The Faculty Senate met in Rooms 208-210 of the Bernhard Center. There were 71 Senators and substitutes present.


Guests: Todd Barkman, Biological Sciences; Christine Byrd-Jacobs, Interim Dean, Graduate College; Chris Cheatham, Vice Provost for Budget and Personnel; Lauryn Cook, guest of Lisa DeChano-Cook; Paula Davis, Director of Strategic Communications; Marilyn Duke, Center for Academic Success Programs; Mervyn Elliott, Director, WMU Essential Studies; Carla Koretsky, Dean, College of Arts and Sciences; Edwin Martini, Associate Provost for Extended University Programs; Tony Proudfoot, Vice President for Marketing and Strategic Communication; David Reinhold, Associate Provost for Assessment and Undergraduate Studies; Lauren Smith, President, Western Student Association; Tom Wolf, Chief Information Officer

Staff: S. Brodasky, S. Davenport

Faculty Senate President Richard Gershon called the meeting to order at 5:08 p.m.

PROCEDURAL ITEMS

Acceptance of the Agenda

A motion was made by Krawutschke, seconded by Rudge, to accept the agenda as presented. Motion carried.

Approval of Minutes of 9 May 2019 Senate Meeting

Without objection, the minutes of the 9 May meeting were approved as published.

Faculty Senate Executive Board Report – Richard Gershon, Faculty Senate President

Senate President Gershon reported:

- Last year, 2018, marked the 60 year anniversary of the founding of the WMU Faculty Senate in 1958.
- Please welcome newly and re-appointed Faculty Senator Presidential Appointees:
  - Terri Goss Kinszy, Vice President for Research
  - Candy McCorkle, Vice President for Diversity and Inclusion
  - Jan Van Der Kley, Vice President for Business and Finance
- Also, welcome newly elected Faculty Senators:
  - Sandra Glista, Emeriti representative
  - Amy Bocko, Chair, Extended University Programs Council
  - Steve Covell, Comparative Religion
  - Steve Carr, Computer Science
  - Kelsey Paschich, Dance
  - Mariam Konaté, Gender and Women’s Studies
  - Olivia Gabor-Peirce, World Languages and Literatures
- Please welcome back to WMU Jeffrey Breneman, Vice President for Government Relations.
- Since the last Faculty Senate meeting in May, we have learned of the passing of current and retired faculty members:
  - Current Faculty Members:
    - Robin Gallagher, Family and Consumer Sciences
    - Casey McKittrick, English
  - Retired and Emeriti Faculty Members:
    - Joseph Engemann, Biological Sciences
    - Rainer Erhart, Geography
    - Daniel Fleischhacker, Theatre
    - Lindsley (Lin) Foote, Chemistry
    - Thomas Kent, former College of Arts and Sciences Dean and Professor of English
    - Ruth Ann Meyer, Human Performance and Health Education
    - William Rowekamp, Health, Physical Education, and Recreation and former Football Coach
- An overview of the work of the Faculty Senate for the coming year was provided in the linked presentation:

Remarks by Edward Montgomery, WMU President

President Montgomery’s remarks included the following:

- Activities: a reception to celebrate previous Faculty Senate presidents who shaped shared governance at WMU was recently held. It was an honor to sit in a room with the many outstanding individuals who represent decades of leadership and to hear about everything they and the faculty members who worked with them accomplished was very moving. It was a reminder of the importance of continued collaboration and how much the work and willingness to move WMU forward of the Faculty Senate is appreciated.
State Budget: Governor Gretchen Whitmer signed on Monday a state budget that included the higher education appropriations that were expected, meaning that WMU is proceeding with the budget adopted by the Board of Trustees in June. The state budget includes a 0.5% increase in WMU’s appropriation, which supports the 4.3% tuition increase and 1% operations increase. The leadership team is working to address an $11 million deficit reduction so that WMU is on solid footing moving forward.

Strategic Resource Management: as mentioned in the State of the University address, the SRM committees have provided recommendations to the steering committee. They include focus on space and auxiliary. Training will be forthcoming. All of the work that went into those recommendations are appreciated as well as everyone who has been involved in that effort.

Employee Engagement Survey: the feedback sessions held this week are the first step of sharing the survey results with the WMU community and obtaining feedback. There were 114 pages of typed comments collected at the sessions which will be posted online. Those sessions were part of the process that was initiated in the spring to gather feedback from across our faculty and staff to find out how WMU leaders are doing and where there can be improvement. Employees were not shy about stating their thoughts. Some of the results were difficult to hear, but the University’s senior leadership needed to gather the data that can be assessed and then formulate a plan for how to do better job, with involvement from faculty, staff and leadership. Leadership is very serious about elevating the campus environment and making it a place where everyone feels like a part of the WMU team. For those who were not at one of the sessions, there is still an opportunity to participate in the process. There is a new website set up to provide the survey results and initial feedback, and to enable others to provide feedback.

https://wmich.edu/employee-engagement

WMU Essential Studies: there is excitement about the launch. To everyone who is serving in a leadership capacity, to those who are submitting and reviewing courses, and everyone who is involved in the myriad details that must be addressed before we launch this program, thank you.

Honorary Degree: a recipient of a WMU honorary degree, Dr. Bojie Fu, professor in geography and landscape ecology at the Research Centre for Eco-Environmental Sciences at the Chinese Academy of Sciences, was on campus this week. His research focuses on interactions between human beings and the environment, sustainability, and interactions between ecosystem services assessment and management. Thank you to the Faculty Senate Executive Board for its work in updating the procedures. Special thanks to Faculty Senate President Richard Gershon, who has done an exceptional job in navigating this effort that has resulted in a vibrant and effective process to help identify truly exceptional individuals and raise the visibility of the institution.

Autonomous Electric shuttles: designed to help those challenged with mobility is a great new research project at WMU. The new shuttles will be tested as part of a project funded by the Michigan Department of Transportation’s Michigan Mobility Challenge. WMU is one of several collaborators on this study, including colleagues at the University of Michigan, Robotic Research, Comet Mobility, Pratt & Miller and others. Zach Asher, an assistant professor of mechanical and aerospace engineering is working with two graduate students to test two of these futuristic vehicles. Don’t be surprised when you see one of the shuttles, which don’t look anything like any other vehicle on the road, motoring around campus this month.

Research Accolades: there are numerous examples of how WMU faculty are doing research that is moving society forward and making a difference to people’s lives around the globe. Examples include addressing the opioid crisis or supporting women in Science, Technology, Engineering, and Math (STEM) fields, or collecting information on vital minerals. WMU investigators are at the front of world-changing innovations. Please recognize and support this work as a critical component of WMU’s mission.

Teaching Accolades: Many who chose to enter higher education did so because they wanted to make a difference for students. Sometimes faculty see the results of their work when they hear about students’ accomplishments. Sometimes students reach out to faculty through emails, but many times faculty don’t know what kind of impact their efforts make, especially for those who go above and beyond what is expected. When you want to see some great examples of how teaching can change the world for students, just go to the WMU website and click on the new videos that the Office of Marketing and Strategic Communications has produced. They tell amazing stories of what a mentor, a guide, and a supporter can make for students. The videos exemplify the effort that’s at the core of faculty work, the relationships with students in motivating them to be tomorrow’s leaders and change-makers.

A question was raised regarding the U.S. News & World Report ranking that indicated WMU ranked lower than it had before and lower than Central Michigan University and Grand Valley State University. Montgomery reported that U.S. News & World Report recently added 70 schools to the national schools being ranked. What continues to hold WMU down is graduation rates, which is one of the metrics that has fallen for WMU.

Remarks by Jennifer Bott, Provost and Vice President for Academic Affairs

Provost Bott’s remarks gave an overview of the Employee Engagement Survey results. Details are include in the presentation linked below: https://wmich.edu/sites/default/files/attachment/2019/EngagementSurvey_FS10-3-19.pdf

It was questioned if there was a survey response that surprised the Provost. Bott stated she was struck that even in tight budgetary constraints there is still a common element of intense pride and from that place there is nothing WMU can’t do, but 31% of respondents indicated that the institution is not well run, which is a call to action.

www.wmich.edu/facultysenate
ACTION ITEMS

Faculty Senate Vice President Special Election – Selection of Candidates

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 2020. The Faculty Senate office received one petition for candidacy for the office of vice president from Marilyn Kritzman, faculty specialist II – professional specialist, School of Communication. With no additional nominations from the floor, and without objection, nominations for vice president were closed. Ballots will be mailed on 18 October to all faculty and voting will close on 4 November at 5 p.m.

MOA-19/05: Revision of MOA-16/08: High School Dual Enrollees Undergraduate Catalog – Bruce Ferrin, Chair, Undergraduate Studies Council and Ed Martini, Associate Provost for Extended University Programs

Ferrin stated that the Undergraduate Studies Council recommends the revision of the Undergraduate Catalog-Admissions-Nontraditional Admissions Program-High School Dual Enrollment admission criteria, as established in MOA-16/08. Martini provided details regarding the data in the presentation linked below:


Discussion included data of how GPA is a better predictor and test scores are not effective predictors for student success. It was suggested that there may be an issue with perception if test scores are not collected, since test scores are required for WMU admission. The revised GPA of 2.75 aligns with the current WMU admissions qualifications for First Time In Any College (FTIAC) students.

A motion was made by Krawutschke, seconded by Ayers, to approve MOA-19/05 as presented. With one opposed, the motion carried.

INFORMATION / DISCUSSION ITEMS

Academic Program Review – Jennifer Bott, Provost and Vice President for Academic Affairs

Bott stated that this is a new and improved academic program review process and asked for faculty to suspend judgment and assume good intent. She deferred to Vice Provost Chris Cheatham to provide the presentation linked below:


Questions included:

- What is environmental scanning? Cheatham stated it is the demand for students in that field.
- It was noted that undergraduate and graduate programs are related, when talking about annual layered review, that should include all programs in a department to be reviewed at the same time.
- What is the data output, will it all be qualitative? Cheatham indicated it will be a qualitative review and the administration will not be providing departmental indicators, nor will there be faculty review teams providing scoring of the templates. However, data will be available via one or two

Cognos reports containing all the data that will need to be entered into the template.
- What defines quality? Cheatham stated there are global indicators such as student success and graduation rates, but departments will be asked what assessments they have established, such as learning outcomes and how does the department measure success. Discussion of assessment and setting learning outcomes was held.
- With all departments being reviewed this academic year, how will reviews be transitioned to a five-year staggered review cycle? Cheatham explained departments will be staggered starting off a new schedule.
- Why aren’t metrics measured to other universities? Cheatham gave an example of second-year retention rates to explain the difficulty of collecting relatable data. A comparison to peer institutions was considered, but it is impractical for individual programs.

Think Big Initiative – Tony Proudfoot, Vice President for Marketing and Strategic Communication

Proudfoot qualified that 100% of those in attendance at this meeting feel like they have a deep stake in WMU and feel like they have constrained resources. Think Big, he stated, is about resources and relationships among the people who have a stake in the University, by creating value among all of WMU stakeholders and finding values that are shared by all stakeholders. It is intended to increase enrollment, increase giving, and increase engagement. It will create opportunities for the University to garner additional revenue from the State beyond the Higher Education allocation. A major focus will be wellness. The research indicates WMU’s brand position will build on four pillars: career preparedness, purpose, flexibility, and wellbeing. There will be a major roll-out of the Think Big initiative on 14 and 15, and a specific time for faculty on 30 and 31 October to provide more detailed information of the University wide collaboration efforts.

WMU Essential Studies Update – Mervyn Elliott, Director

Elliott’s remarks included details which are included in the presentation linked below:


Questions included:

- Are all the documents on the Faculty Senate website? Elliott sated they will be as of next week.
- Have all courses completed review? Elliott indicated that some are still in process.
- It was noted that 70% of courses that were part of General Education are now part of WMU Essential Studies, so will community college articulations agreements stay as they are? Reinhold reported that WMU will maintain the current agreements, but will slowly revise them as WMU transitions to WMU Essential Studies. Discussion was held regarding student learning outcomes. Reinhold noted that the program will be data driven and the assessment data collected will allow for adjustments to those agreements over time.
PROFESSIONAL AND ACADEMIC CONCERNS
Discussion included:

- It was stated that the new tool for course evaluations is difficult to use, specifically when customizing questions. Reinhold stated that his office administers the product which was selected by the AAUP and the Administration. He asked that faculty contact him directly with any difficulties they are experiencing.

- It was questioned how honored persons from the past, whose names are tied to buildings that are being raised, will continue to be honored, such as McCracken and Bernhard. Van Der Kley stated that surviving family members are contacted to determine alternates, and that the naming of new buildings are still under discussion.

- It was noted that the new street light banners and wrapping on facilities management vehicles are not the correct WMU gold color. Van Der Kley stated that the facility vehicles are the specific gold as defined by the Office of Strategic Marketing and Communications.

- A comment from a faculty member who is also a parent of a WMU student was made indicating that navigating or acquiring correct information from the Student Financial Aid Office is extremely difficult. A revision of DegreeWorks was asked for to include financial aid eligibility status. Bott stated that it would be difficult to load financial aid data into Banner, so a new technology product is being implemented to automatically update and send email messages regarding financial aid, which is slated to begin next fall. However, an issue exists when students don’t read email from theirwmich.edu email. WMU has to build the expectation by students that important information comes from wmich.edu email only.

ADJOURNMENT
The Faculty Senate will meet next on 7 November 2019, in the Bernhard Center, room 208-210. The meeting adjourned at 7:16 p.m.

Sue Brodasky and Suzanne Davenport, Faculty Senate Office