

**WESTERN MICHIGAN UNIVERSITY
FACULTY SENATE MEETING
Minutes of 5 October 2017**

The Faculty Senate met in Rooms 208-209 of the Bernhard Center. There were 71 Senators and substitutes present.

Members Present: O. Abudayyeh, D. Anderson, S. Asefa, U. Attanayake, S. Ayers, T. Barkman, P. Bennett, L. Bierlein Palmer, P. Blickle, J. Brandão, T. Broadwater, S. Carlson, C. Chase, K. Corder, T. Curran, A. DeFulio, B. Ferrin, D. Flanagan, Y. Ford, D. Foskey, J. Gabel-Goes, B. Geier, J. Gilchrist, Paula Andradi (for L. Gray), Tim Chapman (for T. Gupta), J. Hahn, L. Heun, W. Homan, W. Huang, A. Isea, B. Jarl, J. Jellies, D. Johnson, D. Kim, K. Kness, Moi Mooi Lew (for T. Koshmanova), P. Krawutschke, C. R. Krishna-Swamy, J. Larson, D. Lepisto, Christopher Cho (for W. Liou), Vicki Edwards (for M. Mingus), E. Montgomery, I. Nash, Michael Nassaney (for Anthropology), Jeremy Blair (for N. Nelson), D. Nofsinger, D. Paul, J. Petrovic, K. Prewitt, W. Rantz, J. Saini, L. Schmidt, R. Siebert, C. D. Simpson, S. Slawinski, J. Smith, S. Stapleton, S. Summy, A. Tazzia, J. Thakurta, P. Vander Weg, J. Van Der Kley, Lisa DeChano-Cook (for G. Veeck), Elke Schoffers (for A. Venter), Z. Vidic, B. Wagner, D. Walcott, R. White, B. Young

Members Absent: D. Areaux, J. Atkin, S. Burns, R. Cooper, M. Cupka, R. dePeaux, K. Ehrhardt, D. Hains, S. Hill, J. Kapenga, M. Keil, A. Miles, K. Propp, D. Rudge, D. Schuster, S. Steuer

Guests: Kent Baldner, Philosophy; Jody Brylinsky, Associate Provost for Institutional Effectiveness; Marilyn Duke, Center for Academic Success Programs; Jacqueline Eng, Biological Sciences; Duane Hampton, Geosciences; Keith Hearit, Provost's Office; Nasir Kaihan, graduate student, Educational Leadership, Research and Technology; Chianté Lymon, President, and Logan Brown, Vice President, Western Student Association; Nancy Mansberger, Director, Academic Labor Relations; Suzie Nagel-Bennett, Associate Vice President for Student Affairs and Dean of Students; Sherine Obare, Interim Vice President for Research; David Reinhold, Associate Provost for Assessment and Undergraduate Studies; Cheryl Roland, Executive Director, University Relations; Houssam Toutanji, Dean, College of Engineering and Applied Sciences. Ad Hoc General Education Logistics Committee – Mervyn Elliott, Chair, Leigh Ford, Vice Chair, Staci Perryman-Clark

Staff: S. Brodasky, S. Davenport

Faculty Senate President Suzan Ayers called the meeting to order at 5:03 p.m.

PROCEDURAL ITEMS

Acceptance of the Agenda

A motion was made by Asefa, supported by Ford, to accept the agenda as published. Motion carried.

Approval of Minutes of 11 May 2017 Senate Meeting

Without objection, the minutes of the 11 May meeting were approved as published.

*Faculty Senate Executive Board Report – Suzan Ayers,
Faculty Senate President*

Senate President Ayers' report included the following:

- There has been enthusiastic anticipation for President Montgomery's arrival by the WMU community, which is shared by the Senate.
- The Senate welcomes Interim Provost Susan Stapleton to her new position. While Stapleton has been a longstanding participant in the Senate, now serving as Interim Provost she is in a novel role in shared governance relationship.
- A moment of acknowledgement was held regarding the horrible losses suffered recently, with hurricanes Harvey, Irma, and Maria as well as the devastating event in Las Vegas.
- The Faculty Senate Executive Board has accepted John Jellies' resignation as the Vice President *Pro tempore* due to his professional duties not permitting him to fulfill his full term of elected office. To enable the important work of the Senate to continue before a special election can be held in November, the Executive Board has appointed Director Sharon Carlson to this position. Dr. Jellies has been appointed as a Director, and has agreed to continue his service to the Senate as Parliamentarian.
- The following three colleagues are being recognized at the Fall Convocation with Distinguished Teaching Awards:
 - Gwen Tarbox, Arts and Sciences
 - Ariel Anderson, Education and Human Development
 - Louann Bierlein Palmer, Education and Human Development
- Western Student Association new president, Chianté Lymon, and vice president, Logan Brown were welcomed.
- New Senators and year-long substitutes were individually recognized and welcomed:
 - Tim Chapman, Industrial and Entrepreneurial Engineering and Engineering Management
 - Meghan Cupka, Sindecuse Health Center Counseling Services
 - Lisa DeChano-Cook, Geography
 - Decker Hains, Representative-at-Large
 - Dae Kim, Blindness and Low Vision Studies
 - Elke Schoffers, Chemistry
 - Austin Tazzia, Military Science and Leadership
 - Phil Vander Weg, Emeriti Council
- New and substitute Senators were reminded of their responsibility to report on Senate meetings to their departments/units. To facilitate this communication, President Ayers and Vice President Pro tem Carlson will continue the practice began last year of circulating notes from each Senate meeting no later than the Monday following each meeting.
- Several recently deceased WMU retired and former faculty members were honored:
 - Dina Bangdel, Art
 - Barbara Barton, Social Work
 - Claire Callan, Occupational Therapy
 - David Chaplin, Sociology

- George Dales, Health, Physical Education, & Recreation, and Track and Field and Cross Country Coach
- Kathleen McHugh Drzick, English
- Herbert "Herb" Ellinger, Transportation Technology
- George "Stewart" Johnson, Mechanical Engineering
- Shirley Ann Lukens, Occupational Therapy
- Daniel Stufflebeam, Educational Leadership, Research & Technology and Founder of the Evaluation Center
- Darrell Wright, Social Work
- MOA-17/04: Revision to Advising Directors General Education Substitution Authority has been approved by the Administration.
- Since the WMU Essential Studies curriculum was approved at the 11 May 2017 Senate meeting, the *Ad Hoc* General Education Logistics Committee has been drafting a logistics plan and timeline to help move the curriculum to its next stage. The committee's first priority is to form working groups to develop proficiency criteria for the approved learning outcomes. As shared via email and recently distributed postcard, faculty for these working groups will be asked to make short-term commitments to this task. Specifically, faculty are invited to gather on two Friday mornings – October 20 and 27, from, 8:30 to 11:30 a.m. in the Bernhard Center. Like the Design Committee, the Logistics Committee will provide monthly updates at each regularly scheduled Faculty Senate meeting.
- The Office of Faculty Development is hosting a workshop co-sponsored by the Faculty Senate and the WMU-AAUP, Anti-Racist Classroom Pedagogies. The workshop is motivated by the events of Charlottesville and will be held on Friday, October 20 from 12 to 1:30 p.m. in the University Computing Center room 2033. Faculty and graduate teaching assistants are encouraged to consider attending this event. Registration is available on the OFD website: <http://www.wmich.edu/facultydevelopment/programs/teaching-inclusivity-series>
- The Campus Planning and Finance Council plans to investigate potential links between instruction and broader campus facilities and achieve better understanding of mechanisms that may allow for more effective faculty input and participation in marketing as well as development and fund raising at WMU.
- The Extended University Programs Council will be learning about and advising EUP and the Faculty Senate on the implementation of the many current EUP initiatives such as activities at regional centers, online education, dual enrollment, and competency-based learning.
- The Graduate Studies Council will continue to review graduate curriculum revisions, as well as any needed revisions to graduate level policies to best support student and program success.
- The International Education Council is developing a group to improve the integration of international students into campus life and facilitate the logistics of visiting international scholars.
- The Research Policies Council will work with the Office of the Vice President for Research to review existing research policies and develop a regular schedule to update and determine the required policies. RPC

plans to identify obstacles to research and creative activity for faculty, staff, and students, in an effort to encourage greater research productivity at WMU.

- The Undergraduate Studies Council will consider proposals for new undergraduate programs, develop a process for evaluating course requests for a service learning designation, and contribute to the implementation planning of the WMU Essential Studies curriculum.
- The Committee to Oversee General Education will continue its review of the baccalaureate writing courses to ensure they meet the standards as outlined in the current WMU General Education Policy.
- The Transfer of Credit Committee will spend the year examining transfer credit guides and policies to make them more informative and user-friendly for both transfer students and faculty who make decisions on appropriate course transfers.
- Each October a request is disseminated for faculty fees to all of the 900+ academic rank employees at WMU. These fees support the Board of Trustees-appointed shared governance work the Senate facilitates through our seven councils, 10 committees and numerous ad hoc and subcommittees. While \$20 is not that much, the collection of that fee from 900 faculty members would bring the Senate closer to self-sustaining operation. Faculty were encouraged to contribute their \$20 toward the work of shared governance.

Remarks by Edward Montgomery, WMU President

President Montgomery's remarks included the following:

- Looking forward to working with the Senate to develop a shared vision for the University and to move WMU to the next level. Already meeting regularly with Faculty Senate President Ayers.
- Participating in engagement with staff, faculty alumni, and community members through several events and outings. Providing a learning opportunity with the people, programs, and activities of campus. Building relationships that will allow an understanding of the successes and challenges faced by the WMU community and to start the process of engagement and building partnerships.
- Fall Convocation:
 - Friday, October 6 at 11 a.m. Teaching and Learning Bash
 - 13 faculty and staff members will be honored. Encouraged the departments and colleagues of the honorees to attend.
- Preview of the State of the University:
 - A few goals that will be identified tomorrow are the direct result of discussion and suggestions from members of the campus community, as well as studying data about this learner centered, discovery driven, globally engaged comprehensive university.
 - Making WMU a University of Choice for students, faculty, staff and the communities it serves. For students, especially, WMU needs to be looking at improved outcomes. Specifically looking at retention and graduation rates. The Faculty Senate's work on WMU Essential Studies is going to be a significant part of that endeavor. Through planning and implementation, consider

- o looking at gateway classes to make sure they serve as doorways into majors. These courses should contain some of the things that excite students and help them chose a particular field of study. Faculty are so incredibly creative and such dedicated teachers that with faculty guidance and partnership, those classes taken in students' early years will help to shape their minds and make them thirst for even more.
 - o Improving student success and retention will be a focal point. Campus wide input will be sought on how to move forward, developing specific individual and collective strategies to improve and keep true to WMUs motto "That All May Learn".
- Provost Search: There is an ambitious timeline, with a goal of having the provost appointed by July 1, 2018. The search committee will develop criteria for candidates and advertise the position in December and January, with campus visits taking place in March, and a selection being made before the end of the academic year. The initial meeting and search committee charge will take place in the next few weeks. The search committee will be chaired by Dr. John Jellies, Biological Sciences, and will include:
 - o Dr. Osama Abudayyeh, chair, Department of Civil and Construction Engineering
 - o Dr. Andrea Beach, professor, Department of Educational Leadership, Research, and Technology
 - o Dr. James Cousins, associate dean, College of Arts and Sciences
 - o Tomika Griffin-Brown, assistant director of advising, Haworth College of Business
 - o Dan Guyette, dean, College of Fine Arts
 - o Dr. Chansheng He, professor, Department of Geography
 - o Dr. Katherine Joslin, Department of English
 - o Dr. Mary Lagerwey, director, Bronson School of Nursing
 - o Chiante' Lymon, president of the Western Student Association
 - o Dr. Jennifer Palthe, professor, Department of Management
 - o Amaury Pineda, president of the Graduate Student Association
 - o Dr. Bill Rantz, interim chair, Department of Chemistry
 - o Dr. Martha Warfield, vice president for Diversity and Inclusion
- Accolades: Campus and unit points of pride should be regularly celebrated.
 - o One of WMU's largest single research grants ever, a \$12.5 million award to two faculty in the Department of Educational Leadership, Research and Technology from the U.S. Department of Education for their "High Impact Leadership for School Renewal Project."
 - Dr. Patricia Reeves
 - Dr. Jianping Shen
 - o Special Education and Literacy Studies faculty are receiving \$2.6 million also from the Department of Education
 - Selena Protacio
 - Virginia David

- Hsiao-Chin
- Susan Piazza
- o Occupational Therapy faculty are receiving \$1.8 million from the Health Resources and Services Administration
 - Ann Chappleau
 - Jennifer Harrison
- o Nursing faculty is receiving \$1.9 million from the Department of Health and Human Services.
 - Mary Ann Stark

Discussion covered the following question and statement:

- Is there concern about WMU tied ranking in U.S. News & World Report with Central Michigan University, and are there plans to address it? President Montgomery replied that the rankings are important because they are viewed by potential students and their families, and can affect applications. However, it is not wise to engage in strategies that compromise our mission, and we need to be mindful of how other universities increase their rankings such as changing admittance criteria. If WMU improves the six-year graduation rate, that will have a positive effect on the ranking while holding to our mission.

*Remarks by Susan Stapleton, Interim Provost
and Vice President for Academic Affairs*

Interim Provost Stapleton's remarks included the following:

- Appreciation was expressed for the opportunity to address the Faculty Senate. Past involvement with the Senate in a variety of capacities, including service for nearly 10 years on the Research Policies Council. Acknowledged the value of the work of the Senate, the councils and committees.
- Congratulations to all of the recent grant award winners. In the last three-month's WMU has totaled over \$20 million in external funding. Additionally, this year WMU has had three National Science Foundation Career Awardees, the most WMU has ever had in one year.
- Academic Affairs will be kicking off a number of new initiatives this year to help support an inclusive community and elevate the conversation around student success including:
 - o Asking search committees, for faculty and administrative positions, to undergo equity and anti-bias training.
 - o Challenged deans and departments to think about new ways to engage with students, starting with helping with move in day in the residence halls.
 - o Offered resources to help colleges move the needle with regard to retention
 - o Developing strategies to better tell WMU's story and get the message out about how wonderful Western Michigan University is as a destination for education.
- Tomorrow the most distinguished faculty and staff we will be honored at the fall convocation and the teaching and learning bash. They are

exemplars of being learner centered, discovery driven and globally engaged.

- Clarification by request of the Faculty Senate included:
 - A communication from Registrar Carrie Cummings regarding a faculty credential policy is in response to a requirement from the Higher Learning Commission. The HLC is requiring institutions to demonstrate that faculty members who deliver college-level content are appropriately qualified to do so, and to ensure that institutions establish clear policies and consistent procedures to achieve such quality. The HLC extended the date of compliance to September 1, 2017, to allow institutions time to work through the details of the requirement and to bring their faculty into compliance through individual professional development plans. All institutions accredited by HLC must comply. HLC states that qualified faculty must possess an academic degree relevant to what they are teaching and at least one level above the level at which they teach, except in programs for terminal degrees or when equivalent experience is established. In terminal degree programs, faculty members possess the same level of degree. HLC also states accreditation agencies expect that accredited institutions will use *credentials* as the primary mechanism to ascertain minimal faculty qualifications. HLC recognizes that *experience* also may be considered in determining faculty qualifications. The WMU policy and rubric were designed to help departments fulfil this compliance.
 - A recent email from Director Nancy Mansberger about the Professional Activity Report explains the new Faculty Activity Reporting System which faculty are being asked to use to provide their annual PAR by the October 15 deadline. The abbreviated five-year Curriculum Vitae data is due by December 1. The Professional Activity Report is a report required of faculty according to the WMU-AAUP Agreement, which is now entered directly into the Faculty Activity Reporting System, which is replacing iWebfolio or Word documents. The PAR is a required reporting process; FARS is the medium by which the PAR is now to be completed.

Discussion covered the following questions and statements:

- It was questioned what the HLC credentials requirement mean for WMU faculty specialists who do not have terminal degrees but who have advanced teaching loads. Interim Provost Stapleton acknowledged professional practitioners who also teach at WMU. She encouraged programs/departments to identify what qualifications are valued to teach in that area since these faculty members bring career and other substantial experience to the classroom.
- When asked, it was noted that the College of Aviation had the most people involved in the move-in day activity which resulted in being awarded the first ever Horsehead Award.

ACTION ITEM

Council Elections – Suzan Ayers, Faculty Senate President

President Ayers called for a vote by acclamation to elect the following faculty to the listed councils for three-year terms. Motion carried.

- Academic and Information Technology Council: Stephen Tasko, Health and Human Services
- Extended University Programs Council: Sarah Hill, Arts and Sciences
- Graduate Studies Council: Linda Shuster, Health and Human Services
- Research Policies Council: Martha Councell-Vargas, Member-At-Large

INFORMATION / DISCUSSION ITEMS

Faculty Senate Vice President Election – Suzan Ayers, Faculty Senate President
Due to a vacancy in the position of Faculty Senate Vice President, in accordance with Senate Bylaws, a special election must be held to complete the term, which ends in May 2018. Persons interested in this seat must have served for at least one year as an elected member of the current Senate or either of the two preceding Senates. Nominating petitions are available from Senate office. The deadline for submissions of petitions to the Senate Office is Tuesday, October 24. At the next Senate meeting on November 2, two candidates will be confirmed for the ballot. Following that meeting ballots will be mailed to all faculty.

Ad Hoc General Education Logistics Committee Update – Mervyn Elliott, Chair
Ayers provided clarification regarding a typo on the WMU Essential Studies postcard that was distributed via campus mail this week. The WMU Essential Studies policy (MOA-17/05) was approved at the 11 May 2017 Senate meeting. The March 1 first reading and April 5 vote indicated on the postcard will actually be an addendum of the implementation guidance for that policy.

Elliott provided an update on the committee activities since May and gave a PowerPoint presentation:

<http://wmich.edu/sites/default/files/attachments/u370/2017/LogisticsPresentation.10-5-17.pdf>

PROFESSIONAL AND ACADEMIC CONCERNS

Discussion covered the following questions and statements:

- Gratitude was expressed for the Faculty Senate's vote in support of DACA.
- Director Bret Wagner was acknowledged for creating a tutoring center in the Haworth College of Business to honor a deceased student.
<https://www.facebook.com/wmtnews/videos/10155021396201452>
- A request was made for the University to consider making the senior version of the flu vaccine available at Sindecuse Health Center to accommodate older adults.
- Concerns was expressed regarding the new campus signage. Specifically the white lettering, instead of gold. Additionally, it was questioned why the Geography department had not been contacted to provide input to the wayfinding project. Finally it was questioned why the Engineering and Applied Sciences campus has not been part of the new signage. Vice President Van Der Kley replied that according to studies the white

lettering is more visible. There were several public meetings during the wayfinding planning that all of the campus community was welcome to participate. Not all of the signs have been installed as of yet. It was noted to refer this topic to the Faculty Senate Campus Planning and Finance Council for consideration.

- Faculty in the College of Health and Human Services are concerned about the college's building being required to be emptied at noon on two Wednesdays preceding football games. The requirement will result in the loss of two hours of course time for all classes held in the building. Vice President Van Der Kley indicated that the decision was made by the CHHS Dean's office and not Parking Services, Public Safety, or Athletics. This topic will be referred to Interim Provost Stapleton.
- It was noted that the Chemistry department is down to just 10 faculty, and it was questioned how WMU can be a viable research university. Is there a plan? This concern will be referred to Carla Koretsky, Dean, College of Arts and Sciences.
- WMU was congratulated for its prominent place in the Grand Rapids Art Prize. The WMU venue is a finalist and hours have been extended to allow more visitors. The artist in the WMU venue displaying her work Red Dirt Rug Monument is also a finalist in the juror's and popular vote.

ADJOURNMENT

The Senate will meet next on 2 November 2017, in the Bernhard Center, room 208-209. The meeting adjourned at 6:24 p.m.

Sue Brodasky and Suzanne Davenport, Faculty Senate Office