

**WESTERN MICHIGAN UNIVERSITY  
FACULTY SENATE MEETING  
Minutes of 1 March 2018**

The Faculty Senate met in Rooms 208-209 of the Bernhard Center. There were 68 Senators and substitutes present.

**Members Present:** O. Abudayyeh, D. Anderson, S. Asefa, J. Atkin, S. Ayers, T. Barkman, P. Bennett, L. Bierlein Palmer, T. Broadwater, S. Burns, S. Carlson, C. Chase, R. Cooper, E. Copija, M. Cupka, T. Curran, A. DeFulio, R. dePeaux, K. Ehrhardt, B. Ferrin, Y. Ford, J. Gabel-Goes, B. Geier, J. Gilchrist, S. Glista, L. Gray, T. Gupta, L. Heun, S. Hill, Jessica Birnbaum (for W. Homan), D. Hoover, Donald Alexander (for W. Huang), A. Isea, B. Jarl, J. Jellies, Johnson Asumadu (for D. Johnson), M. Keil, D. Kim, K. Kness, Paul Vellom (for T. Koshmanova), P. Krawutschke, D. Lepisto, W. Liou, E. Montgomery, N. Nelson, D. Paul, K. Prewitt, K. Propp, D. Rudge, Mingming Feng (for J. Saini), L. Schmidt, D. Schuster, R. Siebert, C. D. Simpson, S. Slawinski, J. Smith, S. Stapleton, Shaila Rao (for S. Summy), 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, Yu-Lien The (for R. White), B. Young

**Members Absent:** D. Areaux, U. Attanayake, P. Blickle, J. Brandão, K. Corder, D. Flanagan, Decker Hains (for K. Fogarty), J. Hahn, J. Kapenga, C. R. Krishna-Swamy, J. Larson, A. Miles, M. Mingus, I. Nash, D. Nofsinger, J. Petrovic, W. Rantz, S. Steuer, A. Tazzia

**Guests:** Gary Bischof, Dean, Lee Honors College; Logan Brown, Vice President, Western Student Association; Jody Brylinsky, Associate Provost for Institutional Effectiveness; Christine Byrd-Jacobs, Acting Dean, Graduate College; Carrick Craig, General Counsel; Marilyn Duke, Center for Academic Success Programs; Richard Gershon, School of Communication; Duane Hampton, Department of Geological and Environmental Sciences; Keith Hearit, Provost's Office; Terri Kinzy, Vice President for Research; Carla Koretsky, Dean, College of Arts and Sciences; Kenneth Pilarski, Department of Comparative Religion; Nancy Mansberger, Director, Academic Collective Bargaining; David Reinhold, Associate Provost for Assessment and Undergraduate Studies; Cheryl Roland, Executive Director for University Relations; Evelyn Winfield-Thomas, Executive Director, Office of Institutional Equity; Paulo Zagalo-Melo, Associate Provost, Haenicke Institute for Global Education. Ad Hoc General Education Logistics Committee – Mervyn Elliott, Chair; and Leigh Ford, Vice Chair

**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*

An amendment was made to add an informational item of Bylaws amendments. A motion was made by Asefa, supported by Heun, to accept the agenda as amended. Motion carried.

*Approval of Minutes of 1 February 2018 Senate Meeting*  
Without objection, the minutes of the 1 February meeting were approved as published.

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

Senate President Ayers' report included the following:

- A moment of silence was observed in remembrance of the lives lost in the recent mass murder at Marjory Stoneman Douglas High School in Parkland, Florida.
- Former faculty members who recently passed away were acknowledged:
  - Shirley Bach, professor emerita of philosophy.
  - John T. Miller, assistant professor emeritus of health, physical education, and recreation.
- The annual Faculty Senate General Election for president, vice president, representatives-at-large, and department representatives has concluded. Dr. Rick Gershon will serve as the next Faculty Senate President and Dr. Janet Hahn as Vice President. Their terms, as well as those for the newly elected senators, begin at the second half of the May 10 Faculty Senate meeting.
- Memorandum of Action – 16/14: Revision of Graduate Faculty Appointment Policy has been signed and returned by the Administration.
- A call for nominations to serve on the seven Faculty Senate councils, and three committees, was sent out this week. For details on the councils' and committees' work, please visit the Faculty Senate website, or to make a nomination, email the Faculty Senate office.
- The tentative timeline for the WMU Essential Studies rollout has been posted to the Faculty Senate website at:  
[http://www.wmich.edu/sites/default/files/attachments/u370/2018/WES-timeline.2-27-18\\_0.pdf](http://www.wmich.edu/sites/default/files/attachments/u370/2018/WES-timeline.2-27-18_0.pdf)

*Remarks by Edward Montgomery, WMU President*

President Montgomery's remarks included the following:

**Michigan Senate Appropriation Subcommittee on Higher Education**

- The Governor has proposed a 2% increase for higher education next year. For WMU, factoring in the state's accountability metrics, this would mean a 1.6% increase in state appropriation. The share WMU will receive is a below-average increase due to performance relative to Carnegie peers on a six-year graduation rate. This translates into \$2.18 million or 1.8% of institutional support as percentage of expenditures. Western was the only school that received no points for graduation rate.
- Each of Michigan's public university presidents was invited to spend 15 minutes with the subcommittee and was asked to respond in writing to a set of questions about how the University addresses the issues of sexual assault and harassment on its campuses, about tuition affordability, free speech on campus and the University's endowment.
- Western has been held out as a model on Title IX. As the Legislature was preparing for its hearings, WMU's Title IX coordinator Felicia Crawford and General Counsel Carrick Craig were invited to give the legislators a

primer on the underlying issues and nuances of federal legislation and the steps taken to ensure student well-being and institutional compliance.

- The University's recent accomplishments and the ways it responds to the state's priorities, especially talent development, was part of the discussion. Talent development is at the top of Governor Snyder's agenda. He announced a \$100 million Marshall Plan for Talent that emphasizes skills education rather than degrees.
- The recently released WMU Post-Graduate Student Success study was a focal point in the presentation to the legislators. 91% of graduates from WMU are working or are in graduate school within three months of commencement, and 77% of those working remain in Michigan.

#### **Accreditation for WMed**

- The WMU Homer Stryker M.D. School of Medicine has achieved full formal accreditation. The Liaison Committee on Medical Education awarded accreditation for five years, the maximum allowed to a school accredited for the first time.

#### **Heritage Hall Honors**

- The renovation of Western Michigan University's historic Heritage Hall has been recognized by ASHRAE, a global society of building engineers, to receive the organization's 2018 Award of Engineering Excellence, an honor bestowed upon international building projects only five times over the past 30 years. The two engineers who accepted the award, Jonathan Rumohr and Jesse Hendershot, are both WMU alumni and played critical roles as their company, Tower Pinkster, transformed the facility, originally opened in 1905, into its new role as the University's Heritage Hall Alumni Center.

#### **Search Updates**

- *Provost Search*: applications continue to be collected. Faculty are encouraged to submit nominations. Next will be airport interviews followed by campus visits to be scheduled at the end of the semester.
- *Vice President for Marketing and Strategic Communication Search*: the search committee is being formed and the position should be filled by the end of the semester.

#### **University Summit on Student Success**

- The Success@WMU transformational initiative kick-off is planned for March 7 with a campus-wide summit. Success & You@WMU will mark the campus launch of activities supporting fall implementation of Success@WMU. A panel of national experts will discuss topics like academic engagement, peer mentoring, black male student retention, and mental health. Registration is due by March 5. More information can be found at: <http://www.wmich.edu/president/transformational-initiative-fund/success-wmu>

#### **Student Accolades**

- Four WMU students have been selected by Stanford University as University Innovation Fellows. This is the second year WMU students have been selected to participate in the global program that empowers student leaders to increase campus engagement with innovation, entrepreneurship, creativity and design thinking. WMU's 2018 University

Innovation Fellows are among students from 64 higher education institutions in nine countries selected:

- Andreas (Andy) Hobelsberger, physics major from Germany
- Megan Miller, double majoring in marketing and management from Lake Orion, MI
- Saleh Mohamed, mechanical engineering major from Grand Rapids, MI
- Daniel Mozel, engineering design technology major from Milford, MI
- Alexis Lenderman was named as a finalist for the prestigious Truman Scholarship. WMU had one previous Truman Scholar, Sarah Woodward in 1999. Lenderman is a Seita Scholar and a Campus Compact Newman Civic Fellow who just completed a stint in Washington, D.C., as a Leadership and the American Presidency Scholar at the Reagan Foundation. Lenderman is majoring in entrepreneurship, food service administration, and global international studies while minoring in nonprofit leadership.
- New WMU music alumnus, Michael Gause, has been awarded a Detroit Symphony Orchestra African American Orchestra Fellowship, designed to help diversify America's professional orchestras. Gause will play trumpet with the DSO for the 2018-19 season.

#### **Faculty Accolades**

- Erika Friedl Loeffler, professor emerita in anthropology and internationally known for her research on women and families in Iran, has just published her sixth book about Iran "*Folksongs from the Mountains of Iran. Culture, Poetics and Everyday Philosophies*," with I.B. Tauris. This book concentrates on the ethnographic content in folklore from a tribal area in Iran and is based on anthropological research in the area the author has conducted since 1965. Loeffler has been retired for nearly 18 years and continues to contribute to her discipline.
- New National Science Foundation awards have gone to:
  - Andrea Beach and Charles Henderson, the Center for Research on Instructional Change in Post-Secondary Education, received a grant for \$905,114 to use the wisdom of education change agents and networks to develop new knowledge by combining that wisdom, gained from practice and field-generated research with existing established knowledge.
  - Brian Horvits, Whitney DeCamp, Regina Garza-Mitchell, Charles Henderson and Megan Grunert-Kowalske, also from the Center for Research on Instructional Change in Post-Secondary Education, were awarded \$299,861 to allow the team of researchers to explore online teaching practices for undergraduate STEM courses.
- Congratulations to the collaborative efforts of the University Libraries and the Office of Information Technology on the opening of the new Virtual Reality Lab located in Waldo Library. The lab expands existing innovative spaces and potential to move into new areas of teaching, learning and research.

- WMU hosted the Mid-American Conference Academic Leadership Development Program. Associate Provost Dave Reinhold and the office for Assessment and Undergraduate Studies coordinated the conference on behalf of WMU.
- The Excellence in Discovery, Diversity, Teaching Innovation, and Global Engagement awards were recognized at the Spring Convocation:
  - Teaching Innovation – Lori Brown, Chad Edwards, and Autumn Edwards
  - Community Engagement – Nancy Hock and Matt Reeves
  - Diversity and Inclusion – Dawnielle Simmons, Marcy Peake, and Donna Talbot
  - Global Engagement – Barb Caras-Tomczak and Jennifer Harrison
  - Distinguished Research and Creative Scholarship – Wendy Beane, Elena Litvinoa, Patricia Reeves, and Jianping Shen

Discussion covered the following questions and statements:

- Did every university other than WMU receive points for graduation rates? Montgomery indicated that all did, WMU was not above average.
- Does WMU have data on the six-year graduation rates sorted by college? Montgomery stated it does and that it is a substantial campus-wide issue. WMU's average six-year graduation rate is 56%.
- What drives difficulties with retention? Montgomery reiterated that the first issue to address is first-year retention, which has led to the creation of Success@WMU. Other universities have made such efforts already.
- Is WMU taking steps to protect all constituencies across campus? Are there tips people on campus can take to protect themselves? Montgomery stated that a joint call center is about to open to avoid jurisdictional communication gaps. Vice President Jan Van Der Kley reported there is a list of safety tips on the WMU Public Safety website and Officer Andy Bachman is available to visit any office in order to provide training. General Counsel Carrick Craig stated that WMU remains a gun free campus per University policy. Montgomery noted that in response to inquiries from high school students concerned about ramifications for participating in demonstrations, WMU supports students' rights to peaceful demonstration and the exercise of free speech.

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

Interim Provost Stapleton's remarks included the following:

- Conversations are being held regarding Title IX and emerging trends in campus safety plus ways to disseminate that information.
- Meetings continue with community college partners. The WMU leadership team met in Lansing with the WMU Cooley School of Law leadership team on topics of collaboration and virtual reality.
- The deadline for midterm grades is March 12. The Provost's office and Registrar's office have provided public support of the Western Student Association resolution on completing midterm grades, including a new

- website with step-by-step instructions on how to use the midterm grade worksheet in GoWMU. <http://www.wmich.edu/registrar/faculty-staff/grades>
- Success@WMU continues to move forward and has attracted 80 volunteers from across campus.

### INFORMATION / DISCUSSION ITEMS

*WMU Faculty Senate Bylaws Amendments – Suzan Ayers, Faculty Senate President*

The Executive Board is proposing two amendments to Article VII: Committees, Sec. 1, of the Faculty Senate Bylaws. This is the first reading of the amendments with no action. The final reading and vote will take place at the April 5 Faculty Senate meeting. The first amendment is to add a standing committee to conduct the Centers and Institutes approval, and review process on behalf of the Faculty Senate, as mandated in MOA-14/03: Revised Policy on Centers and Institutes. The second amendment is to add a standing committee to oversee the implementation, assessment, and revision of the WMU Essential Studies curriculum.

With the addition of both amendments, the article would then read:

*"Article VII: Committees, Sec. 1. In addition to those committees named in Article VII, Part 2, Sec. 2, of the constitution, the following shall be standing committees of the Senate: Committee on University Strategic Planning, Faculty Retirement Recognition, Professional Concerns, ~~and~~ Libraries, ~~and~~ Centers and Institutes, and WMU Essential Studies Executive Advisory."*

*Email Access Report – Carrick Craig, General Counsel*

Craig reported that in the past year, the Office of Information Technology did not request, and no approval was given, to access any employee email accounts.

*Athletic Board Report – Lisa DeChano-Cook, Chair*

DeChano-Cook gave a PowerPoint presentation of the board activities over the academic year:

<http://www.wmich.edu/sites/default/files/attachments/u370/2018/Athletic%20Board%20Report-FS.3-1-18.pdf>

Discussion covered the following questions and statements:

- In light of what has happened at Michigan State University, what is WMU doing to ensure no such issues exist here? DeChano-Cook stated that WMU has policies in place and the Athletic Board is reviewing those policies to determine if changes are needed.
- Are the Most Valuable Professors, mentioned in the presentation, listed on-line? DeChano-Cook indicated that they are not but she would like them to be. Ayers suggested adding the MVP group photograph to the WMU home page with a link to the list.

*Haenicke Institute for Global Education – Paula Zagalo-Melo, Associate Provost*  
Zagalo-Melo reported that he is proud the WMU faculty are the drivers for globalization at the University and that it is a WMU pillar. The Faculty Senate's

International Education Council is a strength for the University. The council has led impressive initiatives. However, there is a need to update the successful initiatives and create new ones in order to keep ahead of the curve, and stay a leading University. Zagalo-Melo outlined his key initiatives:

1. Study Abroad – whether it be international students attending WMU or WMU students going abroad to study. Study abroad has issues with realigning strategies, financial limitations, number of scholarships available, and the amount of scholarship dollars awarded.
2. Enrollment – the focus on diversity at WMU has been a success. International enrollment has been increasing. This is significant for WMU, while other universities faced challenges with international enrollment, WMU increased 3% this past fall.
3. Partnerships – HIGE seeks to help faculty find and/or build collaborative partnerships with universities in other countries.
4. Internationalization of Curriculum – global learning objectives will lead conversation of assessing global competence of students. HIGE will be looking at global classrooms and taking advantage of technology available in classrooms.

Zagalo-Melo expressed concern regarding transition of on-campus delivered programs to on-line delivery. It results in limitation of international student enrollment in the program since they are restricted to taking only one on-line course per semester, while hybrid courses are not a concern.

Discussion covered the following questions and statements:

- Will HIGE consider ways to help students find out how much funding is available at the time of registration for study abroad experiences? Zagalo-Melo stated that the timeline for announcing scholarships needs to be more effective.
- How is program quality assessed? Zagalo-Melo noted that the quality of a program is controlled by the faculty, or the international university that developed the program. For programs at other universities, site visits and student feedback are solicited.
- Have the twinning programs, such as Malaysia, been assessed? Zagalo-Melo reported that as programming is expanded, Malaysia is expected to be a key contributor. HIGE is developing an assessment of effectiveness for partnerships.

*Ad Hoc General Education Logistics Committee Update – Mervyn Elliott, Chair*  
Elliott reported that the committee is on track to complete its charges as of the end of the semester. The student requirements and course approval guidelines have been provided to the Executive Board. The last document, the guidelines for assessment are still being finalized. Feedback is being received regarding the WMU Essential Studies required student learning outcomes and assessment rubrics. Elliott recommend that departments and faculty start thinking about courses that they will want to submit to the program, where they may fit in the curriculum, and how the criteria will be assessed in those courses. The committee will be working with University Relations to evaluate communication planning. Discussion covered the following questions and statements:

- Will students be solicited or surveyed for feedback on which courses may be helpful to meet the critical thinking outcomes? Elliott stated there are no plans to survey students but the idea could be explored by the committee.
- Will the deadlines be met? Ayers reported that the Logistics Committee has created several documents including course approval guidelines and student requirements, which are expected to come to the floor of the Senate at its April 5 meeting. The tentative timeline is on the Faculty Senate website. The course approval process will begin in fall.

### **PROFESSIONAL AND ACADEMIC CONCERNS**

Discussion covered the following questions and statements:

- The remodeling in Kohrman Hall has disrupted Aviation classes for eight weeks. Van Der Kley noted that normally such issues would be directed to the Registrar's office; however, in this instance she will address it with her team to determine if construction can be rescheduled. She was unaware that classes were being conducted right below the construction zone.

### **ADJOURNMENT**

The Senate will meet next on April 5, 2018, in the Bernhard Center, room 208-209. The meeting adjourned at 6:41 p.m.

Sue Brodasky and Suzanne Davenport, Faculty Senate Office