WELCOME to the 2017 College of Arts and Sciences

State of the College

Dr. Carla M. Koretsky, Dean
Faculty Awards

Global Engagement
Dr. Patricia Montilla, Department of Spanish

Professional and Community Service
Dr. Robert Felkel, Department of Spanish

Professional and Community Service
Dr. Richard Gershon, School of Communication
Faculty Awards

Research and Creative Activity

Dr. Autumn Edwards, School of Communication
Dr. Chad Edwards, School of Communication
Dr. Chien-Juh Gu, Department of Sociology
Dr. Natalio Ohanna, Department of Spanish
Faculty Awards

Teaching
Ms. Annette Hamel, School of Communication
Dr. Adrienne Redding, Department of English
Dr. Pablo Pastrana-Pérez, Department of Spanish
Dr. Whitney DeCamp, Department of Sociology
Faculty Awards

Gender Scholar Award
Dr. Anise Strong, Department of History

Part-Time Instructor
Dr. James “Gus” Guzinski, Department of Chemistry
Staff Excellence

Ms. Amy Degner-Petillon, Student Success Services

Ms. Amy Degner-Petillon
Distinguished Achievement Awards

2017-18 WMU Distinguished Faculty Scholar Award
Dr. Tom Gorczyca, Department of Physics

2017-18 WMU Distinguished Faculty Scholar Award
Dr. Ping Zhang, Department of Mathematics

2017-18 WMU Distinguished Faculty Scholar Award
Dr. Victor Xiong, Department of History
Distinguished Achievement Awards

2017-18 WMU Emerging Scholar Award
Dr. Gellert Mezei, Department of Chemistry

2017-18 WMU Distinguished Teaching Award
Dr. Gwen Tarbox, Department of English

2017-18 WMU Distinguished Service Award
Dr. Robert Felkel, Department of Spanish
2017 Semi-Annual Make a Difference Awards

Make a Difference Award
Colleen Sante, Department of Spanish
Yomiuri Prize
Dr. Jeffrey Angles,
Department of World Languages and Literatures

Dr. Jeffrey Angles
2016-17 Arts and Sciences Major Achievements

NSF CAREER Award
Dr. Wendy Beane, Department of Biological Sciences

NSF CAREER Award
Dr. Elena Litvinova, Department of Physics
Fellow of the American Association for the Advancement of Science

Dr. Michelle Kominz, Department of Geosciences
2016-17 Fulbright Faculty

Core:

Dr. James Hueng (China) – Department of Economics
Dr. Jim Butterfield (Vietnam) – Department of Political Science
Dr. Jon Davis (South Africa) – Department of Mathematics
Dr. David Huffman (Denmark) – Department of Chemistry
Dr. Luis Toledo-Pereyra (Spain) – Department of History

Specialist:

Dr. Brian Wilson (Malaysia) – Department of Comparative Religion
2017-18 Fulbright Student Fellows
27 total Fulbright students in CAS of 41 at WMU; 10 new:

Ahmad Sadiq Allemyar (Afghanistan) – Economics
Homayun Arian (Afghanistan) – MIDA
Shamsia Noori (Afghanistan) – MIDA
Bethanie Saint Louis (Haiti) – MIDA
Ahmad Aswin Masud*I (Indonesia) – MIDA
Rethabile Kepa (Lesotho) – Economics
Fathimath Sharfa Shareef (Maldives) – Economics
Sokhona Sissoko (Mali) – MIDA
Cinthya Milena Collado (Nicaragua) – MIDA
Komlan Edan (Togo) – MIDA
2017 Arts and Sciences Medallion Scholars

Hiba Ahmad – Biology
Pierce Cahill – Environmental Studies
Tashifa Fayyaz – Biomedical Sciences
Eadoin Grim – Psychology
Shealyn Lach – Undecided A&S
Nicholas Sienkiewicz – Biochemistry
2017 Arts and Sciences Foundation Scholars

Sondra Beaver – *Biology*

Virginia Ramos – *Psychology*

Samantha Soria – *Psychology*
New Arts and Sciences Faculty

Dr. Jeremy Duncan  
Department of Biological Sciences

Dr. Vickie Edwards  
School of Public Affairs and Administration

Dr. Alberta Griffin  
School of Public Affairs and Administration

Dr. Britt Hartenberger  
Department of Anthropology

Dr. Amanda Karsten  
Department of Psychology

Dr. Kelly Kohler  
Department of Psychology

Dr. Kevin Lee  
Department of Statistics

Dr. Gene McKay, III  
School of Public Affairs and Administration

Dr. Nicholas Padilla  
Department of Geography

David Paul  
Department of Philosophy

Dr. Nathan Tabor  
Department of History  
Department of Comparative Religion

Dr. Peter Voice  
Department of Geosciences

Dr. Li Xiang  
Department of World Languages and Literatures

Dr. Shu Yang  
Department of World Languages and Literatures
New Arts and Sciences Chairs and Directors

Dr. Susan Pozo, Director, Global and International Studies
Dr. Charles Henderson, Director, Mallinson Institute for Science Education
Dr. Mercedes Tasende, Chair, Department of Spanish
Dr. Kevin Wanner, Chair, Department of Comparative Religion
WMU Service Anniversary Recognition

- 5 Years of Service
- 10 Years of Service
- 15 Years of Service
- 20 Years of Service
- 25 Years of Service
- 30 Years of Service
- 35 Years of Service
- 40 Years of Service
- 45 Years of Service
The State of the WMU College of Arts and Sciences: Challenges and Opportunities

Dr. Carla M. Koretsky, Dean
Strategic Planning

- Articulate Mission, Vision and Core Values
- Consider Challenges
- Create Goals and Strategies
- Define Measures of Success
The College of Arts and Sciences Strategic Plan 2017

GUIDING PRINCIPLES

Our Mission
Our mission is to ignite and sustain a passion for learning and discovery in the humanities, social sciences and sciences, to help students, staff and faculty succeed in life and contribute to the betterment of our communities, from local to global.

Our Vision
Our vision is to achieve excellence in all aspects of learning and discovery across the humanities, social sciences and sciences while fostering a climate of intellectual freedom, diversity and inclusion.

OUR CORE VALUES

Collaboration
We promote an atmosphere in which staff, faculty, students and community collaborate in their discovery, learning and engagement.

Creativity
We cherish intellectual vitality and innovation, driven by curiosity and critical thinking.

Equity
We are committed to an inclusive and equitable community comprised of diverse faculty, staff and students.

Integrity
We seek to operate in an environment that features accountability, transparency and respect.

Intellectual Freedom
In a spirit of civility, we value intellectual freedom and the open exchange of ideas in our inquiry, discovery and learning.

Financial Sustainability
We work to be financially accountable and viable through sustainable operations, programs and outcomes.

Student Success
We center students’ needs in our academic planning, policies and programs to enable learners to meet their educational goals.
The Challenges: Internal

- Insufficient Graduate Assistantships
- Lack of Upgrades to Research Infrastructure
- Lack of Transparency and Communication Issues
- Barriers to Innovation (Real and Perceived)
- Silos
- Inefficient Use of Resources
- Disincentives to Interdisciplinarity and Collaborative Work
- Inadequate Marketing
-Disconnected Development Efforts
- Insufficient Diversity of Faculty & Staff
The Challenges: External

- Declining State Support
  - 1980: 71.5% State Support
  - 2016: 27.0% State Support

- Increasing Cost of Attendance
  - 2007: $7,560 (UG, in-state)
  - 2017: $11,943 (UG, in-state)

Data from:
WMU Annual Budget Summary
The Challenges: External

- Shifting Demographics
  - Fewer HS Graduates in MI
  - Peaked ~2009, then declining

- Swirling
  - Increased transfer credits; fewer gen ed/cognates taken @ WMU
  - Non-linear degree pathways

Perceived Value of ‘Liberal Education’ and Secondary Education

Data & Graph from: Knocking at the College Door. Western Interstate Commission for Higher Education; CollegeBoard Trends in Number of HS Graduates: National
The Challenges: Declining Enrollment

WMU Arts and Sciences Enrollment

Source: WMU Institutional Research
The Challenges: Undergraduate Enrollment

Secondary Education Enrollment

Non-Secondary Education Enrollment

Fall 2017: Non-resident undergraduate enrollment: +56%
Challenges: Declining Student Credit Hours

Arts and Sciences Student Credit Hours

Arts and Sciences % All WMU SCH

Source:
WMU Institutional Research
Challenges: Budget Cuts

- Permanent Reductions to Base Budget
  - 2016-17: 1.0% ($531K)
  - 2017-18: 2.7% ($1.48M)

- Budget Breakdown
  - College permanent budget = $56.1M
  - Compensation = $54.8M (97.7%)
  - One-time funds: GA/DA allocation (~$5M), EUP Revenue (~$1.5M), F&A Returns (~$200K), Summer Revenue (highly variable)
Strategic Goals

1. Outstanding learning and discovery experiences foster undergraduate and graduate student success at WMU and beyond.

2. The College thrives because it is a diverse, inclusive, equitable, globally-engaged community of scholars, learners and leaders.

3. Excellence and accountability define faculty, staff and administrative actions.

4. Resource development and allocation practices ensure financial sustainability.

5. Innovation permeates learning and discovery.
### Measures of Success

<table>
<thead>
<tr>
<th></th>
<th>Fall 2012</th>
<th>Fall 2013</th>
<th>Fall 2014</th>
<th>Fall 2015</th>
<th>Fall 2016</th>
<th>Goal 2021</th>
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<tbody>
<tr>
<td><strong>Total Enrollment</strong></td>
<td>6,918</td>
<td>6,563</td>
<td>6,321</td>
<td>6,099</td>
<td>5,837</td>
<td>6,000</td>
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<tr>
<td><strong>Student Credit Hours</strong></td>
<td>292,866</td>
<td>280,020</td>
<td>268,908</td>
<td>261,080</td>
<td>251,202</td>
<td>275,000</td>
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<tr>
<td><strong>2\textsuperscript{nd} Year Retention Rate</strong></td>
<td>73.0%</td>
<td>73.5%</td>
<td>74.6%</td>
<td>78.4%</td>
<td>75.0%</td>
<td>80%</td>
</tr>
<tr>
<td><strong>6 Year Graduation Rate</strong></td>
<td>53.4%</td>
<td>53.0%</td>
<td>53.0%</td>
<td>51.3%</td>
<td></td>
<td>55%</td>
</tr>
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</table>
In 2017:
- 1% WMU = 31.4 students
- 1% CAS = 6.5 students

Other Institutions*:
- MSU: 92%
- GVSU: 84%
- WMU & CMU: 79%
- WSU: 77%
- EMU: 74%

2021 CAS Goal: 80%

*Source: IPEDS, Fall 2015 Cohort
2nd Year Retention Rates

- **English 1050-Intensive**
  - 64% retention rate (compared to 33% for students who failed ENG 1050)

- **Gateways to Completion**
  - Target large-enrollment courses in BIOS, CHEM, MATH, PHYS, PSY with low success rates (high DEWI)
  - Significant improvements in DEWI for BIOS 1120, MATH 1220, CHEM 1100

- **Student Success Services Peer Mentoring**
  - Retention rates of participants ≥90% one and two years after program participation
2nd Year Retention Rates

1.1a: Encourage undergraduate and graduate instructors to record first-work and mid-term grades and use student concern form

1.1c: Fully integrate Student Success Services with departmental, college and university advising and mentoring resources
2nd Year Retention Rates

1.2c: Develop and offer college-specific first-year seminar courses

1.2a: Explore implementation of a cohort model

1.2b: Explore new opportunities for faculty to engage with first-year students
6 Year Graduation Rates

2021 CAS Goal: 55%

Other Institutions*:

MSU: 92%
GVSU: 70%
CMU: 59%
WMU: 55%
EMU: 38%
WSU: 32%

*Source: IPEDS, Fall 2007 Cohort
6 Year Graduation Rates

4.3b: Develop guidelines to foster the strategic distribution of scholarships

College of Arts & Sciences Retention

Scholarships

- Summer I surplus funds
- $4K scholarships offered to 98 senior students in good academic standing with demonstrated financial need gap
- 96 of these students are currently registered
3.1e: Celebrate faculty and staff achievements through press releases and College of Arts and Sciences e-newsletters, social media, and friends and alumni magazine

4.2b: Produce a College of Arts and Sciences friends and alumni magazine
4.1a: Create and disseminate persuasive marketing materials for the College of Arts and Sciences, college-specific programs and the new general education program

4.2f: Create a college committee focused on development and alumni engagement
2.1c: Develop and implement a partner hire policy

2.1d: Conduct implicit bias training for all members of faculty and staff hiring committees and for the College of Arts and Sciences Chairs’ Council

2.2c: Provide multicultural competency skill training to faculty and staff
2.2d: Explore the development of partnerships with minority-serving and international educational institutions

2.3a: Create a College of Arts and Sciences faculty fellow position in diversity and inclusion
3.1b: Establish and resource interdisciplinary learning and discovery communities

3.1g: Develop incentives for the acquisition of external funding, especially to support student research
3.3a: Develop metrics for allocation of funds for part-time instructors, faculty hires and graduate assistantships

4.3e: Develop graduate school pipelines with 4-year institutions

4.4b: Develop policies to incentivize and support shared use of instrumentation and facilities
5.2a: Explore faculty cluster hires across departments and colleges

5.2c: Explore funding options and policies to support visiting and postdoctoral scholars

5.3d: Build industry partnerships in support of research and creative activities
Thank You!
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