

Unit Communication Notes
Faculty Senate Meeting
December 7, 2017

Thanks to Vice President Sharon Carlson for her contribution to these notes These notes are informal communications provided as a convenience for Senators and others to aid in their own communications in a timely manner. They are not intended as a substitute for meeting minutes and hold no more value, or standing, than an individual's recollection of events. The notes should not be republished, attributed or posted, and are intended to be used only to help Senators and others communicate with their constituencies in a timely fashion, in addition to a Senator's own recollections and notes. Information contained in these notes should be considered as provisional and conditional and subservient to eventual approval of formal minutes by the Senate.

Senate Executive Board Report (Suzan Ayers, Faculty Senate President)

-President Ayers acknowledged the passing of:

- June Mochizuki, associate professor emerita of counseling
- Richard Raklovits, associate professor emeritus of health, physical education and recreation
- James Riley, professor emeritus of mathematics and statistics
- Earl Borr, associate professor emeritus of education and professional development

-We have completed the first electronic curriculum course change process. If your department or college has yet to receive training on this process, or would like additional training, please contact Director Bret Wagner at bret.wagner@wmich.edu. The deadline to submit a proposal for a course starting in spring 2019 must have cleared the college level of the curriculum process no later than March 31, 2018.

-The call to departments to select their Presidential Scholars was sent last week. Complete the selection process no later than January 22. Please mark your calendars for the March 27 event.

-Your support of the Faculty Senate by payment of annual faculty fees would be most appreciated.

-This academic year the Faculty Senate will be electing a new President and Vice President. Nomination petitions are available at the Faculty Senate office and the notice of general election was emailed to all faculty December 8. Ballots for departments electing representatives will be mailed January 4.

-During last month's Professional and Academic Concerns an issue was raised regarding the discrepancy in textbook pricing on the Internet versus in the WMU bookstore. The Faculty Senate received a reply from Rob Pennock, Director of Auxiliary Enterprises, indicating that concern motivated correction of that issue. Moving forward, Follett will implement a weekly price discrepancy report that will highlight any pricing issues to ensure this discrepancy does not happen in the future. Follett has added a price match policy along with an aggressive rental and eBook program to help WMU stay cost-effective.

-Also related to comments made during earlier Professional and Academic Concerns, the Office of Faculty Development has provided flyers on its Teaching Inclusivity workshop, "Designing Accessible Teaching Materials." Information is available on its website (<http://www.wmich.edu/facultydevelopment/programs/teaching-inclusivity-series>) on this workshop designed to assist faculty in creating ADA-compliant materials.

-Ayers provided brief council and committee updates

- *Campus Planning and Finance Council* reviewed information on the south campus plan.
- *Extended University Programs Council* is reviewing current Elearning standards and discussing opportunities for improvement.
- *Graduate Studies Council* continues to review graduate program curriculum proposals, and is reviewing various graduate policies with an eye toward any needed revisions to help ensure graduate faculty and student success.
- *International Education Council* has met with Quinnetta Simmons, the Interim Director of the WMU Signature Program, as part of the discussion to help facilitate faculty participation in the Global Engagement Signature.

- *Research Policies Council* continues to work with the Office of the Vice President for Research to update policies to reflect current reporting and legal requirements as well as highlight funding opportunities.
- *Undergraduate Studies Council* has evaluated undergraduate curriculum proposals and worked with the Ad Hoc General Education Logistics Committee on the transition to the WMU Essential Studies curriculum.

-In keeping with the fall welcome message from President Montgomery and as part of our campus-wide effort to increase awareness of our diverse students and employees, Ayers shared a video from her college's Diversity and Inclusion chair, Marcy Peake. This aligns with steps we have taken to be more accepting of our increasingly diverse family, including recent Office of Faculty Development workshops on Anti-racist Classroom Pedagogies and Racial Micro-aggressions, the Responsible Employee training for reporting sexual misconduct and the newly implemented policy on Equity and Implicit Bias Training required for Faculty and Administrative Searches.
<https://www.youtube.com/watch?v=ynH4HSGcY6I>

President Montgomery Remarks

- Transformational Initiatives: 60 proposals were received from every part of the campus that would 1) increase student success, 2) make WMU a school of choice, or 3) diversify our funding stream. The vice presidents have spent the past few weeks analyzing and prioritizing those proposals, and yesterday presented their recommendations. Stay tuned. We will be announcing the winning proposals in January.

- Advocating for higher education: President Montgomery has had a chance to meet with fellow presidents as a group from the 15 public universities of Michigan, and at the annual meeting of the Association of Public and Land-grant Universities. All agree that Michigan needs real advocates, and we intend to be those advocates.

- Attacks on science and broad-based liberal arts curricula as well as assertions that college degrees cost too much and have little value, are rampant and endangering the nation's future. They cannot continue to go unanswered. You can expect to see a coordinated statewide effort to talk about the value of public higher education early in 2018.
- There is also considerable concern regarding the tax bill in front of Congress. Provisions concerning the taxing of graduate student and employee tuition benefits are particularly troubling, as are a series of other provisions which will increase the cost of college education or reduce the funds universities can spend on their students.

- Post-graduate success: WMU has just finished the most recent analysis of the immediate return on investment for our students. The post-graduate success rate of 2016-17 graduates has an extraordinary response rate of 77%:

- 91% of our graduates are either employed or in graduate school within three months of graduation.
- Median starting salaries for those with bachelor's degrees was in the \$40- \$45K range
- Median starting salaries for those with graduate degrees was in the \$50K-55K range
- Some 77% of our graduates have jobs in Michigan
- 85% of those working are in jobs related to their major, and 88% are happy with their jobs.

This is the most comprehensive post-graduation analysis at any of Michigan's public universities, and we have Dr. Ewa Urban to thank for that. Visit the Career and Student Employment Services website (<http://wmich.edu/career/>), near the bottom of that page.

- Seita Scholar at APLU: President Montgomery and others attended the annual meeting of the Association of Public and Land-grant Universities, where our Seita Scholars program was a finalist for one of APLU's major awards at the event. Our program was recognized as one of the nation's top five programs for promoting degree completion. Alexis Lenderman, a WMU Seita Scholar and entrepreneurship major, gave an eloquent speech about the Seita Scholars program and what it has done for her and other Seita Scholars. Her deeply moving talk triggered a few tears and brought the audience to its feet.

- South Neighborhood: Revised plans for the campus physical infrastructure will see major development over the next few years in what we call the South Neighborhood-- roughly from the Administration Building and Sangren Pedestrian Mall down to the part of the Ring Road running adjacent to Stadium Drive. The long unbroken public face of the University that runs from the field house to the theatre complex on the Ring Road will be the area next developed for student housing. A carefully developed plan for the whole area will give us some innovative new spaces, great curb appeal and a natural connection to downtown Kalamazoo. The timing is perfect, as both the

state and city of Kalamazoo are looking at major development projects along Stadium in the near future. First steps will be to take down the 16 Elmwood Apartment buildings in 2018 to make way for new housing that will open in 2020. Construction will begin on the long-planned new student center on the McCracken site. That facility will be done in 2021.

-Provost search: The Provost Search Committee, chaired by Dr. John Jellies, met in retreat on Monday, December 4 to build a timeline for the search, determine the search strategy, and to receive implicit bias training from the Office of Institutional Equity. Parker Executive Search will be working with the committee throughout the search process. Listening sessions will be scheduled in January with the campus community. The website for the search is:

www.wmich.edu/provostsearch. The site includes a feedback form for input throughout the process.

-President Montgomery singled out some programs and people of particular note:

- A college value ranking organization, www.GreatCollegeValues.net, has identified *WMU as one of the great value colleges for undergraduate music majors* ranking WMU at No. 16 in the nation, just behind University of Michigan at #12 and ahead of Juilliard, Manhattan, Northwestern, and Rice.
- For the eighth consecutive year *WMU has been named one of the nation's top colleges for veterans* by *Military Times* magazine. There are more than 800 military affiliated students on our campus.
- *James Penner*, Accountancy, has just been named the new program chair and president-elect of the North American Accounting Society for the 2018-19 academic year.
- Colleagues recently awarded research grant awards:
Kristal Ehrhardt, Emily Curiel, and Sarah Summy in the Department of Special Education and Literacy Studies and *Jessica Frieder and Denise Ross* in the Department of Psychology were awarded a \$1.2 million grant from the U.S. Department of Education to recruit and prepare scholars in Autism Services.

Kristina Lemmer and Claudia Fajardo-Hansford in Mechanical and Aerospace Engineering were granted an award from the Air Force Office of Scientific Research allowing WMU to obtain laser equipment for conducting plasma and combustion research.
- Thank you to those who have been involved in and encouraged students to create their own WMU Signature. Because our pilot program began last year, we have already had 29 Signature graduates. As of this month, 1,086 students have attended at least one Signature-qualified event, with the most popular Signature pathway being one focused on leadership.

Questions for President Montgomery

Q: Is the University going to provide alternate housing for students when we overhaul the Elmwood apartments?

A: Yes.

Q: How will area neighborhoods be involved as students seek off-campus housing?

A: WMU will respond to their questions and concerns.

Q: With the legislative process on the verge of extending concealed carry zones, what will be the role of university professors at WMU?

A: There is a version of concealed carry that has passed house committee. There is some feeling that it may pass. There is an exemption for universities since we are governed by an independent board of trustees; we are allowed to control our space.

Q: What are the implications of the new tax bill? Will Western have a coordinated response on behalf of students, faculty, and staff?

A: WMU has not done that to date. Various organizations concerned with higher education have banded together. President Montgomery will bring this up with Vice President Rosine.

Q: WMU needs to lobby more aggressively in the vein of KVCC or GVSU.

A: President Montgomery has met with the president of GVSU. He also thinks WMU has a story to tell about how this campus contributes to the local and regional economy. We have to be more proactive.

The last comment was positive and referenced the new wayfinding system. The speaker wanted to applaud the signage in this community.

James Gilchrist, Vice Provost for Budget and Personnel Remarks

Interim Provost Stapleton is attending a meeting of the council of graduate schools.

-Congratulations to:

- the 1,734 students expected to complete their degrees this semester, including 1,260 bachelor's degrees, 443 master's degrees, and 31 doctoral degrees.
- the Department of Industrial and Entrepreneurial Engineering and Engineering Management for the successful Innovation Day on December 3. The program brought 230 K-12 students and about 50 engineering students to a program focused on ideas for new product development.
- those faculty who were inducted into the university's 25 year club on November 28, including:
Karen Blaisure, Family and Consumer Sciences;
Barbara Cockrell, University Libraries;
David Lodberg Code, School of Music;
David Flanagan, Management;
Jil Larson, English;
Debra Lindstrom, Occupational Therapy;
Michael Nassaney, Anthropology;
Craig Peterson, Finance and Commercial Law;
Sam Ramrattan, Engineering Design, Manufacturing, and Management Systems;
Zoann Snyder, Sociology;
Donna Talbot, Educational Leadership, Research, and Technology; and
Allen Webb, English.
- those who were recognized in the University's staff "Make a Difference" program:
Diana Blouin, Biological Sciences;
Melanie Chapin-Lechner, Facilities Management;
Natalie Faculak, College of Fine Arts;
Susan Kramer, Facilities Management;
Christ Praedel, Development and Alumni Relations;
Ewa Urban, Career and Student Employment Services;
Connie Volenski, Economics
Ashleigh Watson, Lee Honors College; and
Harmony Williams, College of Education and Human Development.

All members of the Faculty Senate should tune into WMUK and consider making a donation to the end of year fundraising.

ACTION ITEM

MOA-16/14: Revision of Graduate Faculty Appointment Policy – (Louann Bierlein Palmer, Chair, Graduate Studies Council)

APPROVED

Q: What constitutes "due cause" in the revisions?

A: In consultation with the AAUP it was determined to be the appropriate language. Due cause would be represented by lack of participation in the general criteria for appointment as outlined on the bottom of page 3 and top of page 4 of the MOA.

Q: What is the difference between full board appointed and non-WMU employees?

A: There are two categories: Full (may teach, advise, and serve as committee chair) and Associate (may teach and advise). Non-board appointed faculty members may acquire only associate faculty status.

Q: How can faculty confirm status?

A: The Graduate College is working on it. Currently, send an email to the Dean of the Graduate College to confirm. It has been discussed by the Graduate College.

Q: Isn't this taking self-governance away from departments?

A: The dean and department chair can start the process. It would also prevent it from becoming a single student complaint. A second appeal would be made to all faculty members who serve on the Graduate Studies Council.

INFORMATION ITEMS

Faculty Senate Vice President Special Election – Faculty votes have been tallied and Sharon Carlson has been elected as the Faculty Senate Vice President for the duration of this term.

Liberal Education and America's Promise (LEAP) initiative (David Reinhold, Associate Provost for Assessment and Undergraduate Education)

Reinhold presented an update on the LEAP initiative after first introducing it about two and a half years ago to the WMU Faculty Senate. His presentation is available on the Senate website:

<http://wmich.edu/sites/default/files/attachments/u370/2017/LEAP.12-7-17.pdf>

Ad Hoc General Education Logistics Committee (Mervyn Elliott, Chair)

Elliott provided a monthly update:

<http://wmich.edu/sites/default/files/attachments/u370/2017/Logistics.12-7-17.pdf>

Q: What is the status of the working groups and when will faculty who signed up be contacted?

A: The work of some of these groups is still forthcoming. For example, the accreditation group has yet to have enough work to make it fruitful for it to meet. The groups will have their role at the appropriate times.

Q: Is the Eleaning site still active?

A: Yes but it closes each semester. You just need to reenroll.

Q: How will transfer credits work in WMU Essential Studies?

A: State of Michigan has an agreement if a student has completed an associates degree, 30 hours of general education will be credited. Students will still need to take two upper level courses. Individual courses have not been decided. Reinhold cited the Bowling Green State University motto of, "Do no student no harm." WMU is also keeping in touch with local community colleges such as KVCC and KCC.

Q: What about departmental resources?

A: Interim Provost Stapleton will be meeting with the Logistics Committee next week.

Western Student Association Update (Logan Brown, Vice President)

-WSA is appreciative of the services provided by the WMU Bookstore.

-WSA sponsored a student tee-shirt swap. WSA provided tee-shirts to those who donated food for the invisible need project.

-They are continuing to liaise with the Graduate Student Association, WMU Faculty Senate, and WMU Administration.

-WSA renewed call to review how midterm grades are posted.

-The Diversity Guidance Chair also sponsored a program in conjunction with the Muslim Student Association and drew more than 100 students.

-WSA passed a resolution to point students who require a gender-neutral bathroom facilities to information on the closest facility via the map linked:

<https://www.google.com/maps/d/viewer?mid=1QnXlzRkSdwZ8EQqtAv92RIsapf0&ll=42.281866396531754%2C-85.61508032220052&z=17>

-WSA will be part of the Public Service Announcement contest about the tobacco-free campus policy. The winning PSA will be shown on campus and at intercollegiate athletics events.

- WSA will be holding their officer elections next semester.

Graduate Student Association Update (Zahra Ameli Renani, Vice President)

Updates on recent GSA activities were provided, including:

-A recent end-of-semester event which drew about 70 students.

-Starting 8 December there will be an end-of-semester stress-relieving event (massages).

-GSA sponsors a fall and spring 3-minute thesis/dissertation event, and the fall winner, Shreya Naseri an MBA student, presented her winning entry.

PROFESSIONAL AND ACADEMIC CONCERNS

Q: The deadline for midterm grades is sometimes difficult to meet. Is there any way this could be extended?

A: This query will be passed along to Interim Provost Stapleton.

Q: Several faculty members have had problems with the new faculty travel authorization. It is difficult to find and very slow.

A: Vice President Van Der Kley asked for names. She will make sure that these individuals are contacted for support. She also suggested Jeff Long as a resource for all faculty who may have questions about the new system.

Q: The problem with free and paid sites offering quizzes and notes was raised.

A: Director Jellies responded that this was discussed at the last Faculty Senate Executive Board meeting and in the November Professional Concerns Committee meeting. General Counsel Carrick Craig has been invited to the January PCC meeting to discuss what faculty can do. In addition to the ethical issues, there are also ownership and intellectual property issues.

Q: There is a misused word in Section 18 of the AAUP Contract which has to be an error. The word “faulty” is used and it should be “faculty.”

A: Mansberger is finishing the current contract to send to the printer. She will verify that this has been corrected.

The meeting was adjourned at 7:12 p.m. The next meeting of the Faculty Senate is February 1, 2018.