

# Professional Instructors Organization

## 2019-2021 Executive Board Candidates

**Rebeca Perez-Menon, Ph.D.**  
*Candidate for President*



Dr. Rebeca Perez-Menon was born and raised in Mexico, but came to the U.S. to pursue graduate school at the University of Kansas many years ago. She holds a Ph.D. in Developmental Child Psychology from the University of Kansas, and is a board-certified behavior analyst at the doctorate level (BCBA-D). She has been happily married for almost 23 years to Dr. Sanjay R. Menon who is originally from east India. They have a beautiful eighteen-year-old daughter, Mili who is currently a college student at WMU, and a lovely 11-year-old Cavalier King Charles Spaniel dog, named Mellow. They have lived Kalamazoo, MI for the last ten years. In her free time, she enjoys spinning at the gym, watching movies, and spending time with friends and family.

Rebeca has been part-time faculty at Western Michigan University since 2014 in the Department of Family and Consumer Sciences. Since joining the university, she has taught the course *FCS 3150: Global Ecology of the Family*. Since she started teaching here at WMU, Rebeca was very curious to learn about PIO (Professional Instructors Organization), because her father Dr. Hugo Perez Salazar was the director of a union (Sindicato Mexicano del Seguro Social - IMSS) in her hometown, San Luis Potosi, S.L.P., Mexico. Later her sister, Dr. Esther Perez Barragan, followed their father's footsteps and became the first female president of the same union. Given the political climate that we currently live in, Rebeca was inspired to pursue her curiosity regarding PIO. She became an Organizer Fellow for PIO since the beginning of this Spring 2019 semester. It was a challenging but impactful experience, and she hopes to become the new president of PIO to sustain and continue improving our organization.

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**Jasmine LaBine, M.A.**  
*Candidate for Communications Officer*



Jasmine LaBine is a double-WMU alumna and teaches Communication courses at WMU and KVCC. While she enjoys conducting research on media effects on perceptions of oppressed and marginalized groups, her true passion is teaching students the role that their everyday communication plays in constructing the way that we all see and understand the world.

As an undergraduate at WMU, Jasmine served two consecutive terms as the Speaker of the Senate for the Western Student Association (WMU's student government), where she gained valuable experience identifying student needs, recruiting representatives, and advocating for change with administrators. She also has over ten years of grassroots marketing and organizing experience, stemming both from her student leadership experience and from spending five years in sales leadership at Underground Printing in Kalamazoo.

Jasmine is eager to engage with her fellow part-time instructors and use her communication skills to serve the PIO in its messaging efforts.

**Go Broncos!**

**Douglas Coulter, Ph.D.**

*Candidate for Contract Enforcement Officer*



Dr. Doug Coulter has taught a variety of courses at WMU for the past 15 years, including *BIOS 2500: Genetics*, *BIOS 1610: Molecular Biology*, *BIOS 5610: Pharmacology*, and *BIOS 1120: Principles of Biology*. Doug has served both as Treasurer (2015-17) and as Contract Enforcement Officer (2017-19) for PIO. He was very successful in his first term as Contract Enforcement, winning several formal grievances for our members.

Doug is from the Grand Rapids area, where he attended local public schools and learned to love the varied seasons and natural wonders of Michigan. After receiving a Bachelor's degree (B.Ph.) from GVSU (then "Grand Valley State Colleges"), he continued his education with graduate studies at Duke (Ph.D. in Biochemistry) and four years of post-doctoral research at Princeton, where he also met my future wife. The following 16 years were spent as a full-time, tenure track faculty member at Saint Louis University, combining various teaching and service responsibilities with a funded research program investigating the genetic basis of animal development. In summer 2004, he moved back to Michigan with his family and started teaching part time when his spouse accepted a full-time faculty position at WMU.

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**Judith Buchanan, M.A.**

*Candidate for Treasurer*



Judy Buchanan began teaching ESL for the Center for English Language and Culture for International Students (CELCIS) at WMU in 2013, after spending the previous five years designing courses and instructing Qatari teachers for their Supreme Education Council. Judy unofficially organized the part-time teachers at CELCIS and participated in training spearheaded by the union to raise the status of adjunct staff at WMU. In 2016, when contracts of all 15 of the active CELCIS part-time teachers were summarily cancelled, Judy presented a grievance to the union, which the PIO successfully negotiated. As an MEA member for two decades teaching in the Fennville Public Schools, Judy has developed a strong respect and admiration for the power of unions to improve instructors' working conditions.

Judy now teaches for the English Department. When she is not utilizing her degree work (American University: BA in English, Russian, and Theater; AU: MA in applied Linguistics (TESOL); and Nazareth: MA in Education), you will find Judy enjoying her children and grandchildren, singing for Sweet Adelines, reading, or managing administrative duties of her church. From her birth in California, to growing up in China or Japan during relative peace times or in the DC area during wars, to careers as a linguist (reclassifying Sioux language and teaching ESL), a professional modern dancer (DC and NYC), a stained-glass artist (Allegan Stained Glass company), mother of five kids, teacher of young children to adults, Judy has cherished every moment of her multifaceted life and looks for ways help improve the welfare of others.

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**Steven Chamberlin, M.A.**

*Candidate for Vice President of Organizing*



Steven Chamberlin has been a part-time instructor at WMU for the past 19 years teaching courses in the Comparative Religion Department. You may often hear him Disc Jockeying on WMU's student-run radio station, 89.1 FM, WIDR. He is a graduate of Otsego High School and attended Adrian College and WMU where he graduated in 1987. In 1997 he returned to WMU for his M.A. and has taught at Hope College, Albion College, and KVCC in addition to WMU. He and his wife are Kalamazoo residents and can often be found walking their Chow Chow dog around town.

Steven has been a member of PIO since it first formed in 2009 and served as a PIO Organizer Fellow this Spring 2019 with much success!