

**Unit Communication Notes**  
**Faculty Senate Meeting**  
**February 1, 2018**

**\*Thanks to Vice President Sharon Carlson for her contribution to these notes\***

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

-President Ayers acknowledged the passing of Laurel Grotzinger, professor emerita of University Libraries and former Faculty Senate President from 1973 to 1975.

-With the recent addition of the Department of Physical Therapy, new Faculty Senator Don Hoover was welcomed.

-During December's Professional and Academic Concerns, an issue was raised regarding the timing of mid-term exams and the date mid-term grades are due to the Registrar. Associate Provost Dave Reinhold followed up on this and shared the tight window is based on the time required for advisors to access mid-term grades online, identify those students in need of intervention, contact, schedule and meet with those students, and provide adequate time for each student to determine if remaining in the class will be the best decision. The window for all that to happen is two weeks, which is narrow. While it is possible faculty could be given additional time to enter grades before the drop date, that would narrow an already-tight timeline for advisors.

-The highest honor we bestow on our students is designation as a Presidential Scholar. This year's event will be March 27, so please plan to accompany your unit's Scholar and join us in celebrating the best of our best students.

-Ayers acknowledged Western Student Association Vice President Logan Brown for his efforts on behalf of WMU's Tobacco Free Policy. Brown has spearheaded a public service announcement contest in collaboration with Student Affairs and Athletics to continue the messaging about WMU's now three-year old tobacco-free campus policy.

-Ayers provided brief council and committee updates

- *Campus Planning and Finance Council* is presenting its work on WMU budgetary procedures tonight. The Council also met with Interim Provost Susan Stapleton to learn of, and provide input on, new approaches to resource allocations within academic affairs.
- *Extended University Programs Council* met with Hardy Figueroa, director of Alumni Engagement, about University efforts to engage international alumni and with Diane Anderson, vice president for student affairs, about initiatives to improve international student inclusion and support comprehensive internationalization.
- *Graduate Studies Council* continues to review graduate program curriculum proposals, and is examining potential revision to the *Graduate Catalog* in order to better support faculty and student success.
- *Research Policies Council* welcomed Vice President Dr. Terri Goss Kinzy to its January meeting. The RPC has reviewed Office of the Vice President for Research procedures regarding support of faculty requests for mandatory cost-share on grants. Furthermore, OVPR has provided RPC with guidelines that distinguish between research contracts and business services. The guidelines will help researchers better identify

whether contracts should be initiated from OVPR or through the office of Business Services. These processes will maximize efficiencies for faculty who seek external funding and minimize risks.

- *Centers and Institutes Committee* has developed criteria for new proposals as well as for annual and five-year reviews of centers and institutes at WMU. These criteria have been used to review two proposals and will continue to be used during a trial period.
- *Transfer of Credit Committee* will be recommending changes to the current catalog language that will open up the possibility of graduating with honors to additional deserving transfer students.

### **President Edward Montgomery Remarks**

-Transformational Initiatives Fund: The two campus projects funded as part of this initiative are quickly unfolding. The first initiative, *Success@WMU*, is a large-scale campus commitment to small learning communities. The initiative ensures that every new undergraduate student has the opportunity to be part of a learning community, including connection to a peer leader who is assisted by faculty and staff. This is about making sure every incoming student has a deep connection to WMU that can enhance their success. WMU currently serves 1,650 students with learning communities and mentors. This coming fall, WMU's goal is to serve 5,500. The effort also includes a focus on improving success in WMU's gateway courses, enhancing grit and resiliency and a professional development opportunity for faculty and staff who want to become "champions" in some of the topical areas around which learning communities will be focused.

The second transformational initiative funded, *Esports@WMU*, is a pilot effort that will extend the community-building effort to students' recreational hours. WMU will become one of a relatively small number of colleges and universities nationwide to formally sponsor competitive team video gaming. According to time use data, young people spend more time video gaming than playing traditional sports, reading or watching TV. WMU will designate an existing location to equip with 22 stations that can be used in the short-term for competitions and skill development at the club sport level. That facility will also be available for community groups such as local school districts' esports teams. WMU is purposely not sponsoring a varsity esports team, as other institutions have done. WMU wants the flexibility of seeing how esports can have an impact on the community, how they can be used to encourage young women (already more than 40 percent of those engaged in gaming), and how they can be structured to serve those with disabilities. Moving into the future, the facility will allow WMU to evaluate and consider the development of academic programming designed to meet the career demands of a field that will double its revenues to become a \$1.5 billion industry by 2020. With 100 million monthly participants in games like "League of Legends" and a global audience expected to grow to 580 million by 2020, this investment in a state-of-the-art esports facility represents an opportunity to enhance the out-of-class experience for students from around the world.

-Retention: WMU's student success goals include increased retention rates and increased graduation rates, with retention paving the way to graduation. WMU's spring semester enrollment report shows that 93% percent of last fall's beginning first year class returned for the spring semester (a 2.3% increase from the previous year). To put this in context, only two of WMU's 23 peers have first-year retention rates over 90 percent. WMU's goal as an institution is to convert that group of students who came back for a second semester into students who come back for a second year. If WMU does that it will be at or near the top of WMU's peers for helping students find success.

*Promising enrollment numbers* lead to big admissions events and yesterday marked the first of four major admitted-student events on campus. More than 400 students and their families were on hand as the University set out to "seal the deal" and ensure they make WMU their school of choice. The turnout and atmosphere were terrific. WMU's new student numbers are looking very strong for this fall, especially among *nonresident undergraduates*, reflecting the wisdom of our decision last year at this time to dramatically reduce nonresident tuition. The number of nonresident undergraduate admits for this fall is up nearly 70% (1,700 to 2,900) over this

past fall's numbers at this time. Additional admitted student events are set for February 19, March 23 and April 13.

-*Dr. Satish Deshpande* became the new dean of WMU's Haworth College of Business on January 1. Dr. Deshpande's appointment followed a national search that determined the ideal fit for the position was right here on campus. He has served as dean on an interim basis since July 2016. Prior to that he had served for five years as the college's associate dean for operations and graduate programs. An expert on human resource management, Dr. Deshpande has been part of the University community since 1990.

-*Dr. Terri Goss Kinzy*, WMU's new Vice President for Research, who began her tenure here on January 8. Dr. Kinzy's appointment was made, also following a national search. This time, WMU found the right candidate at Rutgers University, where Dr. Kinzy served as both vice president for research and a faculty member in Rutgers' Robert Wood Johnson Medical School. Dr. Kinzy brings a proven track record of promoting faculty research across a diverse university and for building bridges between a medical school and its university. She's also a Midwesterner with strong family connections to the region, so this is something of a homecoming for her.

-Title IX and Keeping our Campus Safe: The University has watched the unfolding tragedy at Michigan State University and seen the human toll taken when reports of abuse are not heard. The WMU cabinet and Board have spent time talking to WMU's Title IX experts getting their advice and perspective on how our sexual misconduct policies are working. The campus' proactive efforts have increased awareness and there has been an increase in reporting since 2015. Nearly 3,000 members of the WMU's community have participated in the *Heroes Bystander Intervention Training*. WMU must send clear signals that assault, harassment, and bullying are not tolerated here as WMU continues to be proactive and diligent about making sure people feel comfortable making reports and ensuring there is a process in place to investigate and handle such issues. This is an on-going and continuing effort which requires all of the campus community to be engaged in so WMU ***sets the right tone, builds the right culture and does the right things***. It is important to continually review and update the procedures in place and make sure new people joining WMU's community are informed and know their responsibilities. For faculty and staff, WMU offers online training modules, in-person classes (three training opportunities this semester) and a printed Employee Response Guide. Campus wide distribution is due in the next few weeks. It is critical that each one of us knows how to respond appropriately to any allegation and to keep working to make this a safe campus. <http://wmich.edu/sites/default/files/attachments/u370/2018/Reporting%20Sexual%20Misconduct%20Employee%20Response%20Guide.2-1-18.pdf>

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

- *Elissa Kedziorek*, editor-in-chief for the *Western Herald*, WMU's student-run newspaper, has been chosen as the 2018 Michigan Fellow for the National Newspaper Association News Fellows Program in Washington D.C. this March.
- WMU's outstanding student vocal ensemble, *Gold Company*, has been invited to perform at the 2018 Monterey Next Generation Jazz Festival as a finalist in the festival's College Vocal Ensemble Division (March 9-11).
- Two of WMU's advertising and promotion students were selected by the American Advertising Federation to participate in the organization's Most Promising Multicultural Students Program for 2018. Abrahan Garcia of Holland, Michigan, and Alex Gutierrez-Spencer of Monroe, Michigan, are two of only 50 recipients of the annual award for the nation's top multicultural college seniors with exceptional academic and professional achievements. The students will be honored at a ceremony February 12-15, in New York City.

- *Dr. Brian Horvitz* has received a prestigious National Science Foundation grant of about \$300,000 to develop an instrument to study and validate instructional practices for online STEM courses. Collaborators on this award include: *Dr. Whitney DeCamp* (Sociology), *Dr. Regina Garza-Mitchell* (Educational Leadership, Research and Technology), and *Dr. Charles Henderson* and *Dr. Megan Kowalski* (Mallinson Institute for Science Education).
- *Dr. Upul Attanayake*, associate professor of civil and construction engineering, has received a \$250,000 grant from the Michigan Department of Transportation to study the effects of concrete cure time on epoxy overlay and sealant performance to minimize and avoid crack development in roads.
- *Associate Professor Lori Brown*, now teaching from WMU's aviation facility in Punta Gorda, Florida, has been lauded for her virtual reality research and classroom implementation with the opportunity to be featured in Microsoft's Mixed Reality Academy at the software firm's Washington state headquarters. She's built virtual flight and engine analysis simulation experiences for students, now she and her team are building a virtual airport.
- Last year at this time, WMU was able to announce that *Dr. Jeffrey Angles*, professor of world languages and literatures, had won the Japanese equivalent of a Pulitzer Prize for his book of original Japanese Poetry, becoming the first nonnative speaker of Japanese to win the Yomiuri Prize for Literature. Since then, he has added three other major literary awards in the last 12 months. He has won translation awards from the Poetry Foundation, the Modern Language Association and Columbia University.
- *Professor Steve Feffer* won the Golden Medallion from the Kennedy Center for Excellence in Theater Education.
- Finally, let me close with just a mention of a wonderful moment in University Arena Saturday, when Bronco *basketball legend Manny Newsome* was honored and had his jersey retired. Manny (Dr. Emanuel Newsome) played from 1960-64, was an All American, the nation's leading scorer for much of his senior year and a member of the U.S. Olympics Trials Basketball Team. He went on to a wonderful career in collegiate student life, earning his doctorate and a Harvard certificate and holding senior level positions at Indiana State, the University of Toledo and Florida Atlantic University. He personifies the kind of success that has been part of the Bronco experience on and off the court, and WMU was honored to have him back here so the University could acknowledge him.

### **Questions for President Montgomery**

**Q:** Does WMU have an ambition to be in the big three Michigan Universities? How do you see us as an opportunity university?

**A:** WMU is already amongst the big three. WMU offers broad-based opportunities and highly rated programs across every college. WMU has not told its story as well and the University is always looking for opportunities to strengthen WMU programs.

**Q:** What is the process at WMU for reporting assaults and complaints? What are our procedures for termination in such situations?

**A:** Felicia Crawford is the Title IX coordinator and coordinates investigation of complaints. He does not know the specific process for termination.

### **WMU Interim Provost Susan Stapleton Remarks**

-2018 is the year of engagement. The last awardee of the Bronco head and cookies went to ROTC for its efforts to raise food and funds for Invisible Need.

-The Books and Beer event at the Humanities Center featured readings by Dr. Mitch Katchun.

-Keith Hearit is taking the administrative lead on the Success@WMU initiative.

- The virtual reality learning lab is another thing stemming from the transformational initiative.

-College of Health and Human Services Dean search is being chaired by Lee Honors College Dean Gary Bischof. The search committee has been meeting and have airport interviews scheduled for the third week of March.

-Lee Honors Associate Dean search is being chaired by Associate Dean Andy Kline (Engineering and Applied Sciences). The goal is to have a new Associate Dean in place by July.

-Associate Provost for Budget and Personnel Dr. Jim Gilchrist is retiring so a search will soon commence.

-As part of the hiring process, implicit biases training is being conducted for members of search committees. Over 300 have taken part in the trainings.

-February 23 is spring convocation: this event will recognize discovery, diversity and global engagement.

### **Question for Interim Provost Stapleton**

**Q:** What can be done about lower numbers of graduate applications? What is the reason for this?

**A:** WMU is down about 200 applications. Some deadlines have been pushed back and applications have been delayed. The economy is better and as a result the applications to graduate programs are down

### **ACTION ITEMS**

The current terms of the Faculty Senate president and vice president will end at the May 10 meeting, and in accordance with the Bylaws, nominees for those positions are selected at the February meeting.

#### **Nomination of the Faculty Senate President**

The Faculty Senate office received one petition for candidacy for the office of president from Dr. Richard A. Gershon, professor of Communication. There were no additional nominations from the floor. Dr. Gershon's biographical information will appear on the ballot.

#### **Nomination of the Faculty Senate Vice President**

The Faculty Senate office did not receive any petitions for candidacy for the office of vice president. Since fewer than two nominations were received, the floor was opened to nominations for eligible and consenting candidates. Yvonne Ford nominated Janet Hahn from Interdisciplinary Health Programs. There were no additional nominations. Dr. Hahn's biographical information will appear on the ballot which will be mailed by February 5 to all faculty.

**MOA-18/01: WMU Essential Studies Learning Outcome Amendments (to MOA-17/05)** (Sarah Summy, Ad Hoc General Education Logistics Committee)

APPROVED

### **INFORMATION ITEMS**

**Campus Planning and Finance Council – WMU Budget Update** (Todd Barkman, Chair, with Jan Van Der Kley, Vice President for Business and Finance and Colleen Scarff, Executive Director for University Budgets) Barkman reported that CPFC has focused on the budget and how the process works. Scarff and Van Der Kley recognized Bret Wagner as liaison to CPFC and thanked Council members for their efforts on this work. Currently WMU uses an incremental budget model. Scarff and Van Der Kley presented a 3-year plan for a transition from our current budgeting system to a more Responsibility-Centered model (not pure RCM). This will be a bottom-up process.

**Questions for Van Der Kley and Scarff**

**Q:** How will workload and transparency be managed?

**A:** Van Der Kley responded that it will be up to the faculty to recommend ways to address those topics. There is a need to be respectful of the AAUP contract.

**Q:** How will the Academic Program Review and five-year cycle for reviews interface with this or have we moved on?

**A:** Stapleton responded “no.” Thinks it ties in beautifully with a new budget model where WMU is able to move resources.

**A:** Van Der Kley reported that the budget should not dictate curriculum.

**A:** Brylinsky reported that 2020 is the transformational program review from the Higher Learning Commission.

**Q:** Chair Barkman reported that a lot of good may come with a modified RCM model. With ebbs and flows of enrollment there is less money; will people be let go?

**A:** Van Der Kley reported we will have a WMU model.

**A:** President Montgomery noted it is the campus community’s decision as to how fast to make adjustments. How does WMU incentivize programs that are growing? Those choices are up to the faculty. Much will depend on what WMU values. **WMU is not going to a pure RCM model.**

**Q:** In the current budget model, when a sum of money is allocated, there is pressure to spend it all. Will there be changes?

**A:** Van Der Kley encouraged each department, each division, and each college to establish the needs of today and tomorrow. It is not known what shape that will take. Again, this relates to WMU’s values as an institution.

**Q:** What is meant by what “we” value? Does it include stakeholders? Who is the “we”?

**A:** President Montgomery responded that the “we” is everybody on the campus. They will be soliciting feedback in this inclusive process.

**Q:** What is the vision of the future of the University? Is WMU going to grow, stabilize?

**A:** Van Der Kley reported that Associate Provost Terry Curran has been working with the Haenicke Institute for Global Education and the Graduate College on this topic.

**Broncos First** (Andrea Beach, Co-Director, Center for Research on Institutional Change in Postsecondary Education)

The Broncos FIRST program has been a \$3.2 million U.S. Department of Education grant focused on raising the persistence rates of Pell-eligible students to ultimately graduate more students in this category. This project will shift to essentially become the Success@WMU project.

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

The committee had a four-hour retreat a few weeks ago as it has been working through pieces of this very complex initiative. The committee has delivered resources and a timeline to the Faculty Senate Executive Board

for consideration. The tentative roll-out date is fall 2020 with much remaining to be done before then, with the learning outcomes the priority of these efforts.

#### **Questions for Elliott**

**Q:** Will the timeline be published?

**A:** Yes, it will be on the Faculty Senate website.

**Q:** What about beta testing and data collection?

**A:** There will be a centralized data collection site. There is a process for this already and can be done in Elearning. As the courses get submitted for approval, the data collection plan must be included. Data collection will occur during the semester the course is taught.

### **PROFESSIONAL AND ACADEMIC CONCERNS**

During the December Professional and Academic Concerns, an issue was raised about students' use of free and paid sites offering quizzes and notes. Director John Jellies provided a brief summary report on behalf of the Professional Concerns Committee on this topic:

#### **-Legal implications for dealing with free and paid websites:**

- General Counsel, Carrick Craig, will help develop a set of guidelines/best practices if you have concerns or need to make responses to students.
- It is a violation of University policy for a student to use a wmich.edu email for commercial purposes.
- Professors have the right to copyright study guides, notes, and exams.
- Faculty likely own the copyright to all course materials they have prepared (e.g., quizzes, exams, syllabus, lectures).
- Talking about this in class gives instructors the opportunity to discuss ethical treatment of copyrighted materials and can help support ethical behavior and student success.
- File a Digital Millennium Copyright Act (DMCA) notice if you see your material posted without your permission on a website (see: <http://www.dmca.com/FAQ/What-is-a-DMCA-Takedown>).

**-Textbooks from Textbook Alley** - Students are having problems getting books in the bookstore due to the arrangement. Instead of course textbooks being organized by topical area (ENGL, HPHE, BIOS), they are now organized by textbook author's last name, regardless of topic. The bookstore will be contacted and hopefully the prior arrangement of textbooks may be resumed or there may be another solution to resolve the problem.

The meeting adjourned at 7:12 p.m. Next meeting is March 1.