

WESTERN MICHIGAN UNIVERSITY
FACULTY SENATE MEETING
Minutes of 23 April 2015 – 2014-15 Senate

The Faculty Senate met in Rooms 208-209 of the Bernhard Center. There were 54 Senators and substitutes present.

Members Present: J. Ruhl, J. Eng, C. Crotchett, A. Rea, I. Baker, B. Young, A. Venter, R. Gershon, S. Burns, W. Moncrief, W. Huang, Brett Geier (for L. Bierlein Palmer), D. Johnson, L. Minnick, N. Eckerson, C. Krishna-Swamy, J. Thakurta, H. Dooley, S. Ayers, Janet Hahn (for M. Villarreal), J. Mueller, B. Ferrin, D. Pence, J. Petrovic, W. Liou, B. Johnson, Ken Prewitt (for K. Smith), E. Phillips, C. Chase, K. Baldner, D. Schuster, K. Corder, U. Wagle, G. Mathews, W. DeCamp, S. Rao, G. Flamme, Tetyana Koshmanova (for P. Farber), Dave Nofsinger (for J. Berkow), Rand Johnson (for O. Gabor-Peirce), O. Abudayyeh, R. Aravamuthan, S. Asefa, K. Fogarty, D. Simpson, W. Rantz, D. Walcott, J. Dunn, T. Greene, M. Kritzman, D. Anderson, C. Tremblay, J. Van Der Kley, P. Krawutschke

Members Absent: G. Langworthy, D. Karowe, R. Wall Emerson, J. Oh, R. Siebert, J. Nelson, P. Ikonov, S. Slawinski, M. Konate, G. Veeck, T. Gupta, S. Carlson, C. Biggs, D. Areaux, C. Spates, A. Isea, L. Heun, J. Jellies, B. Wagner, C. Emerson, G. Whitehurst, M. Wheeler, J. Butterfield, P. Ciccantell, J. Gilchrist

Guests: Jesse Smith, Sociology; David Reinhold, Associate Provost for Assessment and Undergraduate Studies; Susan Stapleton, Dean, Graduate College; Raymond Thompson, Associate Dean, College of Aviation; Dachea Hill, Director of Admissions; Barbara Liggett, Director, and Matthew Mingus, School of Public Affairs and Administration; Nancy Mansberger, Director, Academic Collective Bargaining; Carla Koretsky, Dean, Lee Honors College; Keith Hearit, Interim Dean, College of Arts and Sciences; Stephen Wolfenbarger, Evan Clifton, and Nick Dewyer, School of Music; Suzie Nagel, Associate Vice President for Student Affairs; Greg Rosine, Vice President for Government Affairs and University Relations; Cheryl Roland, Executive Director, University Relations; Tom Wolf, Office of Information Technology; Evelyn Winfield-Thomas, Executive Director, Office of Institutional Equity; Hector Diaz, Director, School of Social Work; Connor Smith, President, and Thyne Fischman, Vice President, Western Student Association

Staff: S. Brodasky, S. Davenport

Faculty Senate President C. Dennis Simpson called the final 2014-15 Senate meeting to order at 5 p.m. He encouraged everyone to sign-in and noted that attendance is monitored. He asked that everyone identify themselves prior to making a motion or comment. Additionally he noted that there will be two special session meetings tonight.

PROCEDURAL ITEMS

Approval of Minutes of 2 April 2015 Senate Meeting

Without objection, the minutes were approved as published.

Faculty Senate Executive Board Report – C. Dennis Simpson, Faculty Senate President

Senate President Simpson's report included the following:

- Appreciation was expressed to the Senators for their service.
- Recognized Senators who terms are ending:
 - Don Nelson, Computer Science
 - Louann Bierlein-Palmer, Educational Leadership, Research and Technology
 - Melissa Villarreal, Interdisciplinary Health Programs
 - Brett Johnson, Military Science and Leadership
 - Kenneth Smith, Music
 - Whitney DeCamp, Sociology
 - Shailla Rao, Special Education and Literacy Studies
 - Paul Farber, Teaching, Learning and Educational Studies
 - Jay Berkow, Theatre
 - Olivia Gabor-Peirce, World Languages and Literatures
- Appreciation was expressed to the Executive Board members for their service.
- Council and committee members were thanked for their service.
- Congratulations to the YWCA woman of achievement, Jan Van Der Kley.

Remarks by John Dunn, WMU President

President Dunn's remarks included the following:

- Summit with First Lady Sue Snyder Recap – there will be a summit on ending campus sexual assault, June 8, co-chaired by four legislators. The WMU sexual misconduct policy, which is still under review, was provided to the first lady. The goal is to increase reporting of experiences. There is a conflict on that date due to the American Council on Education Women's Network of MI, which will draw a similar audience, for June 8 and 9.
- Board of Trustees Meeting Outcomes –
 - Residence hall rates increase of 3.3% for 2015/16.
 - Purchase of airplane hangar owned by Eaton located next to aviation campus.
- Bond Rating Update – the reviews from Standard and Poor's and from Moody's went well and WMU was provided a very good rate.
- Fossil Fuel Divestment – there was a demonstration at the Bernhard Center led by Professor Don Cooney and 12+ students
 - Relationship between BOT and WMU Foundation
 - Investments as well
- Old Colony Orchard Development – a commitment was made not to develop the Asylum Lake property, or the property behind the Business Technology and Research Park, but rather there were always plans to develop the old colony orchard property.
- Building Projects Update –
 - Western Heights – is on time to open for fall 2015
 - Dining Facility – will soon break ground and is planned to open fall 2016

- Alumni Center on East Campus and Prospect Hill – progress is being made.
- Smith Burnham Incident –
 - This was not a random victim, which is also true about the other similar incidents this year. The Department of Public Safety is confident this incident will be solved quickly. Terrific surveillance footage has provided leads.
 - The campus remains a safe place and the Kalamazoo Department of Public Safety reports drops in crime rates in the neighborhoods around the campus.
- Faculty Accolades –
 - Dr. Wanda Hadley, a new assistant professor in the Graduate Program in Educational Leadership, Research and Technology, was recently honored as a "Disability Scholar" by the American College Personnel Association. She was one of 25 national researchers recognized for their work on students with disabilities, in honor of this year's 25th anniversary of the Americans with Disabilities Act.
 - Andrew Rathbun of the School of Music has produced an album by the Songsmith Collective, an advanced jazz ensemble he directs that has 11 student members. The album blends music with poetry, including works by Yeats, Frost and WMU Alumna Traci Brimhall. The album project was funded by a College of Fine Arts Fellowship Grants program.
- Student Accolades –
 - The Starting Gate business incubator student entrepreneurs have captured the \$5,000 Whirlpool Award at the Green Light Michigan Business Model Competition held in East Lansing. The team from the startup Auto-Mow-tic-Co, led by Tyler Lemke, won for their work on eco-friendly lawn mowing products.
 - Gratitude for the Wounded Warrior project fundraiser through the WMU ROTC program
 - Acknowledgment of the Invisible Need project
- Commencement on May 2 – he encouraged faculty participation at the four ceremonies
- Assistance with Professional Support Staff Organization and Administrative Professional Association acknowledgement – special effort is being asked to reach out with appreciation for their service.

O. Abudayyeh asked if the text message risk alerts could be followed up with an "all clear" message once the incident has been addressed. J. Van Der Kley indicated that it has been determined that the alert system is not to be overused, therefore the "all clear" messages are posted to the website instead.

Remarks by Tim Greene, Provost and Vice President for Academic Affairs
 Provost Greene's remarks included the following:

- Introduction of Dachea Hill, the new director of Admissions
- The new library system is scheduled to roll out May 18. There will be a reminder to chairs/directors and summer semester Instructors.

- New Student Orientation begins June 3
- Art and Sciences dean search committee's first meeting will be on April 28
- Libraries dean search committee is already underway.
- Enrollment
 - New beginner admits are up 5.64%
 - New transfer admits are down 7.27%
 - Net admits are up 495 students
- Fall book orders are behind – the U. S. Department of Education requires all orders are to be in the system by the first day of fall registration, which was a month ago and WMU still has several courses without books so we are not in compliance.
- Tomorrow promotion and tenure letters are to be delivered. We do a tremendous job in providing feedback to our colleagues. Faculty is accomplishing a lot, a lot of professional recognition – we have an outstanding faculty based on the work.

INFORMATION / DISCUSSION ITEMS

Diverse Faculty and Academic Administrators – Evelyn Winfield-Thomas, Executive Director, Office of Institutional Equity

E. Winfield-Thomas gave an overview of the work of the Committee for the Recruitment and Hiring of Diverse Faculty and Academic Administrators and acknowledged committee members in attendance. The background and support was based on changing demographics and how that is represented in our student body. The lack of diverse representation is tied to student acceptance and success. The University strategic plan calls for diversity. The committee was established by the provost in fall of 2013. The committee was charged to review and evaluate the current recruitment and hiring practices. Targets included how to enhance recruitment and retention. The summary and recommendations from the committee's report include steps to improve recruitment of diverse faculty and administration by use of a hiring toolkit; ensuring faculty are engaged. She and H. Diaz met with the Faculty Senate Executive Board to review the report results and gain support. R. Gershon explained the Memorandum of Understanding that will be provided to the provost for endorsement. It states:

"This Memorandum of Understanding clarifies the Western Michigan University Faculty Senate endorsement of findings as provided in the 2015 report of the Committee for the Recruitment and Hiring of Diverse Faculty and Administrators.

Western Michigan University is fully committed to the value for diversity, equity and inclusion in the search and hiring of faculty and academic administrators. That commitment is reflected in the strategic goals and priorities of the board approved University Strategic Plan and the Diversity and Multicultural Action Plan. At Western Michigan University, the principle of diversity is reflected in a variety of ways, including gender, race, ethnicity, national origin, individuals with disabilities, veterans and other representations of diverse groups.

Therefore, the Faculty Senate understands that the University has a responsibility to cultivate a diverse learning environment and provide quality education, resources and support for all students who attend this institution.

Therefore, the Faculty Senate encourages intentional and focused efforts to promote diversity, inclusion, and equal opportunity in the University's recruitment and hiring processes for faculty and academic administrators. This is done with the specific aim of recognizing the ongoing need to remove barriers to the recruitment, retention and advancement of talented faculty and academic administrators from historically underrepresented groups nationwide

Therefore, be it resolved by the Faculty Senate, that it supports diversity, equity and inclusion in the University and is committed to the interest and value of expanding the faculty and academic administration to reflect the growing diversity of our nation and student body."

D. Walcott asked that each of the Faculty Senate councils include as one of their charges an item of diversity and inclusion.

H. Dooley questioned if quotas have been developed for the underrepresented groups, to which H. Diaz indicated they had not.

D. Simpson confirmed that a full copy of the committee's report may be obtained by contacting E. Winfield-Thomas.

Data Collection by Survey Policy – Dave Reinhold, Associate Provost for Assessment and Undergraduate Studies

D. Reinhold reported that the IT Executive Advisory Board approved this policy. The two main reasons for this policy are to establish a committee to consult with survey authors, and to collaborate on survey drafting. Mainly it is for administrative surveys such as the National Survey of Student Engagement (NSSE) and the Faculty Survey of Student Engagement (FSSE), student affairs, and the library. This committee will not approve or deny surveys but rather they will schedule and eliminate duplication of data collection, and increase responses and results. The processes have not been finalized.

C. Chase asked where the policy can be found on-line, but it is not yet known which website will host it.

K. Hearit questioned the definition in the policy of a large survey field. D. Reinhold noted that it would involve most of the University community; however it will be determined on a case by case basis by the committee.

G. Mathews questioned the reduction of redundancy since it is required to determine accuracy, to which it was noted that did not apply to the questions of the survey themselves but rather if that specific data has already been collected.

Liberal Education and America's Promise (LEAP) Update – Dave Reinhold, Associate Provost for Assessment and Undergraduate Studies

D. Reinhold explained how the program was developed by the Association of American Colleges and Universities 10 years ago. State consortiums were established. Of the 15 public Michigan universities 13 have committed to the consortium with WMU being number 12.

K. Hearit questioned which two universities have not committed. D. Reinhold confirmed Ferris State University and the University of Michigan. President Dunn noted that WMU is a member of the AAC&U, but asked if all 15 state universities are, to which D. Reinhold stated he believed they all are.

WMU Faculty Appraisal of the President and Provost – C. Dennis Simpson, Faculty Senate President

D. Simpson reported that the timeline of the president and provost appraisals were shifted at the request of the Board of Trustees. The Faculty Senate Executive Board is discouraged by the low response rate of 25% for the president and 20% for the provost in the first year of conducting the appraisals online. Two summary slides were presented for each appraisal.

Bronco Showcase – Rick Gershon, Faculty Senate Vice President

R. Gershon introduced the second in the Bronco Showcase series, Stephen Wolfenbarger, instructor, Evan Clifton and Nick Dewyer, trombone students. The students provided a brief performance and answered questions pertaining to their studies and plans for the future.

ADJOURNMENT

Prior to adjourning, President C. Dennis Simpson asked new and continuing senators to stay for the first meeting of the 2015-16 Senate, to begin immediately. The 2014-15 Senate meeting adjourned at 6:47 p.m.

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Members Absent: G. Langworthy, D. Karowe, R. Wall Emerson, J. Oh, R. Siebert, J. Kapenga, P. Ikonov, S. Slawinski, M. Konate, G. Veeck, T. Gupta, S. Carlson, C. Biggs, D. Areaux, C. Spates, A. Isea, L. Heun, J. Jellies, B. Wagner, C. Emerson, G. Whitehurst, M. Wheeler, J. Butterfield, P. Ciccantell, J. Gilchrist
Guests: Whitney DeCamp, Sociology; David Reinhold, Associate Provost for Assessment and Undergraduate Studies; Susan Stapleton, Dean, Graduate College; Raymond Thompson, Associate Dean, College of Aviation; Barbara Liggett, Director, and Matthew Mingus, School of Public Affairs and Administration;

Nancy Mansberger, Director, Academic Collective Bargaining; Carla Koretsky, Dean, Lee Honors College; Keith Hearit, Interim Dean, College of Arts and Sciences; Suzie Nagel, Associate Vice President for Student Affairs; Greg Rosine, Vice President for Government Affairs and University Relations; Cheryl Roland, Executive Director, University Relations; Tom Wolf, Office of Information Technology; Connor Smith, President, and Thye Fischman, Vice President, Western Student Association

Staff: S. Brodasky, S. Davenport

Faculty Senate President C. Dennis Simpson called the 2015-16 Senate meeting to order at 6:47 p.m.

PROCEDURAL ITEMS

Introduction and Welcome of New Senators

President Simpson recognized each new senator individually:

- John Kapenga, Computer Science
- Brett Geier, Educational Leadership, Research and Technology
- Joyashish Thakurta, Geosciences
- Janet Hahn, Interdisciplinary Health Programs
- Decker Hains, Military Science and Leadership
- Kenneth Prewitt, Music
- Jesse Smith, Sociology
- Antonio Isea, Spanish
- Kristal Ehrhardt, Special Education and Literacy Studies
- Tetyana Koshmanova, Teaching, Learning and Educational Studies
- Dave Nofsinger, Theatre
- Peter Blickle, World Languages and Literatures

INFORMATION / DISCUSSION ITEMS

Election of Council Members – C. Dennis Simpson, Faculty Senate President

Ballots were distributed and by acclamation all unopposed nominations were approved. The one seat with two candidates running was determined by count of ballots returned. Those elected for three-year terms (unless noted) are:

- Academic and Information Technology Council
 - Derrick McIver, Management
 - Sharie Falan, Nursing
 - Edward Eckel, Libraries
 - Pavel Ikonomov, Engineering Design, Manufacturing, and Management Systems
- Campus Planning and Finance Council
 - Raja Aravamuthan, Chemical and Paper Engineering
 - Kathleen Langan, Libraries
- Extended University Programs Council
 - Matthew Mingus, Public Affairs and Administration
 - Adam Manley, Family and Consumer Sciences

- Graduate Studies Council
 - Luigi Andrea Berto, History
 - Louann Bierlein Palmer, Educational Leadership, Research and Technology
 - Janet Hahn, Interdisciplinary Health Programs (one-year term)
- International Education Council
 - Willem Homan, Aviation
 - Alexander Cannon, Music
- Research Policies Council
 - Muhammad Razi, Business Information Systems
 - Susan Steuer, Libraries
 - Paul Ciccantell, Sociology
- Undergraduate Studies Council
 - Kathryn Hillenbrand, Speech Pathology and Audiology
 - Dianna Sachs, Libraries
 - Kelly Ackerson, Nursing

PROFESSIONAL AND ACADEMIC CONCERNS

J. Eng questioned if the email from the Faculty Senate office, which distributed a letter by the student government associations, was an endorsement of the content of the letter attached. D. Simpson noted that as partners in shared governance, the Faculty Senate assisted the student government association in dissemination but it was without comment on the content.

ADJOURNMENT

The 2015-16 Senate meeting dates will be arranged over the summer and distributed via email. The next Senate meeting will be held in October. The meeting adjourned at 6:54 p.m.

Sue Brodasky, Faculty Senate Office