WELCOME to the 2019 College of Arts and Sciences

State of the College

Dr. Carla M. Koretsky, Dean
October 25, 2019
Diversity and Inclusion Faculty Recognition Award
Dr. Alisa Perkins
*Department of Comparative Religion*
College of Arts & Sciences Awards

Faculty Achievement Award in Research and Creative Activities
Dr. Mustafa Mughazy
Department of World Languages and Literatures

Faculty Achievement Award in Professional and Community Service
Dr. Sandra Borden
School of Communication
College of Arts & Sciences Awards

Faculty Achievement Award in Global Engagement
Dr. Vincent Desroches
Department of World Languages and Literatures

Faculty Achievement Award in Teaching
Dr. Scott Gaynor
Department of Psychology
Women’s Caucus Gender Scholar Award

Dr. Alisa Perkins

Department of Comparative Religion
College of Arts & Sciences Awards

Part-Time Instructor Excellence in Teaching Award

Dr. Elise DeCamp

Institute for Intercultural and Anthropological Studies
College of Arts & Sciences Awards

Dean’s Appreciation Award
Dr. Diane Riggs
Department of Comparative Religion

Dean’s Appreciation Award
Mary Lou Brooks
Department of Geography
College of Arts & Sciences Awards

Undergraduate Advising Excellence Award (Staff)
Elizabeth Cramer
School of Communication

Undergraduate Advising Excellence Award (Faculty)
Dr. Lucius Hallett
Department of Geography
College of Arts & Sciences Awards

Staff Excellence Award

Alan Kern
Department of Physics
WMU Distinguished Achievement Awards

2019-20 WMU
Distinguished Service Award
Dr. Wei-Chiao Huang, Department of Economics

2019-20 WMU
Distinguished Service Award
Dr. William Rantz, Department of Chemistry
WMU Distinguished Achievement Awards

2019-20 WMU
Emerging Scholar Award
Dr. Elena Litvinova, Department of Physics

2019-20 WMU
Distinguished Scholar Award
Dr. Brian Wilson, Department of Comparative Religion
WMU Distinguished Achievement Awards

2019-20 WMU Distinguished Teaching Award
Dr. Matthew Mingus, School of Public Affairs and Administration

2019-20 WMU Distinguished Teaching Award
Dr. Leah Omilion-Hodges, School of Communication
2019 Make a Difference Award

Annual Make a Difference Award
Rebecca Huntley, Department of Political Science
Michigan Council of Teachers of English

Dr. Jonathan Bush
2019 Charles Carpenter Fries Award
NSF Idea Machine Semi-Finalists

The STEM Teaching and Learning Incubator
Todd Ellis, Department of Geography and Mallinson Institute for Science Education

Reversibility: Future of Life on Earth
Bilinda Straight, Department of Gender and Women’s Studies

#WhyNotMe: STEM Diversity Drivers
Terri Goss Kinzy, Office of Research and Innovation and Biological Sciences Department
Lori Wingate, Evaluation Center
Dr. Lewis Pyenson
Department of History

Awarded Life Membership in Royal Society of Canada
2019 Arts and Sciences Medallion Scholars

Madeline Yorke  
*Biomedical Sciences*

Ashley Dittmar  
*Biomedical Sciences*

Jalen Pearson  
*Creative Writing and Japanese*

Jake Fanizza  
*Biomedical Sciences*
2019 Arts and Sciences Foundation Scholars

Julienne Alphonse
Biomedical Sciences

Abigail Garcia
Psychology

Imani Little
Psychology
New Arts and Sciences Tenure-Track Faculty

Tiffany Schriever, Department of Biological Sciences
William “Jason” Beasley, Department of Economics
Duy Ngo, Department of Statistics
Linda Hanson, Department of Chemistry
Frederick “Ricky” Stull, Department of Chemistry
Benjamin Koestler, Department of Biological Sciences
Angela Perez-Villa, Department of Gender and Women’s Studies and Department of History
Nick Padilla, Department of Geography
Brooke Smith, Department of Psychology
Jonathan Baker, Department of Psychology
New Arts and Sciences Term Faculty

Lindsay Jeffers, *Department of Spanish*

Sarah Oehm, *Department of Chemistry*

Gary Marquardt, *Institute of Intercultural and Anthropological Studies*
New Arts and Sciences Chairs and Directors

Dr. Cynthia Klekar-Cunningham  
*Director, School of Communication*

Dr. Wei-Chiao Huang  
*Chair, Department of Economics*

Dr. Meg Dupuis  
*Acting Chair, Department of English*

Dr. Vincent Desroches  
*Chair, Department of World Languages and Literatures*

Dr. Wei-Chiao Huang  
*Chair, Department of Economics*

David Paul  
*Chair, Department of Philosophy*

Dr. Susan Pozo  
*Acting Director, Institute of Intercultural and Anthropological Studies*
WMU Service Anniversary Recognition

40 Years of Service

Dr. Alan Poling
Department of Psychology
The State of the WMU College of Arts and Sciences: Challenges and Opportunities

Dr. Carla M. Koretsky, Dean
Challenges: State Support & Cost of Attendance

• Declining State Support
  • 0.5% increase for higher ed this year
  • ~26% of budget in fall 2019
    • Down from 34% in 2010; 55% in 1995; 72% in 1980

• Increasing Cost of Attendance
  • Tuition in 2019-20: $13,017 for full-time, in state undergrad
    • 4.3% increase from 2018-19
    • 2009-10: $8,382 ($10,024 inflation-adjusted)
    • 1998-99: $3,937 ($6,197 inflation-adjusted)
Challenges: Demographics

Figure 10. Projected percentage change in the number of public high school graduates, by state: School years 2012–13 and 2026–27

NOTE: Includes graduates of regular day school programs. Excludes graduates of other programs, when separately reported, and recipients of high school equivalency certificates. Calculations are based on unrounded numbers. Mean absolute percentage errors of public high school graduates by state and region can be found in table A-14, appendix A. SOURCE: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), "State Dropout and Completion Data File," 2013–14; and State Public: High School Graduates Projection Model, 1980–81 through 2026–27. (This figure was prepared April 2017.)

Overall High School Graduate Trends
Michigan

Notes: Projections begin with Class of 2012 for Public and Private together, 2014 for Public only.
Challenges: Enrollment

Declining Enrollment:

• WMU Enrollment: -6,359 students in 15 years (~23% loss)
  • 27,829 students in 2004; 21,470 in 2019
  • University-wide Fall 2018 to 2019: -4.8%

• College of Arts and Sciences: -2,163 in 14 years (~32% loss)
  • 2018 to 2019: -319 students (-6.5%)
  • Undergraduate. In State: -378 (-10.9%), International: +15 (+10.9%), Out of State: +130 (+44.8%)
  • Graduate. In state: -54 (-8.6%), International: -28 (-12.5%), Out of State: -4 (-3.2%)
Challenges: Enrollment

College of Arts and Sciences

WMU Enrolled Students by Student Level - Fall Terms

<table>
<thead>
<tr>
<th>Year</th>
<th>Undergraduates</th>
<th>Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2010</td>
<td>5,101</td>
<td>1,198</td>
</tr>
<tr>
<td>Fall 2011</td>
<td>5,248</td>
<td>1,179</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>5,059</td>
<td>1,193</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>4,728</td>
<td>1,158</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>4,458</td>
<td>1,137</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>4,280</td>
<td>1,092</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>4,148</td>
<td>1,071</td>
</tr>
<tr>
<td>Fall 2017</td>
<td>3,980</td>
<td>1,061</td>
</tr>
<tr>
<td>Fall 2018</td>
<td>3,911</td>
<td>976</td>
</tr>
<tr>
<td>Fall 2019</td>
<td>3,678</td>
<td>890</td>
</tr>
</tbody>
</table>
Challenges: Financial

CAS Budget Cuts

- 2019-20: -$2,264,000
- 2018-19: -$1,020,000
- 2017-18: -$530,904
- 2016-17: -$1,477,082

Loss of Faculty

- Fall 2019: -11.0 FTE
- Fall 2018: -6.58 FTE
- Fall 2017: -3.66 FTE
- Fall 2016: -10.79 FTE
The College of Arts and Sciences Strategic Plan 2019

<table>
<thead>
<tr>
<th>GUIDING PRINCIPLES</th>
<th>OUR CORE VALUES</th>
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<tbody>
<tr>
<td><strong>Our Mission</strong></td>
<td><strong>Collaboration</strong> We promote an atmosphere in which staff, faculty, students and community collaborate in their discovery, learning and engagement.</td>
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<td></td>
<td><strong>Creativity</strong> We cherish intellectual vitality and innovation, driven by curiosity and critical thinking.</td>
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<td></td>
<td><strong>Equity</strong> We are committed to an inclusive and equitable community comprised of diverse faculty, staff and students.</td>
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<td><strong>Integrity</strong> We seek to operate in an environment that features accountability, transparency and respect.</td>
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<td><strong>Intellectual Freedom</strong> In a spirit of civility, we value intellectual freedom and the open exchange of ideas in our inquiry, discovery and learning.</td>
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<td></td>
<td><strong>Financial Sustainability</strong> We work to be financially accountable and viable through sustainable operations, programs and outcomes.</td>
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<td></td>
<td><strong>Student Success</strong> We center students’ needs in our academic planning, policies and programs to enable learners to meet their educational goals.</td>
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<tr>
<td><strong>Our Vision</strong></td>
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<tr>
<td>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.</td>
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</table>
Strategic Plan 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 and 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 stability.

5. Innovation permeates learning and discovery.
Student Success: Measures of Success

2nd Year Retention Rates:

- WMU: 78.4% (2018-19)
  - U.S. News & World Report, Fall 2014-17 Averages: U of MI (97%), MSU (92%), MTU (84%), WMU (79%), CMU (77%), NMU (76%)
- College of Arts and Sciences: 78% (2018-19)
  - Increased from 75% (2015-16), 75.7% (2016-17), 77.4% (2017-18)
  - Strategic Plan Goal: 80% by 2021
  - 1% increase for CAS = 6 students
6 Year Graduation Rates:

- WMU: 52.6% (2012 cohort)
- College of Arts and Sciences: 51.5% (2012 cohort)
  - 53% (2008); 53.2% (2009); 51.4% (2010); 50% (2011)
  - Strategic Plan Goal: 55% by 2021
  - 1% increase for CAS = 7 students
1.1a Encourage undergraduate and graduate instructors to record first-work and mid-term grades and use student concern form

Mid-term Reporting

- 27% and 23% in spring and fall 2017
- 43% and 51% in spring and fall 2018
- 47.7% and 50% in spring and fall 2019
1.3a Recognize and share excellent pedagogy in introductory and general education classes

Gateways to Completion (2014-16 to 2016-18)

- BIOS 1120: 23% to 14%
- CHEM 1100: 30% to 25%
- MATH 1100: 50% to 40%
- MATH 1120: 47% to 31%
- PSY 1000: 43% to 27%
4.3b: Develop guidelines to foster the strategic distribution of scholarships

College of Arts & Sciences Retention Scholarships

- **Fall 2017:** $4K scholarships to 95 senior students in good academic standing with financial need gap
  - 68 graduated within one year, 84 now graduated

- **Fall 2018:** $4K scholarships to 70 students
  - 39 now graduated
Student Success: Opportunities

1.2a: Explore implementation of a cohort model

Piloting replication of CEAS-STEP program

• Increased CEAS retention from 57% to ~70% with >10% improvement in 6 yr grad rates

CAS Plan:

• Cohorts of 18-20 students by intended major or area of interest
• Same fall course schedule with “anchor” FYS course
• Learning community for instructors
• Partner with residence life
Diversity, Equity and Inclusion

Proportion of underrepresented minorities

• CAS students: 27.1% (Fall 2018)
• CAS instructional staff: 15.4% (Fall 2018)
• CAS all staff: 16.7% (Fall 2018)

Gender diversity

• CAS Students: 41% male (Fall 2019)
• WMU: 59% of board-appointed faculty male (Fall 2019)
• WMU: 64% of STEM* faculty male (Fall 2019)

*As defined by NSF, includes social & behavioral sciences
Diversity, Equity and Inclusion: Strategies

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

- Now an Academic Affairs requirement for all faculty search committee members

- Workshop held with all chairs/directors with Julia Johnson (summer 2019)
Diversity, Equity and Inclusion: Opportunities

2.1 Recruit, hire and retain diverse, multiculturally-competent and globally-engaged faculty and staff

National Science Foundation ADVANCE Grant

- Create systemic change to promote gender equity and inclusion for STEM faculty in academia
- ISU, MTU, NDSU and WMU awarded $996K, 3 year grant focused on intersectionality of gender & ethnicity, gender & family caregiving responsibilities
- Cross-institutional mentoring communities; advocates and allies; chair/director training
Diversity, Equity and Inclusion: Opportunities

2.1 Recruit, hire and retain diverse, multiculturally-competent and globally-engaged faculty and staff

Aspire: the National Alliance for Inclusive & Diverse STEM Faculty IChange Network

- Goal is institutional change to develop inclusive faculty recruitment, hiring and retention practices
- WMU accepted into 3 year, 20 university cohort
- Self-assessment of current practices/assets, followed by development of campus action plans for institutional change
FY19 Research & Sponsored Programs

- CAS Awards: $8.5M
  - Up 82% from FY18; highest since FY15
- CAS Submissions: 140 proposals; $39.8M
  - Up 64.9% from FY18; highest since FY10
- CAS Research Expenditures: $5.9M
  - Strategic Plan Goal 2021: $8M
Financial Sustainability: Strategies

4.2b: Produce a College of Arts and Sciences friends and alumni magazine

Mailed 45,452 in fall 2019

- Alumni and Friends; WMU Administration & Board of Trustees; Arts & Sciences Deans at Peer and all MI Public Institutions; Political Officials
4.2f: Create a college committee focused on development and alumni engagement

WMU Comprehensive Campaign

- In partnership with Advancement Office, hiring CAS Chief Development Officer
- Creating CAS Campaign Committee
- 2019 Giving Day
  - 188 donors
  - $33,865
4.3h: Establish deliberate, data-driven online and extended campus program strategies

Collegiate Pathways Dual Enrollment Partnerships

- Forest Hills Northern Chinese Program
  - Launched 2017
  - High school students can complete WMU Chinese minor
- Kalamazoo Christian Spanish Program
  - Launched 2018
4.3e: Develop graduate school pipelines with 4-year institutions

4+1 Graduate Program Partnerships:

- Kalamazoo College
  - M.A. Applied Economics, M.A. Comparative Religion, M.A. Political Science
- Aquinas College
  - M.A. Chemistry, M.A. Applied Economics
- Grand Valley State University
  - M.A. Comparative Religion
Innovation Permeates Learning and Discovery

5.2a: Explore faculty cluster hires across departments and colleges

3.1b: Establish and resource interdisciplinary learning and discovery communities

Public Health Solutions:

Determinants, Disparities and Education

• Five faculty hired in 2019 (BIOS, CHEM, ECON, STAT)
• Two searches continuing (SOC, MISE)
• Working group formed to encourage interdisciplinary research and outreach collaborations
5.1b Institutionalize strategies that encourage innovation

In teaching and learning

Dunbar Hall Renovation

• $30M capital outlay + $10M WMU; complete by Fall 2022
• Active learning classrooms; informal learning space; School of Communication Media Suite
• Town Hall Meeting
  • Monday, Nov 4, 3-5 pm
Thank You!

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