Far away there in the sunshine are my highest aspirations. I may not reach them, but I can look up and see their beauty, believe in them, and try to follow where they lead."

LOUISA MAY ALCOTT

Hannah Miller
Excellence-in-Teaching Citation Award
Lauren Dietz

Hannah Miller is a fifth year doctoral candidate in MSU’s College of Education and one of this year’s recipients of an Excellence-in-Teaching Citation.

Hannah came to Michigan State University with quite the impressive teaching background. Following her undergraduate education, Hannah moved to China to teach K-12 science for eight years. She intended to return to the United States for grad school in order to become an even more experienced K-12 educator, however, she has found her true passion in teaching undergraduates in MSU’s College of Education.

Hannah teaches methods courses in the Department of Teacher Education in MSU’s College of Education. Meaning, she is educating future teachers about how to teach science classes. Hannah absolutely loves teaching, and said that she views herself as a teacher before many other roles she holds in her life. Hannah said, “I love my relationships with my students. They are my first priority in my career.” It meant a lot to Hannah that her students took the time to write letters and nominate her for this award.

She knew she’d been nominated for the award and was really touched and honored that her advisor and students thought of her. Hannah said, “There are so many great teachers in the College of Education and I think all of them are deserving of this award.” She knows how much time the nomination packet took to complete and is very grateful to everyone who played a part.

Outside of the classroom, Hannah works for a research grant called Carbon TIME in the College of Education and researches how people teach and learn about climate change. She is also working on her dissertation, focusing on how undergraduates work for change and sustainability in their communities.

Hannah’s teaching philosophy is comprised of three parts. First, she believes teaching is for social change. Schools are places in which great conversations about making societal improvements can be had. Second, she believes in getting to know her students. Hannah believes teaching is a very personal thing and, when you are teaching others how to teach, it is crucial to know who they are. Lastly, she wants to challenge her students. Hannah wants her students to feel safe, but also uncomfortable. She wants them to feel comfortable sharing ideas, but also wants to challenge their ideas in order to facilitate growth.

In the K-12 teacher education field, most of Hannah’s students are women. Teaching has traditionally been a career for women, and Hannah thinks that this often leads to the devaluing of the field. Since Hannah is working with many women who will soon be entering the professional field, she feels such a great need to mentor them so they can feel confident in their ability to teach and make a difference in the lives of their students.

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workforce, she is honored to be in a position in which she is able to influence future women teachers. Being a woman in her field, Hannah has had many people, men and women, tell her how to be a woman. Hannah said, “I think that finding my own version of being a woman and owning that has played a huge role in my career.” Hannah encourages all women to embrace the diversity of what it means to be a woman to them personally and stresses supporting other women in doing the same.

Hannah’s passion for being in the classroom is clear to anyone who has the opportunity to meet her. She intends to focus her future on teaching, rather than joining a large research university. Hannah is thrilled to have accepted a position at Johnson State College, a small liberal arts college located in the mountains of Vermont. Hannah said, “This is my dream job.” Hannah is very excited to move to a state where there are moose. The MSU Women’s Resource Center congratulates Hannah Miller on receiving an Excellence-in-Teaching Citation Award and wishes her success in all of her future endeavors.

Marta Mittermaier
Jack Breslin Distinguished Staff Award
Maggie Chesbrough

“Receiving this award came as a big surprise. It was surreal! It’s a – wow! We’re such a great Support Services team and we all hold each other up. The award is really for all of us in acknowledging our hard work and celebrating in our success,” said Marta Mittermaier, Associate Director for RHS Support Services, upon receiving the 2016 Jack Breslin Distinguished Staff Award. Marta Mittermaier received her higher education degree from Michigan State University and remembers being hired into Housing and Food Services on Friday the 13th, almost 43 years ago! Needless to say, Michigan State University has become her home.

Currently, Marta is collaborating with the Spartan Linen Services team in their external peer review process. The review will support their continuing work to “deliver outstanding Spartan experiences (D.O.S.E)” The Support Services team values DOSE as it is their vision as a team to provide exceptional products and services to the University. Examples of these services include making sure that our food is safe and securely sourced with a local, Michigan flair, our bakery products are prepared to perfection to tantalize the taste buds of our students and campus guests, and to provide clean, crisp linens and uniforms all over campus.”

Mittermaier stated she had “carved a small path in the world of supply chain management, assuring a place for diverse representation for any individual who has the passion and drive.” For Marta, being nominated for this award has been a very humbling experience. “There are so many individuals that serve the University above and beyond everyday….the Jack Breslin is recognition for everyone,” said Marta. She continued, “MSU is a city and community that requires a rainbow of services…every city needs a grocery store, a bakery, and a ginormous laundry mat…that’s what our team supports every day!”

The MSU Women’s Resource Center would like to proudly congratulate Marta Mittermaier on receiving the 2016 Jack Breslin Distinguished Staff Award and for all of the hard work that she has implemented on campus to help staff, faculty, students and members of the community have a positive experience when visiting the dining services. Congratulations!

Marolee Neuberger
Distinguished Academic Staff Award
Michigan State University 2016 Award Convocation Booklet

When Neuberger was asked about the type of advice she would give others who are pursuing a similar field or position, she stated, “Follow your interests and passion in your career. Expect it to be challenging. Have a vision for what you are doing. Vision comes from seeing a problem and wanting to find a solution. I am an educator at heart, and want people to understand and be able to do what they need to do in order for them to have quality experiences and the best outcomes when seeking healthcare.”

Marolee Neuberger has served the College of Human Medicine and Michigan State University with integrity and excellence as an Academic Specialist. She has made substantial contributions in the areas of advising; program, faculty, and curriculum development; administration of a critical, nationally recognized residency network; teaching; and research. Her work has been published and is recognized by her peer institutions and professional organizations.

Neuberger has demonstrated continuous outstanding performance in advancing networking related to family medicine residency education across the state of Michigan. The College of Human Medicine’s Department of Family Medicine includes more than 100 faculty and 200 residents.

As director of the residency network, she has provided leadership and coordination by continually arranging

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outstanding educational programs, meetings, and academic projects. She has helped develop several curricula that have now become foundational, such as Teaching Introductory Medical Error to Medical Students and Coordinating the Foundation of a Consolidated Geriatric Residency Fellowship. She also implemented the Five Module 24 Hours of Instruction Development Course on Interdisciplinary Geriatric Health Literacy. Several of her projects have resulted in publications, one in Perspectives in Health Information Management in 2014 in which she was first author.

Neuberger is not only an excellent collaborator on projects, but she facilitates and encourages the participation of others. For the project Measuring Primary Care Attributes of the Michigan State University Family Medicine Residency Network, all nine residency programs had to complete the physician and staff surveys to assess the extent of delivery of care as related to the core attributes of primary care: access, continuity, comprehensiveness, and community engagement resulted in an outstanding response rate and encouragement across the state affiliate programs—and excellent example of realizing the MSU land-grant commitment to engaging community partners.

A faculty colleague shares, “Marolee Neuberger’s ability to help keep everyone on task, while always maintaining a friendly demeanor is a skill to truly admire. She is an incredibly hard working and knowledgeable individual making sure that everything she does is done with a superior level of excellence.”

For her current and lasting impact in the fields of health literacy, family medicine, and medical education as well as the quality of patient experiences and outcomes, Marolee Neuberger is a most worthy recipient of the Distinguished Academic Specialist Award.

Sandra Snow
William J. Beal Outstanding Faculty Award
Michigan State University 2016 Award Convocation Booklet

“As musicians and teachers, we spend our time developing our craft but that craft is meaningless unless it honors the power of relationships. Relationships teacher to student, relationships between music and the listener, relationships embedded in music and culture itself. Take the time to develop meaningful and trust-driven relationships. As a cherished colleague reminds me, ‘When the student is ready, the teacher will emerge,’” quoted Sandra Snow when discussing the importance of relationships and respect.

Sandra Snow is a brilliant musician, an elegant teacher, and one of the most gifted choral conductors of her generation. A natural, intuitive leader, collaborator, and consensus-builder, Dr. Snow is recognized by her colleagues and her peers throughout the profession as a visionary and groundbreaking innovator in multiple areas.

Dr. Snow’s list of guest conducting appearances is exhaustive; she has been invited to conduct honor choirs in virtually every state in the United States, in Canada, and abroad. From her work as music director of the acclaimed Glen Ellyn Children’s Chorus in Chicago to her current position as conductor of the Michigan State University Women’s Chamber Ensemble, Dr. Snow has exhibited a stunning ability to not only produce outstanding performances but to craft interesting, exciting, and provocative programs that, in the words of one writer, “have both elevated the status of women’s choruses in our field and provided fresh and innovative performance models for feminine strength and creative artistry in vocal music.”

As a teacher, Professor Snow excels at both the undergraduate and graduate levels and has contributed to the development of a generation of gifted choral teachers/conductors now working at all levels of music education. Dr. Snow’s work as a teacher was recognized with the Michigan State University Teacher-Scholar Award in 2006, and she is a valued role model and advisor to a cohort of new choral music professors at such respected institutions as Texas Tech University, the University of Colorado, the University of Massachusetts, and the University of Illinois.

It is, however, at the nexus of teaching and conducting that Dr. Snow has made her most valuable contributions to the profession. Her research on nonhierarchical planning and preparation for teaching has become a model in the field for ensemble leaders committed to developing a deeper sense of musical understanding and artistry in their student musicians. Dr. Snow has developed a new paradigm for how choral conductors/teachers might think about their practice, suggesting that ensemble leaders are more facilitative than directive; her paradigm requires a more interactive, reflective, and improvisational stance than has previously been the practice. Her 2009 choral textbook and accompanying DVD, Choral Conducting/Teaching: Real World Strategies for Success, is recognized as a seminal work in the teaching of choral music and has been adopted in colleges and universities across the country.

For her dedication and devotion to the advancement of artistry and pedagogy in choral music and music education, Sandra Snow is richly deserving of the Michigan State University William J. Beal Outstanding Faculty Award.
Patricia A. Soranno is an internationally recognized leader in the fields of landscape limnology and macrosystems ecology, two recent subfields in ecology that her work is helping to define. Macrosystems ecology is the study of diverse ecological phenomena at the scale of small regions and their interactions with phenomena at other scales. To be more specific and to explain the nature of Dr. Soranno's research work in these emerging fields, consider that problems with far-reaching impact, such as global climate change, need solutions and methods of study that are equally far-reaching; however, because most scientists' knowledge of the inner workings of nature come from studying individual systems such as a lake or field, it is hard to apply this fine-scaled knowledge to understand how the many diverse systems within a region or a continent will respond to global change. Dr. Soranno's research and leadership in the emerging field of macrosystems ecology is filling this gap.

Dr. Soranno studies the causes and consequences of excess nutrients in freshwater systems at broad scales. She has published key articles that describe the conceptual basis and methods for, as well as the challenges inherent in, studying ecological systems at these less-studied scales. For example, one of her publications describes how the practice of sharing data needs to become the norm to not only move science forward but as an ethical imperative. Dr. Soranno’s research is typically collaborative and interdisciplinary, which is needed to tackle such complex environmental challenges. In recognition of her scholarly contributions, she recently was selected to serve as the founding editor-in-chief of her professional society’s new high profile journal, Limnology and Oceanography Letters, and to lead her peers through the many changes in both science and scientific publishing that are occurring today—and are necessary to conduct ecological research relevant to today’s challenges.

Dr. Soranno takes a similar approach to her teaching and departmental service. She uses the best available pedagogy in her classrooms, tailors it to course-learning goals, and, when there is a gap in available approaches, develops new ones. Additionally, she provides extensive leadership within her department to improve transparency in procedures and operations, particularly for reappointment, promotion, and tenure.

For her outstanding innovations in research and her effective and strong leadership in teaching and departmental governance, Dr. Patricia A. Soranno is highly deserving of Michigan State University’s William J. Beal Outstanding Faculty Award.

Dr. Georgina Montgomery is an associate professor at Michigan State University with a 75% appointment with Lyman Briggs College and a 25% appointment with the History Department. She is also one of this year’s recipients of MSU’s Teacher-Scholar Award. Montgomery is a strong advocate for work-life balance and stresses this concept to all of her mentees. When she has free time outside of work, she very much enjoys knitting, reading historical murder mystery novels, and can often be found antiquing.

Montgomery received her Ph.D. in History of Science and Technology from the University of Minnesota in 2005. After teaching for two years at Montana State University, she joined Michigan State University’s faculty in 2008. Montgomery recently had her book, Primates in the Real World: Escaping Primate Folklore, Creating Primate Science (University of Virginia Press), published and also co-edited a book with Blackwell Publishers titled The Companion for the History of American Science. She is also currently a part of a National Science Foundation (NSF) 5-year grant to study diversity and inclusion in science teams.

While she has received other teaching awards throughout her career thus far, receiving the Teacher-Scholar Award was particularly special to Montgomery. The Teacher-Scholar Award is an award that Montgomery has always had great respect for while working at MSU. She has witnessed many of her colleagues receive Teacher-Scholar Awards in the past, so to be honored with an award that her role models have also received is very powerful. Montgomery is very proud to now stand among them.

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When asked about her teaching philosophy, Montgomery elaborated on two pedagogical approaches. First, she believes in student-led learning. In addition to group discussion in class, her students are given many opportunities to choose from various topics, projects, and presentation types. Second, Montgomery is very thoughtful about the power dynamics in the classroom and ways in which professors can distribute power to students. She tries to create space in her syllabi for students to shape the content and knowledge that is being produced in the course. She is also a huge promoter of undergraduate student research, often having multiple students win the Martin Luther King, Jr. Research Awards each academic year.

Montgomery said, “Whenever you can win an award as a female faculty member in a field that does not have as many women as men, I think it is always meaningful to the field, your colleagues, and also your students.” She is aware of a multitude of members in the MSU community doing great work and incredible research who often do not receive awards or recognition. Knowing that she cannot always win an award, Montgomery stresses that the praise she receives from students and the support she receives from her colleagues, chair, and dean are often equally as memorable as awards she has received.

Montgomery’s advice to others is to find the things that you are passionate about and to follow them. She believes that this mindset has played a large role in shaping both her teaching and her research at MSU. She said, “I have always tried to do things that make me happy, things that I found intellectually invigorating.” Montgomery reflected on her own mother telling her as a young child, “When something stops being fun, you should stop doing it.” While she realizes that this rule does not apply to all things in life, it has truly helped Montgomery enjoy the journey she is on.

The MSU Women’s Resource Center congratulates Dr. Georgina Montgomery for her Teacher-Scholar Award.

Kiana Elkins
College of Arts and Letters
Community Partner Award
Lauren Dietz

Kiana Elkins is a sophomore Global Studies in the Arts & Humanities major at Michigan State University and this year’s College of Arts and Letters (CAL) Community Partner Award recipient. This award recognizes a student’s contributions on a local, state, national, and global level.

Kiana was nominated for the CAL Community Partner Award by the MSU Women’s Resource Center’s (WRC) Interim Director at the time, Lydia Weiss. Kiana felt honored to have been nominated, although she never expected she would win! Kiana does incredible things for her communities, both on and off campus, and was thrilled to receive this recognition. Upon hearing she had received the award, Kiana said she screamed with excitement while sitting in the WRC. Kiana is incredibly grateful to be surrounded by folks who encourage, support, and believe in her enough to put the time and effort into writing letters and completing the nomination packet, especially considering how busy the WRC has been this year.

This academic year, Kiana has served as a Student Aide at the MSU Women’s Resource Center, a Department Aide at MSU’s Office of Institutional Equity, a co-researcher for the Campus Climate Survey at MSU, a Spartan Success Coach through the engagement centers on campus, and a website designer for local Lansing nonprofit, The House of Promise. As this academic year comes to a close, most of Kiana’s many projects are also wrapping up. She just finished up with the MSU LEAD Campaign for the year, as the Beauty For Ashes Gala took place on April 21, 2016. Kiana is a co-founder of the MSU LEAD Campaign on campus, which aims to educate the community about the devastating issue of human trafficking. The campaign also fundraises for The House of Promise, which aims to purchase a home for women and young girls who have escaped human trafficking and abuse. Kiana also just finished helping with the "#ToMyProfessor" project within the MSU’s School of Journalism. Additionally, she assisted in organizing and planning the annual Successful Black Women of MSU Peace Summit, which took place on April 17, 2016 at the Kellogg Hotel and Conference Center.

This award means a lot to Kiana because the type of work she is involved in often lacks a physical rewarding outcome. It is often hard for her to believe that the work and effort she puts into her passions is productive, fruitful, and good. This can get extremely frustrating. Receiving this award solidified the notion that the work she has done

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Kiana will be embarking on a study abroad trip to Jordan this summer. In addition to improving her Arabic, two things that Kiana intends to learn more about in Jordan are Jordanian women’s rights and human trafficking in Jordan. She also hopes to expose herself more directly to the current status of the Syrian refugee crisis and the camps currently in Jordan. She is interested in learning more about how this has been affecting the country, since Jordan is one of the closest border countries to Syria. Kiana hopes to collect more information about these topics of interest and intends to bring her knowledge back to the United States to share with others.

When asked if she has a particular approach to her job, Kiana replied, “Education. Being open minded about learning.” These are two very important things to Kiana in everything that she does. Kiana tells others not to fear volunteering and unpaid work; you must often volunteer your time to learn and educate yourself while finding your passions. Kiana takes a special interest in areas that can often be hard to understand as someone who has grown up in a U.S. middle class community. Although Kiana was raised with certain viewpoints, she has learned to keep a very open mind when educating herself. Kiana said, “I want to leave the world in a better place for my three younger sisters, possible children, grandchildren, and all who come after me.”

As a Global Studies in the Arts & Humanities major, Kiana advises others to take advantage of the opportunities and resources that the university provides. She highly recommends gaining international experiences to further broaden your horizons. Kiana’s life philosophy is to “take the set of privileges that you have been given, using them to make space for the voices of those who do not have these privileges.” Being a woman from a middle class family, who has had the opportunity to obtain a college education, Kiana intends to create spaces for the voiceless.

Congratulations to Kiana Elkins for being MSU’s College of Arts and Letters Community Partner Award recipient for 2016. All of us at the MSU Women’s Resource Center are so proud of your many accomplishments.

Celebrating the Past, Securing the Future, Honoring the Legacy: A Tribute to the MSU Women’s Resource Center

Lydia Weiss

The Michigan State Women’s Resource Center (WRC) has been providing services to the campus and Greater Lansing community for over 24 years. It is with great pride and an open mind that we embark on the next phase of the WRC legacy. At the close of this academic year, we will be joining the new WorkLife Office at Michigan State University. This transition has been in the works for several years and we look toward the future with optimism and dedication to continuing to serve our campus community.

Celebrate the Past: As we pack decades of history into University Archives boxes, we celebrate the many contributions the WRC has made in advancing the lives of women and educating the community about gender justice and social justice issues. From the programs, conferences, workshops, and seminars to resource referral, consultation, student organization advising and educational initiatives, we are proud of the work we have accomplished.

Secure the Future: As anyone in our line of work will tell you, the work is not over. Gender and social inequity still persists in our culture and on our campus. Women remain marginalized in many arenas, especially for those who navigate the world with additional marginalized identities. We are confident the work will continue, in order to create a brighter future for the next generation.

Honor the Legacy: The MSU Women’s Resource Center has been committed to creating a climate that advocates for gender equity, values inclusion and provides resources to the MSU community. We believe the legacy will continue on through you, our supporters, and the work that we will continue to do as a new unit at the WorkLife Office.

You can visit us in our new office, Linton Hall, Suite 118, call 517-353-1635, and email worklife@msu.edu. All staff personal phone lines and email addresses will remain the same. We look forward to connecting with you at the WorkLife Office. This is the final edition of Wisdom, Words & Women. Look for the WorkLife Office newsletter in fall 2016!
As I have started to embark on my adult life, I have begun to make note of habits I need to start changing. My diet is definitely one of them. I am still in my early twenties, and a college student, so I have a lot of leeway when it comes to the junk I consume. But I grew up in a household run by a dietician and am wanting to live a healthier lifestyle, even if it’s only a little bit. No matter how much I exercised or watched what I put on my plate, those late nights when I was bored or feeling ravenous, I couldn’t help but reach for the nearest bag of fatty chips or cookies. I’m still learning self-control when it comes to snacking, but I have found a trick that helps me avoid demolishing a family-sized bag of Doritos before bed. That trick is to keep healthy snacks tucked away for times when I knew I’d usually go on a snacking spree. I have since began to carry almonds with me for the times I’m at work, class, or a meeting and there’s no time to go buy food. I buy low calorie popcorn in bulk so when I’m bingewatching my favorite TV shows, or doing work, I can snack on something light. The way I stay healthy is definitely limited because I live on-campus, have little food storage, and the variety of what I can eat is slim. However, for the adults who have more freedom, I asked around and crafted a list of snacks that people like to enjoy to avoid the snacking guilt. Enjoy.

- Avocado on wheat toast
- Fruit!! Apples, pears, strawberries, watermelon, black berries, bananas, and red grapes
- Grapes with cheese sticks, baked sweet potato chips, hummus and pita, salad made with baby spinach
- Fruit dipped in dark chocolate
- Apple with almond butter
- Trail mix (cashews, almonds, dried cranberries, pieces of dark chocolate)
- Kale chips
- Rice crackers
- All natural fruit snacks
- Toast and peanut butter
- Dark chocolate
- Smoothie (rice milk, yogurt, spinach, frozen berries)

There are also subscription boxes that deliver customized healthy snacks right to your door if you can’t or don’t have time to prep snacks. Of course, you can always experiment and find healthy alternatives that work best for you and your dietary needs.
Break The Chain Premiere
Maggie Chesbrough

On Tuesday, May 10, 2016, producer, Laura E. Swanson, premiered her documentary highlighting the horrific true stories of survivors of human trafficking in her film, “Break The Chain.” This independent documentary provides true stories from those who have both been trafficked and those who have trafficked others. For the first time ever, the human trafficking industry is becoming more recognized and laws are being put in place end this unjust system of slavery.

Before working with the MSU Women’s Resource Center, I had believed in the vague misconceptions surrounding human trafficking: that it only occurred in foreign countries; that sex trafficking was limited to only women; that we could only be trafficked by strangers, rather than family members, friends or people we trusted. However, with more research taking place and with the world putting more of an emphasis on human trafficking, I have begun to see our communities become more educated by breaking down these misconceptions and stereotypes and take action to stop this industry. Laura Swanson’s documentary is just one example of someone taking action to rid our society and our culture of this system. Other examples can be found in rest areas on the side of the highways, where I have found Human Trafficking Hotline numbers and resource stickers in the women’s restrooms or on billboard signs that address the very real and very dangerous industry of human trafficking. Our communities, our society, our President are all saying, “no more.” What do you have to say?

For more information on the Break The Chain Project, visit https://www.facebook.com/breakthechainproject.

For more information on the industry of human trafficking and what laws and policies the United States has implemented to put an end to this form of slavery, visit https://www.fbi.gov/about-us/investigate/civilrights/human_trafficking.

If you believe someone is suspicious of trafficking or someone is suspicious of being a trafficked victim, call the 24 hour hotline number for the National Human Trafficking Resource Center at 1 (888) 373-7888.
WE HAVE MOVED

To Linton Hall,
Suite 118

The Women’s Resource Center is now part of the WorkLife Office.

The WorkLife Office will serve as a single point of contact for all MSU faculty and staff, helping them manage workplace and life transitions. Students should contact Student Affairs & Services at 517.355.7535.

Phone: 517.353.1635
Email: worklife@msu.edu

We look forward to continuing to serve you in our new role!
Michigan ACE Women’s 2016 Network Annual Conference

June 6 – 7, 2016
Radisson Hotel Lansing at the Capitol
Lansing, Michigan
Hosted by Oakland University

In concert with the Inclusive Excellence Group of the American Council on Education, the Michigan ACE Network is committed to identifying, developing the leadership of, advancing, and supporting the retention of women in higher education throughout the state.

The theme of this year’s conference is Make a Difference: Move the Needle in Michigan, with a focus on the following goals:

- Generate a national sense of urgency elevating the need for advancing women in higher education leadership position
- Encourage governing boards and other higher education institutional decision- and policy-making bodies to consider recommended practices for recruiting and hiring women to chief executive offices
- Achieve women’s advancement to mid-level and senior level positions in higher education administration by building capacities in women and institutions
- Suggest recommended practices and models and recognizes success in advancing women in higher education

For additional information please visit https://wwwp.oakland.edu/provost/2016-michigan-ace-network-conference.