

## Love as a strategy

*Bringing your heart to work*

FROM A STUDENT PERSPECTIVE, IT IS easy to lump the terms “faculty” and “staff” together as one. However, the bifurcation between the two is both striking and sometimes biased. Though staff keep the school running via methods such as groundskeeping, maintenance, security, maintaining records, processing paperwork, recruiting and marketing, faculty often receive more focus due to public image and student involvement. However, the divide is dissipating, as this year, Andrews University hosted its first Staff Institute.

Though Faculty Institutes have been an annual occurrence for a number of years, until 2017 there had not been an overall, unifying meeting for all staff. This all changed on January 5, when over 300 staff members filled Newbold Auditorium in the midst of a raging Michigan blizzard for a history-making meeting.

Organized by Christon Arthur, provost, and Rebecca May, campus & community relations director, the event featured Andrews alumnus Loren Hamel, CEO of Lakeland Health.

Modeling his message on Lakeland’s “Bring Your Heart to Work” initiative, the program addressed customer service, the importance of collegiate staff (not just professors) and how to better meet the needs of students.

“This isn’t just an initiative,” reflects May. “It is an organic culture change, which is not going to happen with one new program. We need to start from the bottom up, though the mandate is from the top down.”

One of the more interesting topics covered was how smiling improves both mood and overall health, as illustrated by “the pencil experiment.” Apparently, even if a smile is elicited by a pencil between the teeth, the benefits of a good mood can still be coaxed out.

“I loved the pencil experiment, especially since it was done by VPs and deans!” stated one attendee. “Who knew that smiling has an immediate impact on our physical as well as emotional health?”



**ABOVE:** Loren Hamel, president & CEO of Lakeland Health, presented Lakeland’s “Bring Your Heart to Work” initiative to an overflow crowd at the first-ever staff institute on January 5

**RIGHT:** Cards were distributed with the six “Share Your Andrews Heart” principles



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Although the whole event lasted only two and a half hours as opposed to the two-day Faculty Institute, responses continue to be overwhelmingly positive.

“As the administrative assistant for the MA religion program, I come to work daily with my students in mind,” said Glenda Patterson, who was honored with an Excellence in Service Award in March. “I have students that study both on and off campus and will soon have some starting an online program. Each group of students has very specific needs and I have had to learn how to listen and hear their goals, dreams and problems and translate it all into a program that says Andrews cares.”

The Staff Institute conveyed important messages. It wasn’t just an employee pep talk; it inspired real focus and determination in hearts that were already dedicated and full.

“I was encouraged by Dr. Hamel’s presentation and the simplicity behind its

message: Bring your heart to work,” says Patterson. “If we can instill the same desire to love our students, staff, faculty and community as Lakeland has taught their staff to express to their patients, I think we can be better than we have ever been.”

The commitment to an ongoing staff institute as well as staff senate-type organization, is an integral part of a multi-pronged initiative to improve the culture of the entire employee base, staff and faculty, of Andrews University, beginning with a commitment to six baseline Share Your Andrews Heart principles (*see above*).

Luxton set the bar for the Share Your Andrews Heart culture change in her inaugural address, quoting Nilofer Merchant in Harvard Business Review (2011). “After working on strategy for 20 years, I can say this: culture will trump strategy, every time... If a strategy conflicts with how a group of people already believe, behave or make decisions it will fail. Conversely, a culturally robust team can turn a so-so strategy into a winner.”

The president will lead the charge on the journey towards making Andrews a place of genuine welcome so everyone can smile when they think of being here. A home that values your story as part of the fabric of this school, a university known for creativity and innovation in the face of both opportunities and challenges. Look for unfolding details about this Share Your Andrews Heart journey in upcoming issues of FOCUS.

# Honors Gala commemorates golden anniversary

*Guests enjoy an elegant evening at Heritage Museum and Cultural Center*

**THIS YEAR, THE J.N. ANDREWS HONORS** program officially turned 50. Commemorating the anniversary, a gala was held on February 4 at the Heritage Museum and Cultural Center in St. Joseph, Michigan. The event boasted 130 guests comprised of honors scholars, family members and faculty, and in keeping with the year's "Golden" theme, the affair was both elegant and professional, emphasizing the academics which made the event possible.

The evening was initiated by prayer from President Luxton, featured music by Honors students and speeches made by L. Monique Pittman, director of the program, and Merlene A. Ogden, Honors founder.

In 1966, Ogden, along with Paul E. Hamel instituted the J.N. Andrews Honors program, with a focus on developing a community of service and academics. Since then, professors Malcolm Russell and Gordon Atkins have developed the SAGES curriculum, the current program Honors utilizes instead of general education classes. This program includes a strong focus on research and seminars, built off

of Hamel's and Ogden's concept of helping the community through academics.

"I was especially glad that we could introduce our current generation of students to Dr. Ogden to whom the Honors Program at Andrews owes so much," reflected Pittman. "I'm grateful to the Honors office staff, captained by Maxine Umana, the Honors officers, led by their president, Randy Sanchez, and all the Honors students who volunteered their time in the preparations for the Gala. It was a night to be remembered."

Sanchez closed the evening's program by thanking Pittman for her leadership thus far.

Though the Honors program boasts a diverse range of students and majors, the overall opinion was that the gala went magnificently.

"The gala was truly a night of class," Haley Butler, sophomore biology/pre-med major, stated. "The décor was lovely, as was the food, making it a wonderful celebratory evening to honor the great accomplishments of the program and enjoy fellowship with friends."

"Though this was a new experience as the first banquet I have attended at Andrews, the gala was both elegant and enjoyable," remarked freshman archeology major Alma Cortez Alvarez. "The most stand-out features were the speeches made by Dr. Ogden."

Pittman sincerely expressed her appreciation toward all the faculty, staff and students involved in the Honors program over the years.

"It was an absolute joy to gather with so many Honors Scholars and their friends, faculty, council members and Honors staff colleagues," she commented. "I don't have adequate words to express my gratitude to the Honors community for such a beautiful event and for a wonderful learning family. I thank God every day for my students and colleagues in the program and the Golden Gala was a crystallization of all that I cherish about my working life."

On March 3, the Honors program sponsored another event, the Honors Scholar and Undergraduate Research Symposium, where instead of looking at past achievements, students presented a year's worth of academic research and discovery on how they may impact the future.



**ABOVE:** L. Monique Pittman (back left), Honors director, and current officers (photo by Joelle Elizabeth Photography)

**RIGHT TOP:** President Andrea Luxton and Merlene Ogden, dean and professor of English, emerita, one of the founders of the J.N. Andrews Honors Program

**RIGHT:** The Heritage Museum & Cultural Center provided an elegant setting for the anniversary gala



## CAR celebrates anniversaries

*Adventist Heritage Center & Ellen G. White Estate Branch Office*

**THE CENTER FOR ADVENTIST RESEARCH** (CAR), located in the James White Library on the campus of Andrews University, recently celebrated the 50th anniversary of the Adventist Heritage Center and the 55th anniversary of the Ellen G. White Estate Branch Office. A special recognition event took place during this year's annual Friends Lunch, held on Feb. 5.

"The Cold War influenced the movement to preserve White materials in the case of a nuclear war," says Heidi Magesa, CAR project and event manager. "This led to the creation of the White Estate Branch Office in 1961."

The Ellen G. White Research Center's original director was T. Housel Jemison, who was succeeded by Hedwig Jemison, his wife. Faculty and students wished to access the valuable White materials, so Hedwig Jemison began allowing materials to be read by advanced graduate students, then MDiv students and, eventually, everyone.

The Adventist Heritage Center was initially a single room in the James White Library, approximately where the CAR lobby is currently located. Twenty-five years later, it has increased to include multiple storage and exhibit rooms, along with a reading area, reception area and vault. Library staff originally oversaw the Heritage Room until it received a full-time curator

in 1966: Louise Dederen. In the 50 years since the collection has expanded, thanks to the librarians of Emmanuel Missionary College and resources from the Theological Seminary Library in Washington, D.C.

The Center for Adventist Research was formed shortly after the White Estate Branch Office was moved to the same floor of the James White Library as the Adventist Heritage Center.

"The two were administratively merged in 2003 under the direction of Merlin Burt, the current director," explains Magesa.

To celebrate these anniversaries, CAR invited former directors to attend the event. This included Bill Fagal, who presented about his experience as director of the White Estate Branch Office.

Jim Ford, a previous director of the Adventist Heritage Center and current associate director of CAR, also spoke, sharing his memories of Louise Dederen and his memories of the AHC.

The Friends Lunch marked the opening of a new exhibit in the CAR lobby, which will remain on display through the summer. The Center also hosts the annual Adventist History Tour, which takes place every August.

 For CAR hours and information about the 2017 history tour visit [centerforadventistresearch.org/wherewhat/tours](http://centerforadventistresearch.org/wherewhat/tours)

## March Board report

*Tone of support and positivity*

On Tuesday, March 7, Andrews University President Andrea Luxton gave a brief overview of board meetings that took place over the prior weekend.

The president began by sharing some of the new faculty appointments and commended the hard work of the numerous faculty that created and submitted advancement portfolios. Following this, Luxton mentioned the board's discussion of the recent #ItIsTimeAU events over the last two weeks. The board voted to fully support the University's response and future actions.

The finance committee shared the January 31, 2017, financial statement and reported the University as off-budget by \$600,000 during the summer months. However, by January, the University was still off-budget by roughly the same amount, demonstrating that despite losing certain streams of income, the University was still able to lower costs in other areas and maintain, rather than increase, the current level of debt.

Compensation committee approved a 1 percent salary increase next year and, as Luxton joked, confirmed no one was earning too much.

Luxton then discussed the academic programs and educational services committee, which hadn't taken on any new programs or actions, instead it reviewed and examined current issues and policies.

The student leadership and spirituality committee spent time reviewing #ItIsTimeAU events and examined other issues related to campus life and community.

Lastly, Luxton reviewed the reports of the governance committee, which explored working and faculty policies to ensure everything was in line with the by-laws. There were no substantive changes.

"Overall, the high level of engagement by the board and support for the University demonstrated over the weekend struck me the most," Luxton said. "I believe we left the weekend meetings feeling as if we were all in this together. The tone of the weekend was most definitely one of support and positivity."



**ABOVE:** Jim Ford, associate director of the Center for Adventist Research, reflects on his career with the Adventist Heritage Center and CAR

**LEFT:** Sallie Alger, associate professor of library science, emerita, looks over the historic timeline of the Centers

## Respect and sportsmanship

*Newmyer Classic more than just basketball*

WITH FOUR CHAMPIONS IN FOUR DAYS decided from 36 teams and over 600 participants, the Newmyer Classic is a momentous occasion in the winter sports season at Andrews. On February 2, competitors from Christian academies across the U.S. and Canada converged at Andrews University for the annual basketball tournament.

The Junior Varsity event lasted three days and stretched across six courts, from Andrews campus, the gyms of the Berrien Springs Public Schools and Lakeshore High in Stevensville, a few miles from campus. Though team attendance was down from the previous year's 44, that didn't stop fans from packing bleachers into the night in search of entertainment and good showmanship, which all teams delivered by the Gatorade cooler-full.

Despite the variety in teams, the competitions were tightly scored, often decided in the final quarters.

"The games were all really close, some being decided—which is what you want—on championship night," reported Dave Jardine, director of athletics, Newmyer Classic coordinator and coach of the Andrews University Cardinals. "Some games were decided by one to four points. It went very well, and nice close games made for an exciting event to watch."

Preceding the evening games, visiting students received tours of the Andrews campus. Taurus Montgomery, pastor of Harbor of Hope Church in Benton Harbor (ten miles from campus), provided worships.

Mount Pisgah Academy's coach Scott Thomas received this year's Leadership Award, an honor given each year to an attending coach that teaches his or her kids to play with the respect and sportsmanship the coach exhibits consistently.

The friendly competition featured four division brackets for both experienced and novice players on teams of boys and girls. As the games progressed, the Women's Hinsdale Hurricanes from Illinois and Mount Pisgah Academy's men's team from North Carolina won the Division 2 competitions. In the more experienced Division 1 bracket, the girls win went to the Michiana Wildcats—a Christian homeschool league based in Indiana—while the boy's championship went to Crawford Adventist Academy from Toronto, Ontario, Canada.

"Both my teams had a great time,"



*The Mount Pisgah Academy's men's team from North Carolina won first place in Division 2 during the annual Newmyer Classic*

stated Josh Alabata, coach of the winning girl's team from Hinsdale Academy. "The relationships they develop through playing with other kids, seeing the campus and getting a taste of college life will serve them the rest of their lives."

Alabata is an alumnus of both Andrews University and Hinsdale Academy, and he enjoys returning to campus once a year for Newmyer Classic.

"It's nice seeing familiar faces and showing my kids that this is a very possible destination for them after high school," he says. "I just want to keep that connection going and keep them in Adventist education, for the benefit of both our kids and our schools."

## From injustice to reconciliation

*Former cop and wrongly convicted man share their story*

*"February 8, 2006, was the day that forever changed my life."*

*"All I wanted was to go to the store and get milk for my son."*

⇄

*"February 8, 2006, was really just another day for me."*

*"All I wanted on that day was another conviction."*

That is how this year's Martin Luther King Jr. Chapel began on January 19, with the stories of Jameel McGee and Andrew Collins: A man sentenced to a decade in prison and the man who lied to make it happen. However, the message delivered wasn't one of conviction, but of reconciliation, because now, Jameel and Andrew tour the country as both public speakers and friends.

"I'm white, and he's black. We get this," Collins reflected. "We get that this could speak to our nation right now, and we don't have all



*Jameel McGee (left) and former policeman Andrew Collins*

the answers, but we have a piece of it. The piece we are holding on to right now is reconciliation."

To read the entire story, visit [andrews.edu/agenda/](https://andrews.edu/agenda/)

## Read it like you never have before

Andrews University Press releases unique edition of “Steps to Christ”

**LONG-TIME ADMIRERS AND FIRST-TIME** readers of Ellen White’s “Steps to Christ” will get an innovative look at a hallmark of Adventist literature in an elegant make-over, according to Andrews University Press. The Inspirational Classics Annotated Anniversary Edition of the iconic work hit Adventist Book Centers and online retailers in mid-February.

This edition was published to coincide with two important anniversaries in the Christian world; 2017 marks the 125th anniversary of the original publication of “Steps to Christ” and the 500th anniversary of the flashpoint of Martin Luther’s unintended launch of the Protestant Reformation.

“‘Steps to Christ’ is recognized as Adventism’s most significant summary contribution to the great theme of ‘righteousness

then organize weeks of prayer, small group discussions and evangelistic programs focused on the book.

“This special edition corresponds with and supports the Church’s worldwide effort to re-engage with ‘Steps to Christ,’” said Andrea Luxton, University president and chair of the Andrews University Press Board.

Church leaders also called for members to share personal testimonies about the impact of “Steps to Christ” on their lives. Such a testimony comes easily for Fortin, who also co-edited the monumental “The Ellen G. White Encyclopedia,” published by Review and Herald Publishing Association in 2013.

In his preface to “Steps to Christ,” Fortin describes his first interaction with the book when he was a shy Catholic 16-year-old

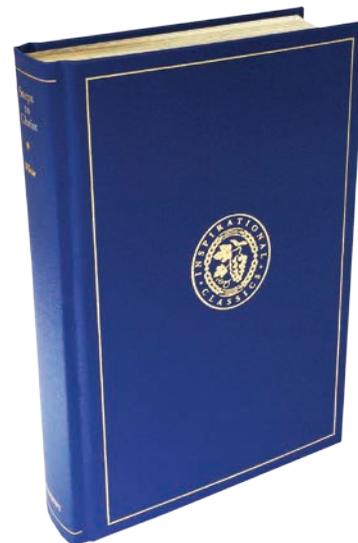
in Quebec City: “I had been listening to ‘It Is Written’ and requested a set of Bible studies. A representative stopped by my house with a copy in French. That is the first Adventist book I read, and it was the beginning of a spiritual journey that has continued for 40 years.”

The new edition was unveiled during the Seminary’s annual research symposium in February. Jiří Moskala, Seminary dean, honored Fortin for his achievement. Moskala,

a well-known Old Testament scholar, told the audience that “Steps to Christ” is the only book that he has read in four different languages.

The uniqueness of Andrews’ new edition is the rich scholarly contribution Fortin has made in helping serious readers understand more about the development and theology of White’s original work. Fortin’s analysis gives a reader-friendly overview of the great theological issues at stake in a biblical understanding of righteousness by faith.

“Fortin’s expertise brings so much to an understanding of the book,” says Ronald



Knott, director of Andrews University Press. “And that’s part of what we mean when we say, ‘Read it like you never have before.’”

The book contains an extensive historical and theological introduction, as well as short introductions to each chapter. There are also helpful annotations throughout, scripture references and a new appendix cross-referencing other Ellen White writings.

It is a small, hand-sized edition with a sturdy cloth-type hard cover, with foil stamping and gilded edging. The original pagination of the standard edition that Adventists have known for decades is carefully indicated throughout the work.

“This is an edition that will make anyone proud to share it, and anyone honored to received it,” Knott continues. “So often, when sharing ‘Steps to Christ,’ we turn to mass produced paperback editions. There has been a place for those, yet we send a message about our own value of a book in the appearance of the book itself.”

The format of this anniversary edition matches that of the Inspirational Classics edition of “Christ’s Object Lessons” Andrews University Press released in 2015.

“We naturally think of these two editions of these classic Ellen G. White books as a matched set, and expect many Adventists will appreciate having them in that way,” Knott says.

Both books are available from Adventist Book Centers (1-800-765-6955) and Andrews University Press (1-800-467-6369 and online) and will be a prominent feature at camp meeting sales throughout 2017. To purchase “Christ’s Object Lessons” and “Steps to Christ” as a set please call Andrews University Press.



Jiří Moskala (left) officially unveiled the new edition of “Steps to Christ,” edited by Denis Fortin (right), at the Seminary’s annual research symposium

by faith’ that was the theological cornerstone of the Reformation,” says Denis Fortin, editor of the new annotated edition and former dean of the Seventh-day Adventist Theological Seminary. “It’s appropriate that in this anniversary year, we remind ourselves of the true essence of the Christian faith with this profound little book.”

In fact, millions of Adventists around the world are doing just that as part of a church-wide anniversary effort to engage membership with the message of the book. Last fall the Ellen G. White Estate launched “125 Years of Steps to Christ,” a campaign which calls for members to read the book,

## Lear Jet donated for education

*Second plane given by InFlight Medical Services, Inc.*

**IN DECEMBER 2016, THE DEPARTMENT OF Aviation** received a 1981 Lear 25 jet. The plane was donated by InFlight Medical Services International, Inc., who also gave Andrews University a 1966 Lear 23 in 2012.

“The Lear 25 was offered last year at \$50,000 and we couldn’t do it,” says Duane Habenicht, chair of the Department of Aviation. “Unbelievably, the week before Thanksgiving, they offered us the



*A crew from Andrews University's Department of Aviation works to dismantle the "new" jet for transport back to campus*

plane again, this time at a cost of \$5,000. I knew we were likely to be told no even for this steal of a deal, but I couldn't let it go without trying!”

After scheduling an 8:30 a.m. meeting with the vice president for Financial Administration, Habenicht instructed the aviation faculty to “go home and pray.”

“Later that evening, I was working in the machine shop when I felt a strong impression to speak with a local donor about the situation,” says Habenicht.

The donors, who prefer to remain anonymous, are regular supporters of Andrews and have a close relationship with the Department of Aviation, yet Habenicht was still reluctant to ask for money. While on his way home that night, he drove past the donors’ home, and the voice again urged Habenicht to speak to them.

“Finally, I gave in,” says Habenicht with a chuckle. “I turned down their street and pulled into the driveway. Then I sat in my truck and prayed that this was the right thing to do before knocking on the door.”

Once inside, Habenicht explained the

situation and showed the donors pictures of the jet. Without hesitation, they assured Habenicht that they could help and wrote him a check for \$5,000.

The next morning while meeting with the vice president, Habenicht explained his plans for the jet, and mentioned that he was interested in making the purchase.

“I could see his mouth about to form the word, ‘no,’” says Habenicht with a laugh. “At

that moment I reached into my pocket, pulled out the check from the donors and slid it across the table to him, saying, ‘By the way, here’s the money to pay for it.’ His response was, ‘Well I guess I can’t tell you no!’”

While getting the funds to pay for the “whale of a deal” was challenging, the hardest part was yet to come. The jet was grounded in Tennessee,

unable to fly due to federal regulations. Additionally, Habenicht and his team had to transport the plane from Tennessee to Berrien Springs by the end of December.

Four faculty and four students traveled south with a semi-truck, where they disassembled the jet, packed it on the semi and drove it back to Andrews University—700 man hours, all told.

“It will likely take 1,000–1,500 hours to put it back together,” adds Habenicht.

The plane will provide an educational opportunity in several ways. Students will receive hands-on experience with various systems, including hydraulic, communication, fuel, navigation and electrical systems. Additionally, they will get to work on rebuilding a dismantled aircraft, installing engines and replacing other components.

Habenicht says their relationship with InFlight Medical Services, Inc. has only gotten better over the years.

“They’re a good company with a heart for young aviation professionals,” he says, “and we appreciate their generosity more than we can say.”

## New partnership

*With Lakeland Health nurses*

**AS OF FALL 2016, ANDREWS UNIVERSITY** enjoys a new partnership with Lakeland Health based in Southwest Michigan, giving their registered nurses the opportunity to work toward a BSN, building their skills and advancing their careers.

For RNs already holding an associate’s degree, the online RN–BSN program builds on the experience and skills already gained through education and the workforce.

“These students have already established career goals and have refined their clinical competency,” comments Bea Ade-Oshifogun, Department of Nursing chair. “This program will help them strengthen their professional image and challenge their scholastic abilities to prepare them for graduate school.”

For 65 years, the Department of Nursing has been training young nursing professionals to serve their communities. Since 1973, the University has educated these ambitious, determined nurses in a robust, baccalaureate accredited program.

With an understanding of current healthcare trends and an eye on future healthcare needs, Andrews continues to recruit students into its two undergraduate programs: The BSN (pre-licensure) program, and the online RN–BSN program.

The BSN (pre-licensure) program prepares students for a career in professional nursing. It is approved by the Michigan Board of Nursing and has full accreditation from the Accreditation Commission for Education in Nursing (ACEN).

Students enrolled in the nursing program at Andrews University enjoy learning with faculty who have many years of experience in the field and a passion for service. The nursing faculty have worked in areas of nutrition, nursing informatics, pathophysiology, midwifery, oncology, psychiatry, critical care, surgery and more. They have served in hospital and clinic settings in myriad locations across the United States, Africa and Europe. Ade-Oshifogun has also worked as a Joint Commission surveyor and presently conducts accreditation site visits for Accreditation Commission for Education in Nursing (ACEN).