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June 15, 2022

Greetings College Community,

Kalamazoo Valley Community College has a new mission statement: *Kalamazoo Valley Community College creates innovative and equitable opportunities that empower all to learn, grow and thrive.*

On Tuesday, the Board of Trustees adopted the revised statement during its regularly scheduled meeting. The mission statement is an institution's formal, public declaration of its purposes. It serves as a guide for institutional decision-making and provides the flexibility necessary to respond to the needs of the community. The new statement replaces one adopted in 1994 and modified throughout the years.

In September 2021, I appointed a cross-departmental team to collect input from college and community stakeholders. This Mission Statement Task Force created a seven-question, open-response survey. The goal of the survey was to solicit input from all college stakeholders regarding the purpose of the college and explore the relevance of the current mission statement. The survey was developed and distributed electronically to college staff, administrators, faculty, Board of Trustees members, foundation board members, emeritus, students, alumni, advisory board members, community collaborators and community employers and leaders.

The project was launched with a news release to area media, posting on the college website and a WKZO radio interview. The survey was distributed via the college website using a link and a QR code to access the questions. The survey was promoted on college social media, by direct email communication (to advisory board and community leader distribution lists), in the KV Focus Plus and InFocus newsletters, via the Canvas Learning Management System by faculty and staff and during my updates to the Kalamazoo Valley Museum advisory board, the Career and Community Training advisory board, Administrator's Plus and Academic Leadership Committee



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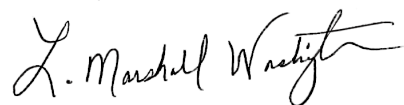
The Office of Institutional Research gathered and summarized 319 survey submissions, excluding duplicate responses. The majority of responses received were positive, praising Kalamazoo Valley for providing opportunities, quality education, affordable education, a sense of community and an inclusive environment. Constructive criticism was given toward the internal culture of the college and toward making sure the college stays focused on its community impact and progression.

The Mission Statement Task Force then took the information and crafted several versions of a new, concise, action-oriented statement for consideration by the college Administrator Plus group, Cabinet and ultimately for approval by the Board of Trustees. The new statement will be included in college digital and printed materials and posted throughout our four campus locations.

Once again, I extend my gratitude to all those individuals who participated in this important project.

This mission statement provides clear direction for our continued work together. I look forward to a bright future for the college, our students and their families and the communities we serve.

Thank you.



L. Marshall Washington, Ph.D.
President

FINANCE AND BUSINESS

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Updated Mileage Reimbursement Rate

The college reimburses for mileage when an employee uses their own car for approved travel. Mileage is paid on a per-diem basis at the current per-mile rate allowed by IRS regulation, and the following rates apply.

Travel through June 30, 2022 - \$0.585/mile

Travel beginning July 1, 2022 - \$0.625/mile

Updated Meal Reimbursement Rate

The college reimburses for meal expenses incurred during approved travel. Reimbursements are paid on a per-diem basis using the IRS High-Low Substantiation Method. Under this method, there are two rates established - a standard rate and a rate for areas the IRS identifies as high-



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	<u>Standard</u>	<u>High Cost Areas</u>		
Breakfast	14.00	16.00		
Lunch	18.00	21.00		
Dinner	32.00	37.00		
Total	\$64.00	\$74.00		

Please see the Travel & Business Entertainment Expense Reimbursement manual on your Employee Portal for details on how meal reimbursements apply.

NOTE: The list of IRS High-Cost Areas stays the same. Please use the link on the Employee Portal under Travel Resources for the current list.

INFORMATION TECHNOLOGY

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Zimbra Email to be Replaced by Office 365 Mail

By the start of the Fall 2022 semester, Kalamazoo Valley will transition away from Zimbra to Microsoft's Office 365 Mail for improved security and functionality. Your Zimbra emails and calendar will be automatically moved to the new system during the transfer. Your email address, username and password will all remain the same. More details, including the migration date, will be provided as they are finalized.

Mandatory Zoom Password Change

As of Monday, June 13, you may be required to change your Zoom password before you can log into Zoom or host meetings. Your Zoom login ID and password are different from your official Kalamazoo Valley username and password, so changing one will not affect the other.

If you have not changed your Zoom password within the last 30 days, please do so right now to avoid any last-minute technical difficulties or interruptions to your virtual classes and meetings.

To change your Zoom password:

1. Open your browser and type in: zoom.us/forgot_password.
2. Enter your Kalamazoo Valley email address, check the box to verify you're human, and click **Send**.
3. You will get an email like the one below from Zoom at no-reply@zoom.us. Click the button that says "**Click here to change your password.**"



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Hi Faculty SuccessCenter,

There was recently a request to change the password on your account. If you requested this password change, please click the link below to set a new password within 24 hours:

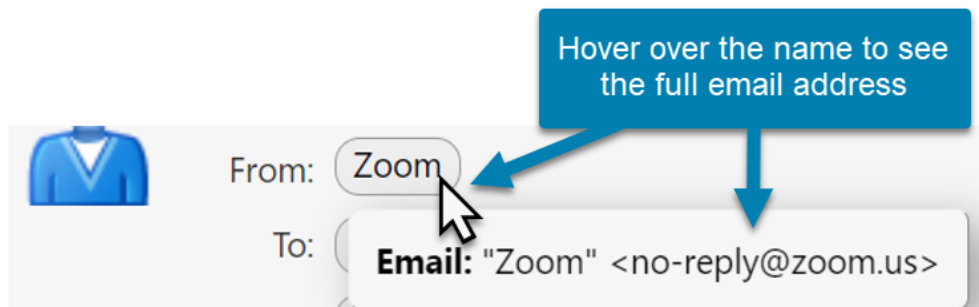
[Click here to change your password](#)

If the button above isn't working, paste the link below into your browser:

4. Enter a new password and save.
5. This will **not** affect your official Kalamazoo Valley username and password used to log into MyValley, the Employee Portal, Canvas, etc.

You may be notified by email, or when logging into Zoom, that your password is expiring and you must change it. **Remember to always be suspicious of emails (even official-looking ones) that ask you to click a link and enter a password.** Either follow the instructions above to reset your password (recommended) or hover your cursor over the sender name to make sure the email comes from a **zoom.us** email address.

As a reminder, if you ever suspect an email of being a scam, spam, or a phishing attempt, the best way to report it to IT is to simply click the **Spam** button in Zimbra. Do not forward it to anyone!



If you need help resetting your Zoom password, or if you would like a Zoom Pro license, contact IT at it@kvcc.edu.

WELLNESS AND FITNESS CENTER

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Visit the WFC

The Wellness and Fitness Center at the Texas Township campus is open Monday through Thursday from 6 a.m. to 6 p.m. Registered students, faculty and staff can use the center for free with a valid Kalamazoo Valley ID. First-time users are walked through a brief orientation prior to use.



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machines, Zero Runners, steppers, bikes, Versa Climbers, free weights, circuit training and more. "Our equipment is great," said fitness center manager Renea Peruski. "It's almost like your own private gym."

She explained that with 30 pieces of equipment for cardio workouts, there's almost never a need to wait for a machine and there are no extremely busy times to avoid. "It's a great space that's under-utilized. It's a great hidden feature and it's free," she said.

There is also a wheelchair accessible rower. "The equipment is user friendly for the beginner to novice and we are always here to help," Peruski said. The machines are labeled with pictures that explain their use. Towels and lockers are also available in the center. Locker rooms and a large range of free weight equipment are also available downstairs.

Employees who keep track of their workouts can use the Employee Wellness Incentive Program Activity Log Sheet for a gift or paid time off. The program is managed by Amy Reynolds in Human Resources. See more details in the article below.

HUMAN RESOURCES

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Employee Wellness Incentive Program

Kalamazoo Valley Community College believes in the benefits of exercising the mind, body and spirit. To celebrate the efforts of full-time employees in taking positive steps to improve their overall well-being, Kalamazoo Valley has established an incentive program offering rewards such as a paid day off and college swag for consistent and persistent participation in healthy activities. The goal is to assist employees in establishing lasting habits and practices that positively affect their journey through life which in turn will enhance their contributions to the college community. By participating in this program, employees will demonstrate their personal long-term commitment to pursuing lifestyle practices that improve their whole self.

Activities that qualify for the incentive program can include participation in health screenings, stress management activities, practices that heal the spirit, healthy lifestyle/nutrition education events and physical exercise/activity.

Full-time employees are eligible to earn up to one point per day by participating in any of the above categories of activity for 30 minutes or more. The required 30 minutes per day can be broken into shorter periods of time throughout the day (e.g. three 10-minute walks or one 10-minute bike ride plus 20 minutes of meditation). While creativity is encouraged, only activities that truly promote or enhance personal health and wellness can be logged for points. [more](#)

Benefits Self-Service Site

A new [self-service site](#) is now available for full-time employee benefits. Please follow the



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enrollment.

Your username is your Kalamazoo Valley Community College email address. For example, John Smith's username would be jsmith@kvcc.edu. Your password is your birth date in YYYYMMDD format. Someone with a birth date of January 7, 1968 would have 19680107 for their password. If you have any questions, please contact [Rebecca Craft](#) at or call 269.488.4448.

The Official Kalamazoo Valley Community College COUGAR BOOKSTORE



Bookstore Closed June 29 - 30 and July 4 Week

The Texas Township Bookstore will be closed June 29 and 30 to conduct inventory, and July 5, 6 and 7 to install a new point-of-sale system. Remember, you can shop online anytime at bookstore.kvcc.edu and items can be shipped to homes. Orders placed by June 28 can still be picked-up while the store is closed for inventory and software installation.

KALAMAZOO VALLEY MUSEUM

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Sixth- to-Ninth-Graders Invited to Wonder Media Exhibit Event

A free event on Friday, June 17 from 10 a.m. to noon gives local students in grades six through nine a personalized introduction to the new "Wonder Media: Ask the Questions!" exhibit at the Kalamazoo Valley Museum, at 230 N. Rose St. in downtown Kalamazoo, from its creator, Western Michigan University Presidential Innovation Professor in Communication Sue Ellen Christian, and museum staff. Afterwards, students will break into groups to explore the exhibit's 14 news and media literacy-building activity stations. Participants with signed consent forms can earn a \$15 Amazon gift card for sharing their perspectives to help improve the exhibit. Find the form [here](#). For more about the exhibit, watch the [videos](#).



CELEBRATION OF FREEDOM

Juneteenth Black Film Festival Coming June 18

Meet local Black filmmakers and get a sneak preview of the films they are currently creating at the **Celebration of Freedom Black Film Festival**. The free event will be held June 18 from 1:30 to 3:30 p.m. at the Kalamazoo Valley Museum. It is organized by Soul Artistry LLC and sponsored by the museum, which is operated by Kalamazoo Valley Community College. Advance registration is not required. For more details and a listing of other area Juneteenth programming, visit kalamazoomuseum.org.



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SAVE THE DATE: 'Forgotten Fighters' Film on Sept. 10

Come celebrate the famed Kalamazoo Boxing Academy on Saturday, Sept. 10 at 1:30 p.m. with a free reception at the Kalamazoo Valley Museum, featuring guest speakers and a documentary screening about the history of the academy, whose roster included big names in boxing during its heyday. The museum has been hosting "The Forgotten Fighters of the Kalamazoo Boxing Academy" exhibit since February. It runs through Sept. 18. For more details about the documentary, exhibit and hours, visit kalamazoomuseum.org.

ATHLETICS

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Lady Cougar Named to Coaches Association All-Star Team

Congratulations to award-winning Cougar women's basketball phenom and scholar Abigail Long, 20, on being selected to participate in the National Junior College Athletic Association's (NJCAA) Annual Women's Basketball Coaches Association All-Star Weekend in Atlanta! Only 40 student-athletes were chosen nationwide.



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maintained a 4.0 grade point average throughout her academic career.

"Abigail has proven herself time and time again on the court this past year with outstanding performance," said Russ Panico, athletic director, noting that it is "pretty rare" to even get to play at this event, which takes place from July 20-23. "She exemplifies that hard work and perseverance can lead to success on the court and as a leader with her peers. The college administration is pleased that Abigail will be representing the school at this national event and wish her much success."

This is just the latest accolade for Abigail Long, whose coach is Felecia Thomas. Long was recently recognized by the coaches of the NJCAA Region 12 and the Michigan Community College Athletic Association for outstanding athletic performance during the 2021-22 season. Her awards included All-Region, All-MCCAA, First Team All-Conference, All-Defensive Team, All-Freshman Team, Western Conference Player of the Year and Freshman of the Year.

It is the second time in the All-Star Weekend's 14-year history that this honor was bestowed upon a Kalamazoo Valley student-athlete. The first time was in 2016 when Ka-Leah Ryan was selected.

OFFICE OF DIVERSITY AND INCLUSION

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LGBTQ+ Workplace Diversity and Inclusivity

Facilitator: Tracy Hall, interim executive director OutFront Kalamazoo

9 - 10:30 a.m. | June 29 | TTC

1 - 2:30 p.m. | July 20 | AWH

Synopsis: This workshop will focus on the basics of LGBTQ+, including aspects of our Pronouns/definitions workshop. We will also look at our conscious and unconscious biases. This session will provide participants with tools to create a more open and affirming workplace/school and ensure Kalamazoo Valley is a "Safe Space" for LGBTQ+ students & staff and will provide participants with knowledge and cultural competency to better work with and serve LGBTQ+ populations. This workshop will be in person. To register contact [Trice Batson](#) or 269.488.4119.

Black Disability History Workshop

Over the last six weeks, the office of Diversity and Inclusion has collaborated with [Disability Network of Southwest Michigan](#) to offer a series of disability awareness and accessibility workshops. Servicing eight counties in the southwest region, Disability Network aims to "educate and connect people with disabilities to resources while advocating social change."

Due to the staff development calendar being unavailable, the last workshop in the series, Black Disability History, has been rescheduled for 8:30 - 10 a.m. on June 23. The Black Disability History workshop will cover how Black disabled Americans have made key contributions to



presentation, participants will take a closer look at the stories and accomplishments of Black disabled people who have helped shape the disability community and society.

To register for the workshop, email [Megan Osetek](#) and communicate any accessibility accommodation requests. Disability Network has been a tremendous asset to the community by conducting educational workshops, advocacy for disability equality, and assisting people with disabilities to retain the services needed. Visit the Network's [calendar](#) to see other program offerings.

LIBRARIES

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Kalamazoo Valley Libraries:

Pride Display, New Books, Library Instruction and Course Reserves

The Kalamazoo Valley Libraries at the Texas Township Campus and at Anna Whitten Hall are open and available to support you and your students this summer. We are offering a mix of in-person and online services, including reserve materials, information literacy instruction and reference assistance.

Pride Display

It's Pride Month, and the TTC library is celebrating with a new book display featuring books by, for or about the LBGTQ community. Browse these highlights from our collection of print books that honor and explore queer history, identity, culture and experience.

New Books

If you are looking for something fresh and new, the Libraries keep recently purchased books on a single display for easy browsing. Drop in and ask our friendly staff where the New Book Display is located, or check out our [virtual display](#).

Library Instruction

Virtual and in-person library instruction is available. Empower your students with information literacy skills, including navigating databases, evaluating sources and proper citation. If your class is on campus, a librarian can arrange to come to your classroom. For online classes, we offer Zoom for synchronous classes, and we can make instruction videos and activities available for asynchronous classes. Please email [Mark Walters](#) (TTC) or [Franki Hand](#) (ACC/BHLC) with your instruction request, and we will work with you to meet your learning goals.

Course Reserves

Textbooks and other course materials are placed on reserve each semester at the request of faculty and students. Instructors may submit personal copies for the reserve collection, or request a library purchase for reserve. Most reserve requests for library purchase are approved, although we suggest submitting your request before the start of the semester to provide us



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For more information on course reserves, including a list of all items currently on reserve, visit the library's [Course Reserve Guide](#). To reserve materials for your course, contact [Ashley Bergkamp](#) (TTC) at 269.488.4313 or [Franki Hand](#) (ACC) at 269.488.7848. We look forward to connecting with you!

Visit us [online](#)

Call 269.488.4328

[Email](#)

[Chat](#) with a college librarian 24/7

Zoom by appointment, please [email](#)

Follow us on Instagram ([@kalamazoovalleylibraries](#))



Need Something to Eat?

Take advantage of the opportunity to dine at the Texas Township Campus! Access the following options on the dates and during the hours of operation listed below.

Through June 30 | 7:30 a.m. - 1:30 p.m.

Subway and Cougar Cafe: grab-and-go items, beverages

July 5 - July 7 | 7:30 a.m. - 1:30 p.m.

Coffee Den ONLY: baked goods, breakfast sandwiches, lunch sandwiches, soup, grab-and-go items

July 11 - Sept. 1 | 7:30 a.m. - 1:30 p.m.

Subway and Cougar Cafe: grab-and-go items, beverages



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Center for New Media Hosted Three Career Events

Student Employment Services coordinated three separate networking events in April for art and new media students to meet with employers in the industry. Each event had good turnout and students came prepared with excellent questions to ask employers.

Innovative Media Group (IMG), a full-service video production company and media agency specializing in television commercials, training videos and social media content creation, visited on April 19. One of the students who visited IMG was able to set up a job shadowing experience.

On April 20, the college hosted Kzoom, a digital marketing agency comprised of videographers, photographers, designers and digital strategy experts, and LKF Marketing, a full-service advertising, marketing, public relations and website design/development company. Both companies had a representative with an associate of applied science in graphic design from Kalamazoo Valley; the two employees were also students of the Design Crew Merit course.

Newhall Klein, a brand development, marketing and design company, and Overneath Creative video and animation storytellers visited on April 26.

"These events were a great experience for both students and the companies who attended," said Tom Hamann, director for the Center for New Media. "We will be working with these companies to create possible internship opportunities in the future."

IN THE NEWS

[Kalamazoo's Rich Boxing History Memorialized in Exhibit, Documentary](#)

[OHS Honors Seniors](#)

[Celebrated Author and Kalamazoo Valley Alumnae NoViolet Bulawayo to Read from Her New Book During June 3 Art Hop](#)

[Divine Child's Sarah Norton Signs on to Play Softball at with Kalamazoo Valley](#)



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