

**WESTERN MICHIGAN UNIVERSITY
FACULTY SENATE MEETING
Minutes of 17 September 2020**

Call to Order

The regular meeting of the Western Michigan University Faculty Senate was called to order at 5:02 p.m. on 17 September 2020, via Webex video conferencing by Marilyn Kritzman, president. The recording secretary was present.

Roll Call: There were 65 members and substitutes present, and 38 guests.

Members Present: Osama Abudayyeh, Onur Arugaslan, JoAnn Atkin, Upul Attanayake, Steve Bertman, Sunday Bonifas, Jennifer Bott, Jody Brylinsky, Stephanie Burns, Jim Butterfield, Steven Carr, Lisa DeChano-Cook, Anthony DeFulio, Heidi Douglas-Vogley, Maria Fava, David Flanagan, Yvonne Ford, Richard Gershon, Maria Gigante, Sandra Glista, Lori Gray, Decker Hains, Keith Hearit, Don Hoover, Mark Hurwitz, Antonio Isea, Dae Kim, Jean Kimmel, Terri Kinzy, Marilyn Kritzman, Valerian Kwigizile, Mary Lagerwey, Douglas Lepisto, Debra Lindstrom, Nathan Lisak, Thayma Lutz, Candy McCorkle, Matthew Mingus, Edward Montgomery, Reza Mousavi, Dave Nofsinger, Paul Pancella, Kelsey Paschich, Kelley Pattison, David Paul, Staci Perryman-Clark, John Petrovic, Susan Piazza, Troy Place, David Rudge, Linda Schmidt, Larry Simon, C. Dennis Simpson, Scott Slawinski, Vivian Steemers (for Olivia Gabor-Peirce), Sarah Summy, Marianne Swierenga, David Szabla, Jeff Terpstra, Joyashish Thakurta, Yu-Lien The, Vince Torano, Andre Venter, Zeljka Vidic, Andrew Zolp

Members Absent: Stephen Covell, Clifton Ealy, Pavel Ikononov, Kyle Jehnzen, John Jellies, Dean Johnson, Vyacheslav Karpov, Mariam Konate, Peter Krawutschke, Adam Manley, Parviz Merati, Alexandra Pekarovicoa, William Rantz, Mickey Rosalez, Tim Scheu, Jan Van Der Kley

Guests: Nicole Allbee, Director, Office of Student Conduct; Eric Archer, International Education Council; Michele Behr, University Libraries; Patrick Bennett, Mathematics; Tom Birkenbach, Office of Information Technology; Steve Butt, Dean, College of Engineering and Applied Sciences; Christine Byrd-Jacobs, Dean, Graduate College; Christopher Cheatham, Vice Provost for Budget and Personnel; James Cousins, Associate Dean, College of Arts and Sciences and Interim Director, WMU Essential Studies; Paula Davis, Director of Strategic Communications; Derek Diget, Office of Information Technology; Vickie Edwards, Public Affairs and Administration; Marcia Fetters, Associate Dean, College of Education and Human Development; Bryon Glock, WMUx; Evan Heiser, Director, WMU Signature Program; Beth Jarl, Family and Consumer Sciences; Ben Koestler, Biological Sciences; Carla Koretsky, Dean, College of Arts and Sciences; Eli Lantz, Western Student Association; Edwin Martini, Associate Provost for WMUx; Shannon McMorro, School of Interdisciplinary Health Programs; Kari Montgomery; Suzie Nagel-Bennett, Associate Vice President for Student Affairs and Dean of Students; Jacob Neumann, Office of Information Technology; Laura Probyn, Office of Marketing and Strategic Communications; Tony Proudfoot, Vice President for Marketing and Strategic Communication; Gayle Ruggiero, Medical Director, Sindecuse Health Center; Holly Sisson, Human Performance and Health Education; Chris Sligh, Director, Student Engagement; Mercedes Tubino-Blanco, Spanish; Carol Weideman, President, WMU-AAUP; Cody Williams, Mallinson Institute for Science Education; Thomas Wolf, Chief Information Officer; Kara Wood, Associate Vice President for Community Partnerships; Jacobi Wright, Vice President, Western Student Association; Paulo Zagalo-Melo, Associate Provost for the Haenicke Institute for Global Education

Staff Present: Sue Brodasky, Suzanne. Davenport

Quorum

A quorum was present. 47 Senators of the 42 needed for quorum signed in.

Agenda

It was moved by D. Flanagan, seconded by D. Rudge, to accept the agenda as presented. The motion carried.

Minutes

It was moved by D. Rudge, seconded by A. Venter, to approve the 6 February minutes as presented. The motion carried.

Reports of Officers

Faculty Senate President Kritzman's report included the following:

A moment of silence was observed for these emeriti faculty that have passed since the last Faculty Senate meeting:

- Wendy Cornish, Dance
- David Curl, Education and Professional Development
- Robert Eisenberg, Biological Sciences
- Ronald Flaspohler, General Studies
- David Lewis, Sociology
- Richard Passero, Geology
- Robert Spradling, Music

These are the newly elected Faculty Senators:

- Sunday Bonifas, Accountancy
- Nathan Lisak, Aviation Sciences
- Reza Mousavi, Business Information Systems
- Alexandra Pekarovicova, Chemical and Paper Engineering
- Pavel Ikononov, Engineering Design, Manufacturing and Management Systems
- Robert Manley, Family and Consumer Sciences
- Tim Sheu, Finance and Commercial Law
- Larry Simon, History
- Troy Place, Industrial and Entrepreneurial Engineering and Engineering Management
- Marianne Swierenga, Libraries
- David Paul, Philosophy
- Kyle Jehnzen, Representative-at-Large
- Jody Brylinsky, Emeriti

These are the returning departmental Senators:

- Andre Venter, Chemistry
- Stephanie Burns, Counselor Education and Counseling Psychology
- Kelsey Paschich, Dance
- Dean Johnson, Electrical and Computer Engineering
- Scott Slawinski, English
- Anthony DeFulio, Psychology
- Matthew Mingus, Public Affairs and Administration
- John Jellies, Representative-at-Large
- C. Dennis Simpson, Representative-at-Large

Those who have been appointed as Faculty Senate Executive Board Directors include:

- Osama Abudayyeh, Engineering and Applied Sciences
- Anthony DeFulio, Arts and Sciences
- David Flanagan, Business
- Yvonne Ford, Health and Human Services
- Decker Hains, Engineering and Applied Sciences
- William Rantz, Aviation
- C. Dennis Simpson, Health and Human Services

The following Memoranda of Action have been approved by the administration:

- MOA-19/08: Creation of the Eligibility to Serve as WMU Principal Investigators on Sponsored Projects Policy
- MOA-19/13: Revision to the Appeal for a Hardship Withdrawal Procedures for Erroneous Third-Party Documentation
- MOA-20/01: Revision to Create Faculty-driven Prior Learning Assessment Opportunities for Graduate Programs
- MOA-20/02: Revision to Create Faculty-driven Prior Learning Assessment Opportunities for Undergraduate Programs

Each October the Faculty Senate requests faculty fees donation from all of the 900+ academic rank employees at WMU. These fees support the Board of Trustees-appointed shared governance work the Senate facilitates through the councils, committees, and subcommittees. The collection of a \$20 fee from 900 faculty members could bring the Senate closer to being a self-sustaining operation. With many changes in 2020, the Faculty Senate will soon be offering a new way for faculty to contribute. When the donation requests are circulated there will be a donation button on the Faculty Senate website to process online credit card payments.

Appreciation is extended to Directors Yvonne Ford, William Rantz, and former Director John Jellies, for their contributions and dedicated service on two significant University endeavors, the Fall Contingency Planning Task Force and the Joint Instructional Advisory Committee. Additionally, Vice President Sarah Summy has recently been named to the Marketing and Strategic Communication Faculty Advisory Committee.

Due to the COVID-19 pandemic, as of August 17, 2020 the Faculty Senate office will be operating with limited in-person hours. Staff will be in the Moore Hall offices on Mondays and Tuesdays from 8 a.m. to 2:30 p.m. and on Thursdays from 10:30 a.m. to 5 p.m. The majority of functions will continue to be performed remotely.

When addressing the Board of Trustees as one of the partners of shared governance, President Kritzman compared life on Western's campus during a global pandemic to those six days in April 1970 when the world watched the Apollo 13 space mission conclude as a successful failure. In keeping with that analogy, WMU is partially around the moon and has successfully opened for fall classes. Colleagues from every corner of campus have joined forces to create a mixed model of instruction and out of classroom experiences to welcome nearly 20,000 students back to campus. Dozens and dozens have worked tirelessly to ensure that this fall opening was one of Western's finest hours. Many faculty have added new skill sets to their repertoire in order to move to online instruction and making the campus COVID-19 ready. Consider this leg of the mission a success. Appreciation and thanks were expressed to faculty, staff, and administrative colleagues. Western could not have launched this fall opening without their time, talent, and commitment. All should be proud of their accomplishments and the Faculty Senate Executive Board proudly and humbly acknowledges all that has been done in the past few months.

Congratulations and best wishes were extended to the 85 faculty who chose to take the early retirement buy-out in addition to the 34 faculty who retired during the past fiscal year. There is a large hole on campus as it bids farewell to successful and trail-blazing faculty who have worked on behalf of WMU students, the University, and the greater community. President Kritzman stated *"A professor ignites the fire that fuels a student's thirst for knowledge, curiosity, and wisdom; Words cannot adequately express the gratitude for your contributions and the insight you brought to daily life; As you retire...have fun, be brave, be curious, discover a wider world, enjoy the years that lie ahead. Now that you have climbed the mountain, you can enjoy the view. You will be missed."*

Tonight is the first gathering of the Faculty Senate since February of 2020. The Senate was not in session on May 7 when Past President Rick Gershon concluded his 2018-20 term as Faculty Senate President. President Gershon led the Senate with a strong dedication to shared governance. His passion, persistence and momentum over the past two years is appreciated. He was presented with a ceremonial gavel. Immediate Past President Gershon expressed appreciation for all the people he worked with, noting it was a pleasure to have served as president of the WMU Faculty Senate.

Remarks of WMU President Edward Montgomery included: welcome back to the first Faculty Senate meeting of this academic year. Everyone is living and working in an unprecedented time and thanks to the members of this body for their efforts on behalf of the faculty and the University.

Also, to be recognized is everyone who has made it possible for faculty, staff, and students to return for this academic year. To those who quickly pivoted their teaching modalities back in March, who taught through our summer sessions, and then incorporated the tools into the fall courses, those efforts are amazing, with creativity in reimagining subjects for a very different year. This creativity and determination have extended across campus to all colleges, divisions, and units. The WMU Libraries have not only done quick and exceptional work in making resources available when its doors closed, but it has adapted and are reopening to serve students in a safe and healthy manner. And then there are the AFSCME team members, who play a critical, but not always visible, role in creating a safe campus. As many were planning to return to campus, those team members were already on campus, going above and beyond to prepare the interior and exterior spaces for a safe return for faculty, staff, and students. In addition to quickly and efficiently putting state-of-the-art cleaning tools and technologies to use on campus, they were instrumental in preparing classroom spaces for socially distanced learning and posting more than 1,500 COVID-19 safety signs across campus. They are owed thanks.

This semester is off to a solid start. Certainly, like all of society, it has been marked by the pandemic. WMU has experienced COVID-19 cases, but it also has implemented an extensive strategy to mitigate exposure and spread. WMU continuously consults with state and local health experts to ensure there is a consistent strategy with proven science and public health practices. Aside from this partnership, one of the advantages at WMU is that there is a health center with a fully dedicated staff focused on the University's population. WMU is the size of a small city, some 24,000 people, so having a health center dedicated to this community's needs is invaluable.

Thanks to those who were part of the contingency planning, as WMU is moving through the semester using a targeted intervention strategy in dealing with COVID-19. Just as the state has established indicators for determining which types of operations can be safely conducted and at what capacities, rather than working from a simple all-or-nothing dichotomy, so is WMU. The University is acting as circumstances warrant and is "working the plan" to address each situation directly and immediately. Isolation, quarantining, and tracking and tracing protocols are being followed, including thorough cleaning, and sanitizing of spaces. Keeping the University community safe remains paramount. As those on the front lines in classrooms and labs, appreciation is expressed for that role in playing to model and promote safety behaviors, as protecting the University community is an all-hands effort.

Following the Board of Trustees meeting an email was distributed with an update on the current budget situation. While there were some bright spots relative to enrollment and the state's overall budget situation, the Board of Trustees approved a proposed fiscal year general fund budget with a \$76 million reduction over the previous year. This amount includes an anticipated 20% reduction in state funding. The federal and state funding environments and enrollment trends will be closely monitored, with the goal of stabilizing WMU's finances in attempts to avoid the necessity of mid-year reductions during this fiscal year and additional cuts in the next fiscal year.

As of census, the fall enrollment is 20,490, down 4.6% from last year. Total enrollment puts WMU on-par with pre-pandemic demographic models that predicted a 4.5% to 5% decrease in Michigan's college-going students this fall. WMU did not gain ground, but also did not lose any against these head winds, exacerbated by even more high school graduates taking gap years and fallout from the worst economic downturn since the Great Depression. Confidence in the value of a Western degree remains high and is growing around the world. For example, this year WMU grew by 585 students in its partnership with Guizhou University of Finance and Economics in China, and it also slightly increased out-of-state enrollment. Clearly, the value of a Western degree is strong and growing in markets where domestic students are staying closer to home and international recruiting has been disrupted.

There has been concentration on engaging with all of the key audiences, faculty, staff, students, alumni, legislators, health officials, and local leaders in order to provide current information on the many key

topics that are facing the campus community right now. One of those important topics is related to racial injustice and systemic racism, both nationally and locally. It has been heard loud and clear from members of the campus community that WMU needs to step up its efforts to address these issues on campus. In response to that, Vice President of Diversity and Inclusion Candy McCorkle has been asked to lead a Racial Justice Advisory committee. This body, which convened for the first-time last week, will look at how WMU can address these challenges and make the University a more open, welcoming, and inclusive place for everyone.

There were 85 individuals who took part in the Voluntary Early Retirement Program that was offered to faculty this summer and their impact and accomplishments will be celebrated later this year. Those individuals, along with other recent retirees, may be among the first to take part in a Last Lecture series at WMU. This is a great program that has been well received at other institutions and is believed to be a very fitting way to recognize and share appreciation for the contributions that retiring faculty have made to the institution, to their respective disciplines, and to the broader understanding of the world. There will be more to learn about this program as it is developed over the coming months. Thank you to Rick Gershon, Dennis Simpson, and Yvonne Ford for their work to establish this series.

The new television spots and digital promotions are inspiring to those of us who already know what is great about WMU, and they offer a first look at Rethink Smart, the creative strategy behind WMU's new brand identity. This strategy emerged from the collective work as part of the Think Big process. It defines Western as the place that is expanding what it means to be smart in a changing world. Students need all the things expected in college, but to be smart today, they must also craft a purpose. Knowing the 'why' is what will prepare our students to thrive personally and professionally, regardless of the obstacles they may face. Ninety-four percent of teens say that having a meaningful career, not a job, a meaningful career is important to them. That's probably why research showed that Rethink Smart was not only the most differentiating, authentic, and compelling concept to come out of Think Big, but it is also the idea most likely to generate new interest among prospective students. When tested, 92% of college-bound students who were not seriously considering WMU became more interested in the University after seeing the Rethink Smart concepts and ideas. That's very telling, and it's a positive point as WMU builds its existing strengths in academics and research and seeks to appeal to 21st century students.

News items across campus include, a team who launched the Center for Principled Leadership and Business Strategy at the Haworth College of Business that has a new initiative under way, Sleeping Giant Capital. Drs. Doug Lepisto and Derrick McIver are managing this new investment firm that is focused on generating economic, social, and educational returns in West Michigan by acquiring small businesses. These businesses will be connected with MBA students, and experienced professionals, who are part of a training program that the Center will soon launch. The overall goal is to train aspiring leaders on small business management to create ownership pipelines. It is a win for the businesses, the participants, the region, and the University.

Recently a team of WMU investigators has received a nearly \$1 million award from the National Science Foundation to increase STEM (Science, Technology, Engineering, and Math) degree completion among low-income, high-achieving undergraduates with demonstrated financial need. This five-year project will begin in January. It will focus on integrating and supporting transfer students while developing their identities as scientists and preparing them for scientific careers and/or graduate studies. The investigator team includes Associate Professor of Chemistry Megan Grunert Kowalske, Geological and Environmental Sciences Department Chairperson Heather Petcovic, Professor of Chemistry Andre Venter, and Assistant Professor of Chemistry Kelly Teske.

Dr. Kevin Corder, professor of political science, is the co-author of a new book focusing on the outcomes following the 1920 passage of the 19th amendment, which gave U.S. women the right to vote. In *A Century of Votes for Women: American Elections Since Suffrage*, Corder and his co-author Christina Wolbrecht explore how the amendment's ratification did not equal access for women who wished to vote. They have recently been featured discussing this topic in *The Wall Street Journal* and *Smithsonian Magazine*, as well as the American Bar Association's *Insights on Law and Society* magazine.

When Dr. Alessandro Danna-dos-Santos, an associate professor of physical therapy, learned that there was a need for better face shield protection for school children, he jumped into action to develop an effective and affordable prototype. He then engaged Dr. Adriana Degani of the Unified Clinics, along with his own middle-school-aged children to help design and test the shields. The result of that effort is a product produced through a partnership between the WMU Laboratory for Advances in Rehabilitation Sciences and Synergy Applied Medical and Research Inc, Dozens of the shields have been donated to a local school.

Remarks of the Provost and Vice President for Academic Affairs Jennifer Bott included: the challenge of COVID-19 garnered reflection of what principles are guiding choices and serving as the foundations for work. Encouragement was expressed to either find an opportunity to concur or, at a minimum, provide a chance to reflect individually on these three principles. 1 – Community: a sense of community is more critical than ever. The challenge is to create that community across time, space, behind masks, or across a virtual platform. It is done by reaching out, checking on students (in person or online) and sharing care, concern, and a helping hand. The same goes for those working together as colleagues, committed to advancing disciplines. 2 – Civility: a community relies on civility, made more difficult during a pandemic and a divisive election. The role of modeling civility in times of agreement and especially disagreement, could not be more important. Appreciation was expressed to the Faculty Senate for its emphasis on civility, as well as the We Talk initiative, for bringing an awareness to these issues. 3 – Collaboration: work relies on a shared commitment and shared purpose. There are many examples of successful collaboration, WMU Essential Studies is one. The provost invited everyone to join in developing community, through collaboration, and with civility.

Discussion included the topics of COVID-19 testing, concerns of students off campus activities, students returning to classes following exposure and quarantine, contact tracing, testing five days after exposure, repercussions of students breaking the Student Conduct Code, and delays in testing. Additional questions should be directed to the provost office.

Reports of Faculty Senate Councils and Committees

WMU Essential Studies Interim Director James Cousins updated the Senate on the status of WMU Essential Studies. Appreciation was expressed to Mervyn Elliott, Sarah Summy, and Decker Hains. Cousins is gaining perspective and is excited for the potential of WMU Essential Studies. A great deal of effort has been made toward the community college articulation agreements in relation to WMU Essential Studies. A comprehensive marketing plan is being created, as well as compliance and oversight planning. Training in support of assessment will be provided with the assistance of WMUx.

Discussion included necessary changes in assessment plans due to changes in teaching modalities.

Reports of University Committees

None.

Unfinished Business

Faculty Senate President Kritzman reported that in late August and early September, the Faculty Senate conducted two electronic votes to amend its Bylaws to allow virtual meetings of its councils and committees, and to allow virtual meetings of the Senate. Those actions will be ratified at this meeting. It was moved by Ford, seconded by Rudge, to ratify the amendment for virtual meetings of Faculty Senate council and committees. The motion was ratified. It was moved by Rudge, seconded by Ford, to ratify the amendment for virtual meetings of the Faculty Senate meetings. The motion was ratified.

New Business

Executive Board Director Dennis Simpson provided the first reading of the proposed Senate Constitution and Bylaws Amendments. At this meeting there will be a motion, and support, to approve the constitution and bylaws amendments. Definitive action on the motions, including discussion, is reserved for consideration until the October meeting. Subsidiary motions such as amendments will not be entertained, rather this is notice of the formal actions proposed so that Senators and others are made aware of these initiatives. Questions, comments, and requests for clarification are welcomed by contacting the Faculty

Senate office. In October, these same proposals will then be presented for debate, discussion, and action. The 2019-20 Restructuring Committee proposes 10 amendments to the Faculty Senate Constitution. It was moved by Simpson, seconded by Venter, to approve the amendments as presented. The 2019-20 Restructuring Committee proposes 15 amendments to the Faculty Senate Bylaws. It was moved by Simpson, seconded by Pancella, to approve the amendments as presented.

Memorandum of Action-20/07: Revision of Organizational Changes of Academic Units was presented by Executive Board Director Osama Abudayyeh. The Faculty Senate Executive Board is recommending revision of the Organizational Changes of Academic Units, item 6, in order to provide notice to department faculty that could be impacted by the proposed changes. This revision would add language to item 6 such that The Faculty Senate Executive Board will include in the review process the Senator(s), program chair(s), and if one exists the program faculty coordinator(s) for any and all programs affected by the proposed changes. It was moved by Abudayyeh, seconded by Flanagan, to approve MOA-20/07 as presented.

Discussion included requests to change number seven to allow for all proposals to come before the full Senate, a change to number four for a possible timeline for faculty and chairs to review the proposals, and inclusion of support documentation with the proposal throughout the approval process.

The question was called to approve MOA-20/07 related to item 6 only, and the motion carried.

Professional and Academic Concerns

Discussion included questions on requirement of Webex quiz assessment for monitoring respondents, the effects on distance learning if the University were to close for inclement weather, and department concerns regarding admissions without the GRE requirement,

Adjournment

It was moved by Piazza, seconded by Perryman-Clark, to adjourn the meeting at 7:14 p.m. The motion carried.

The Faculty Senate will meet next on 1 October 2020 via Webex at 5 p.m.

Approval

Submitted by Sue Brodasky, Faculty Senate Administrator and Recording Secretary

Minutes approved this first day of October 2020