate from Cornell University in 1984.

The Fulbright Program, the U.S. government's flagship program in international educational exchange, was proposed to the U.S. Congress in 1945 by then freshman Senator J. William Fulbright of Arkansas. The Fulbright Program is sponsored by the United States Department of State, Bureau of Educational and Cultural Affairs. The Fulbright Scholar Program is offering lecturing/research awards in some 140 countries for the 2002-2003 academic year.

## LIFE AFTER FIVE



Smith

### A look at life with John Smith

**Title:** Director of principal gifts

**Family:** Wife, Mary Kay and two children, Jake, 4 and Emi, 3.

**Joined Simpson staff:** September 2001

**Likes most about job:** Being welcomed into the lives of alumni and friends of Simpson College.

**Interests:** Playing basketball, golf and being a self-proclaimed "huge fan" of the Chicago Cubs.

**Recent vacation:** St. Patrick's Day trip with wife to Kansas City.

## FOOTNOTES

Professor of music, **Ron Albrecht's** newly composed "Jazzberries," a set of three jazz-style pieces for trombone and piano, was premiered during the solo piano recital presented by Albrecht on the Simpson campus, Feb. 15. **John Benoit**, associate professor and faculty trombonist was the featured soloist.

**Dan Bauer**, assistant professor of English, delivered the sermon "Nature Stories & God Talk" at the Washington United Methodist Church on Sunday, Feb. 24, bringing together his work in English and rhetoric with his role in the United Methodist Iowa Conference Board of Camps.

**Bob Nutgrass**, associate professor of physical education, attended the central district convention for the Iowa Association of Heath, Physical Education, Recreation and Dance as president of the Iowa Association. The convention was held for a nine-state national alliance

### THE CORNERSTONE

**Editor: Jennifer Whitham**

*Art Director:* Carol Carder

*Production Assistant:* Carole Schipper

THE CORNERSTONE is published seven times during the regular academic year by the Simpson College public relations department for faculty, staff, administrators and trustees. To submit a story idea or a news item, or to share a comment or suggestion, write to 31 Hillman Hall, Simpson College, 701 North C Street, Indianola, Iowa 50125; call 515-961-1600; or e-mail [whitham@simpson.edu](mailto:whitham@simpson.edu).

THE CORNERSTONE can be found on the world wide web at <http://www.simpson.edu/alumni/publications/corner/cornerstone.html>

district in Rapid City, South Dakota, from Feb. 6-8. Nutgrass was one of the voting delegates representing the state of Iowa during the district's legislative council meetings. The future professionals from Iowa made a strong showing. The state was recognized for having 20 students of the 80 in attendance at the convention.

**Sal Meyers**, assistant professor of psychology, Cory Anne Harrigan, assistant professor of English, Nick Proctor, assistant professor of history and Chrysalis Buller, student development area coordinator, attended the First Year Experience Conference in Orlando in February. Meyers attended the assessment pre-conference.

**Nick Proctor**, assistant professor of history, will have his book "Bathed in Blood: Hunting and Mastery in the Old South" published in April by University Press of Virginia. It will be in both hardback and paperback.

**Steve Rose**, associate professor of education, was published in the January/February 2002 issue of "Social Studies and the Young Learner." His article was titled *Using Current Events Media in the Classroom*.

**Tom Schmidt**, assistant professor of management, has been elected vice president-elect of membership for the Des Moines Chapter of the American Marketing Association. Also, he presented a paper titled "The Impact of Voice and Justification on Students' Perceptions of Professors' Fairness" at the American Marketing Association's Winter Educators' Conference on Feb. 25 in Austin, Texas.

**David Wolf**, instructor of English contributed an essay to a book chapter titled "Excavating the Ruins of Undergraduate English" which appeared in *Beyond English Inc.: Curricular Reform in Global Economy*, edited by David B. Downing, Claude Mark Hurlbert and Paula Mathieu (Boynnton/Cook Heinemann, 2002). The chapter was co-authored with Bruce Horner, Kelly Latchaw, Joseph Lenz and Jody Swilky of Drake University.

**Theatre Simpson faculty and staff** accompanied 25 students as they participated in the Kennedy Center American College Theatre Festival Region V Festival in Lincoln, NE, Jan. 21-26. Staff members attended several productions, workshops and displays. They also performed specific duties at the festival.

**Kevin Bautch**, theatre and **Steve McLean**, associate professor of theatre, coordinated Theatre Simpson's entry in the Region V Costume Parade.

**Jennifer Nostrala**, associate professor of theatre arts served as an Irene Ryan Acting Scholarship preliminary round judge; **Ann Woldt**, theatre lecturer, also served as an Irene Ryan Acting Scholarship Audition preliminary round judge and a workshop leader. **Tom Woldt**, associate professor of theatre arts served as the overall workshop coordinator for the festival and the assistant coordinator for the Irene Ryan Acting Scholarship Auditions.

**Tom Woldt**, associate professor of theatre arts and **Ann Woldt**, lecturer, served as individual events judges and as workshop leaders at the Iowa State High School Thespian Festival held at the Indianola High School, Nov. 9-10.