

**WESTERN MICHIGAN UNIVERSITY
FACULTY SENATE MEETING
Minutes of 7 December 2017**

The Faculty Senate met in Rooms 208-209 of the Bernhard Center. There were 79 Senators and substitutes present.

Members Present: O. Abudayyeh, D. Anderson, S. Asefa, J. Atkin, Xiaoyun Shao (for U. Attanayake), S. Ayers, T. Barkman, P. Bennett, L. Bierlein Palmer, P. Blickle, J. Brandão, T. Broadwater, Glinda Rawls (for S. Burns), S. Carlson, C. Chase, E. Copija, K. Corder, M. Cupka, T. Curran, A. DeFulio, R. dePeaux, K. Ehrhardt, B. Ferrin, D. Flanagan, Y. Ford, J. Gabel-Goes, B. Geier, J. Gilchrist, S. Glista, Tim Chapman (for T. Gupta), J. Hahn, Decker Hains (for K. Fogarty), L. Heun, Harold Glasser (for S. Hill), Jessica Birnbaum (for W. Homan), W. Huang, A. Isea, B. JarlJ. Jellies, D. Johnson, J. Kapenga, M. Keil, D. Kim, K. Kness, Paul Vellom (for T. Koshmanova), P. Krawutschke, C. R. Krishna-Swamy, J. Larson, D. Lepisto, W. Liou, A. Miles, Vicki Edwards (for M. Mingus), E. Montgomery, I. Nash, Jeremy Blair (for N. Nelson), D. Nofsinger, D. Paul, J. Petrovic, Dan Jacobson (for K. Prewitt), Richard Gershon (for K. Propp), W. Rantz, D. Rudge, Ming Ming Feng (for J. Saini), L. Schmidt, D. Schuster, R. Siebert, C. D. Simpson, S. Slawinski, J. Smith, S. Summy, J. Thakurta, J. Van Der Kley, P. Vander Weg, Lisa DeChano-Cook (for G. Veeck), Z. Vidic, B. Wagner, D. Walcott, R. White, B. Young

Members Absent: D. Areaux, R. Cooper, L. Gray, S. Stapleton, S. Steuer, A. Tazzia, Elke Schoffers (for A. Venter)

Guests: Gary Bischof, Dean, Lee Honors College; Logan Brown, Vice President, Western Student Association; Jody Brylinsky, Associate Provost for Institutional Effectiveness; James Cousins, Associate Dean, College of Arts and Sciences; Marilyn Duke, Center for Academic Success Programs; Duane Hampton, Department of Geosciences; Keith Hearit, Provost's Office; Lijiang Jia, Visiting Scholar in Department of Economics; Nancy Mansberger, Director of Academic Collective Bargaining; Shreya Naseri, Graduate Student; Kenneth Pilarski, Department of Comparative Religion; David Reinhold, Associate Provost for Assessment and Undergraduate Studies; Zahra Ameli Renani, Vice President, Graduate Student Association; Cheryl Roland, Executive Director for University Relations; Raymond Thompson, Associate Dean, College of Aviation; Daren Webb, Department of Physical Therapy; Ad Hoc General Education Logistics Committee – Mervyn Elliott, Chair; Leigh Ford, Vice Chair; and Staci Perryman-Clark

Staff: S. Brodasky, S. Davenport

Faculty Senate President Suzan Ayers called the meeting to order at 5:05 p.m.

PROCEDURAL ITEMS

Acceptance of the Agenda

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

Approval of Minutes of 2 November 2017 Senate Meeting
Without objection, the minutes of the 2 November meeting were approved as published.

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

Senate President Ayers' report included the following:

- Four former faculty members who recently passed away were acknowledged:
 - 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
- The first fully electronic curriculum course change has been completed, and during the process the Faculty Senate office learned of a few concerns. If a department or college has yet to receive training on the electronic system, or would like additional training, please contact Director Bret Wagner (bret.wagner@wmich.edu). The deadline to submit a proposal for a course starting in spring 2019 must be approved through the college level of the curriculum process no later than March 31, 2018.
- The call to departments to select a Presidential Scholar went out on 1 December. Departments are asked to complete the selection process no later than Monday, January 22. The event will be held on March 27.
- Support of the Faculty Senate through payment of annual faculty fees is most appreciated.
- During this academic year, the Faculty Senate will elect a new President and Vice President. Nomination petitions are available in the Faculty Senate office. A notice of the general election will be emailed to all faculty on December 8. Ballots for those departments electing representatives will be mailed on 4 January 2018.
- At last month's meeting, an issue was raised during Professional and Academic Concerns 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 the concern motivated action. 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.
- In response to a concern related to an earlier meeting, the Office of Faculty Development has provided flyers on its Teaching Inclusivity workshop, "Designing Accessible Teaching Materials". The workshop is designed to assist faculty in creating ADA-compliant materials.
- The Campus Planning and Finance Council reviewed information on the south residential neighborhood.
- The Extended University Programs Council is reviewing the current Elearning standards and discussing opportunities for improvement.

- The 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.
- The 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.
- The Research Policies Council continues to work with the Office of the Vice President for Research to update policies to reflect reporting and legal requirements as well as highlight funding opportunities.
- The 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 an effort to increase awareness of WMU's diverse students and employees, a video was shared. Ayers thanked Education and Human Development College Diversity and Inclusion Chair Marcy Peake for circulating the video. It aligns with the 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>

Remarks by Edward Montgomery, WMU President

President Montgomery's remarks included the following:

Transformational Initiative Fund

- The President's Office received more than 60 proposals from every part of the University in response to the Transformational Initiatives, which include 1) increase student success, 2) make WMU a school of choice, or 3) diversify the WMU funding stream. The proposals, and the creativity and work that went into them, are a testament to the commitment of WMU's faculty and staff.
- The vice presidents have spent the past few weeks analyzing and prioritizing the proposals and have provided recommendations for funding. Final decisions for the first round will be announced in January.
- All of the proposals are good but some are more truly transformational than others. One of the smaller proposals has already gained support of several vice presidents that have already decided to provide the funds to make it happen. Some proposals are similar and will be combined.

Advocating for Higher Education

- In meeting with other presidents from across the 15 public Michigan universities at the annual meeting of the Association of Public and Land-grant Universities, one thing all agree on is the fact that nationally and particularly in Michigan, higher education needs 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. The Michigan state budget has not recovered to where it was 10 years ago, and is serving more

people in higher education. There will be 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 just finished the most recent analysis of the immediate return on investment for our students. The post graduate success rate for 2016-17 graduates had an extraordinary response rate of 77%:
 - 91% of graduates are either employed or enrolled in graduate school within three months of graduation.
 - The median starting salaries for those with bachelor's degrees is in the \$40-\$45 thousand range.
 - For those with graduate degrees, the median starting salary is in the \$50-55 thousand range.
 - Some 77% of 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 Michigan public university, and WMU has Dr. Ewa Urban to thank. The data she and her colleagues have gathered allows anyone to find out the job placement rate, median starting salaries and sample employers. For more details, visit the Career and Student Employment Services website:
<http://wmich.edu/career>

Seita Scholar at Association of Public and Land-grant Universities

- At the annual Association of Public and Land-grant Universities (APLU) meeting, WMU's Seita Scholars 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 program and what it has done for her and other Seita Scholars.

South Neighborhood

- There are plans for the campus physical infrastructure that includes major development of 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 provide innovative new spaces, great curb appeal, and a natural connection to downtown Kalamazoo. The first steps will be to take down the 16 Elwood Apartment buildings in 2018 to make way for new housing that will open in 2020. Construction will also begin on the long-planned new student center on the McCracken site, slated for completion in 2021. There will be opportunities for community input and discussion.

Provost search

- The Provost Search Committee, chaired by Dr. John Jellies, met in retreat on 4 December 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.

Accolades

- A college ranking organization, Great College Values, has identified WMU as 16th in the nation for the great value it offers undergraduate music majors, just behind the University of Michigan at #12 and ahead of Juilliard, Manhattan, Northwestern, and Rice. Congratulations to the School of Music for another much deserved accolade.
- WMU has again been named one of the nation's top colleges for veterans by *Military Times* magazine. This is the eighth consecutive year WMU has been named to the list, the only Michigan school to do so. WMU has more than 800 military affiliated students on campus.

Faculty Accolades

- Dr. James Penner, associate professor of accountancy, has just been named the new program chair and president-elect of the North American Accounting Society for the 2018-19 academic year.
- Dr. Kristal Ehrhardt, Dr. Emily Curiel, and Dr. Sarah Summy in Special Education and Literacy Studies and Dr. Jessica Frieder and Dr. Denise Ross Psychology were awarded a \$1.2 million grant from the U.S. Department of Education to recruit and prepare scholars in Autism Services.
- Dr. Kristina Lemmer and Dr. 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.
- Appreciation was expressed to all who have been involved in and encouraged students to create their own WMU Signature. The pilot program began last year and has already seen the first 29 Signature graduates. As of this month, 1,086 students have attended at least one Signature-qualified event, with the most popular Signature pathway focused on leadership.

Discussion covered the following questions and statements:

- Is the University going to provide alternative housing for students while the apartments are being renovated? Vice President Diane Anderson responded that her unit is working with students to find alternatives on campus.
- How will faculty, students, and the area neighborhoods be involved in planning? Vice President Jan Van Der Kley explained that there will be public input sessions, including some located on campus.
- With the legislative process on the verge of extending concealed carry zones, what will be the role of faculty at WMU? President Montgomery

stated that there is a version of the concealed carry which provides an exemption for universities (does not include K-12 schools) that will allow WMU to have the authority to set its own restrictions on campus.

- What will be the implications of the new tax bill, and will WMU provide a coordinate response to legislature? President Montgomery replied that WMU has not previously provided form letters in order to provide a prepared response. He will bring this question to Vice President Greg Rosine.
- It was suggested that WMU needs more aggressive lobbying, and to get the community to participate in supporting the University. President Montgomery agreed and he is holding meetings to discuss how WMU supports the community as well as providing economic support.
- A comment was made in appreciation of the new signage on campus.

Remarks by James Gilchrist, Vice Provost for Budget and Personnel

Vice Provost Gilchrist's remarks included the following:

- At the 16 December commencement 1,734 students are expected to complete their degrees this semester, including 1,260 bachelor's degrees, 443 master's degrees, and 31 doctoral degrees.
- A successful Innovation Day was held on 3 December by the Industrial and Entrepreneurial Engineering and Engineering Management department. The program brought 230 K-12 students and about 50 engineering students to a program focused on ideas for new product development. This event is supported by local corporations engaged in product design and included students as young as six from elementary school to graduate level engineering students.
- Congratulations were offered to those faculty who were inducted into the University's 25 year club on November 28:
 - Karen Blaisure, Family and Consumer Sciences
 - Barbara Cockrell, University Libraries
 - David Loberg 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
 - Allen Webb, English.
- Congratulations were offered to staff who were recognized in the University's "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
- Harmony Williams, College of Education and Human Development
- Senators were encouraged to tune into WMUK-FM, and to consider making a donation, during the end-of-year fundraising. The station helps listeners learn about the world and about music, helps listeners discover new insights about the creative process, and helps WMU be globally engaged with NPR reporting from around the world. www.wmuk.org

ACTION ITEM

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

The Graduate Studies Council recommends revising the Graduate Faculty Appointment Policy in the WMU Graduate Catalog to remove redundant language, increase clarity of criteria, and add a procedure for removal of graduate faculty status. Bierlein Palmer provided an overview indicating the changes included and the new addition of removal of faculty status; a process, which had not existed prior. The process includes a committee that makes the determination to remove status that includes the Graduate College dean, Graduate College associate dean, and one faculty member. Also added is an appeal process, which is overseen by the Graduate Studies Council.

Discussion covered the following questions and statements:

- What constitutes “due cause” in the revisions? Bierlein Palmer explained that 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 in the Memorandum of Action.
- What is the difference between board appointed and non-board appointed faculty? Bierlein Palmer stated there are two categories of Graduate Faculty, board-appointed may teach graduate courses, advise graduate students, and serve as dissertation committee member as well as committee chair. Non-board appointed faculty may teach graduate courses, advise graduate students, and serve on dissertation committees but may not chair a committee.
- How can faculty confirm graduate status and their year of appointment? It was suggested to inquire with the Graduate College dean.
- Will this take self-governance away from departments? As an example, a disgruntled student could take a complaint to the department chair and graduate dean leaving the graduate advisor circumvented. Bierlein Palmer explained that a department chair couldn’t initiate the process themselves; they would have to include the graduate dean. Also an appeal process is included which allows for a body of faculty to make the final decision.

A motion was made by Jellies, supported by Chase, to approve MOA-16/14 as provided. With two abstentions, the motion carried.

INFORMATION / DISCUSSION ITEMS

Faculty Senate Vice President Special Election – Suzan Ayers, Faculty Senate President

Faculty votes have been tallied and Dr. Sharon Carlson was elected as the Faculty Senate Vice President for the duration of this term.

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

Reinhold presented an update regarding the LEAP initiative.

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

Discussion covered the following questions and statements:

- When asked for an example of the initiative in place at WMU, Reinhold cited gateways to graduation for courses that have high drop/withdrawal rates. Faculty are working to decrease failure rate in those courses. He expects there are several examples across campus but no one is tracking those initiatives.

Ad Hoc General Education Logistics Committee Update – Mervyn Elliott, Chair
Elliott provided an update.

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

Discussion covered the following questions and statements:

- The status of the working groups was questioned, asking for more detail on the membership and progress of the working groups. Elliott explained that the working groups have not been active since they do not have tasks to complete at this time. The groups will have a role at the appropriate time.
- It was noted that the Elearning site had been very helpful but it has disappeared. Elliott will activate it again and will add details as they arise.
- It was questioned how transfer credits will be applied. Reinhold explained that currently if a student obtains an associate degree at a community college 30 general education hours will be credited. The student is still required to take two upper level general education courses. It is expected that requirement will be retained in WMU Essential Studies.
- It was questioned if some departments teach more courses than others, is it up to the department to reallocate development for those courses or will the administration offer assistance. Elliott noted that Interim Provost Susan Stapleton will be attending the next Logistics Committee meeting and he will raise that question then. Reinhold also stated that it is expected that help will be offered to faculty when developing courses through the Office of Faculty Development.

Western Student Association Update – Logan Brown, Vice President

Brown thanked the Faculty Senate for assistance regarding the textbook pricing. He reported that through a WSA program every incoming student received a WMU T-shirt in exchange for a T-shirt from another institution. Also a can drive was held where students received a WMU T-shirt for five can goods donated to the invisible

need program. WSA recently took up a resolution to renew a call to faculty to provide midterm grades based on the report provided at the last Faculty Senate meeting. A resolution was passed to establish a map to all gender-neutral bathrooms in high traffic buildings (link below). Next semester WSA will be hosting a competition for student filmmakers to create a tobacco free Public Service Announcement for WMU.

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

Graduate Student Association Update – Zahra Ameli Renani, Vice President
Renani gave an update on recent GSA activity. A recent end of semester event drew 70 students expanding social networking. The recent tax reform bill is expected to affect graduate students and GSA suggests that students contact their legislators. GSA hosts a three-minute graduate thesis competition each semester. Shreya Naseri, and MBA student, presented her fall semester winning entry.
<http://wmich.edu/sites/default/files/attachments/u370/2017/GSA.12-7-17.pdf>

PROFESSIONAL AND ACADEMIC CONCERNS

Discussion covered the following questions and statements:

- It was suggested that the deadline for mid-term grades be extended since it is often hard to meet. The request will be forwarded to Interim Provost Stapleton.
- Complaints were made about the new travel authorization system being difficult and very slow. Vice President Van Der Kley asked the faculty members to contact Jeff Long, director of accounting services, for assistance.
- A concern was raised regarding websites that allow for quizzes, homework, lab reports, and exams to be posted online. Jellies explained that it has already come to the attention of the Executive Board and has been referred to the Professional Concerns Committee to investigate. The PCC has asked the University General Counsel to attend its next meeting regarding this topic. In addition to ethical and intellectual property issues.
- It was noted that there is a typo in section 18 of the AAUP Agreement, the word “faulty” is interpreted to be an error and should be “faculty.” Nancy Mansberger, director of academic collective bargaining, will verify and correct the error.

ADJOURNMENT

The Senate will meet next on 1 February 2018, in the Bernhard Center, room 208-209. The meeting adjourned at 7:13 p.m.

Sue Brodasky and Suzanne Davenport, Faculty Senate Office