

**WESTERN MICHIGAN UNIVERSITY
FACULTY SENATE MEETING
Minutes of 5 November 2020**

Call to Order

The regular meeting of the Western Michigan University Faculty Senate was called to order at 5:04 p.m. on 5 November 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, Julie Apker, Onur Arugaslan, JoAnn Atkin, Steve Bertman, Amy Bocko, Sunday Bonifas, Jennifer Bott, Jody Brylinsky, Stephanie Burns, Jim Butterfield, Steven Carr, Lisa DeChano-Cook, Anthony DeFulio, Heidi Douglas-Vogley, Maria Fava, Bruce Ferrin (substitute for Clifton Ealy), David Flanagan, Yvonne Ford, Maria Gigante, Sandra Glista, Lori Gray, Decker Hains, Don Hoover, Mark Hurwitz, Pavel Ikonov, Antonio Isea, Beth Jarl (interim Family and Consumer Sciences representative), Philip Johnson, Dean Johnson, Vyacheslav Karpov, Dae Kim, Jean Kimmel, Terri Kinzy, Marilyn Kritzman, Valerian Kwigizile, Mary Lagerwey, Douglas Lepisto, Debra Lindstrom, Nathan Lisak, Thayma Lutz, Candy McCorkle, Matthew Mingus, Dave Nofsinger, Kelsey Paschich, Kelley Pattison, David Paul, Staci Perryman-Clark, John Petrovic, Susan Piazza, Troy Place, David Rudge, Larry Simon, C. Dennis Simpson, Scott Slawinski, Sarah Summy, Marianne Swierenga, David Szabla, Jeff Terpstra, Joyashish Thakurta, Yu-Lien The, Jan Van Der Kley, Andre Venter, Zeljka Vidic, Andrew Zolp

Members Absent: Upul Attanayake, Suzan Ayers, Stephen Covell, Clifton Ealy, Michael Famiano (interim Physics representative), Olivia Gabor-Peirce, Richard Gershon, Keith Hearit, John Jellies, Kyle Jehnzen, Mariam Konate, Peter Krawutschke, Parviz Merati, Edward Montgomery, Reza Mousavi, Paul Pancella, Alexandra Pekarovicova, William Rantz, Mickey Rosalez, Tim Scheu, Linda Schmidt, Ralph Tanner, Vince Torano

Guests: Nicole Allbee, Director, Office of Student Conduct; Diane Anderson, Vice President, Division of Student Affairs; Eric Archer, Education Leadership, Research, and Technology; Michele Behr, University Libraries; Tom Birkenbach, Office of Information Technology; Maira Bundza; Steve Butt, Dean, Engineering and Applied Sciences; Christine Byrd-Jacobs, Dean, Graduate College; Christopher Cheatham, Vice Provost for Budget and Personnel; Ron Cisler, Dean, Health and Human Services; Carrick Craig, University General Counsel; Paula Davis, Director, Marketing and Strategic Communications; Kristen DeVries, Vice President, University Advancement; Derek Diget, Office of Information Technology; Kristal Ehrhardt, Special Education and Literacy Studies; Marcia Feters, Associate Dean, Education and Human Development; Julie Garrison, Dean, University Libraries; Bryon Glock, WMUx; June Gothberg, Education Leadership, Research, and Technology; Haylee Knowles, Provost and Vice President for Academic Affairs; Carla Koretsky, Dean, Arts and Sciences; Tetyanan Koshmanova, Teaching, Learning and Educational Studies; Ming Li, Dean, Education and Human Development; Ed Martini, Associate Provost, WMUx; Kathy Mitchell, Ombudsman; Suzie Nagel-Bennett, Dean of Students; David Powell, Dean, Aviation; Tony Proudfoot, Vice President, Marketing and Strategic Communication; David Reinhold; Malia Roberts, Graduate College; Liliana Salas, Multicultural Affairs; Susan Stapleton; Vivan Steemers, World Languages and Literatures; Raymond Thompson, Associate Dean, Aviation; Tom Wolf, Chief Information Officer, Office of Information Technology; Taylor West, President, Western Student Association; Kyle Wigboldy, graduate student; Paul Zagalo-Melo, Associate Provost for Haenicke Institute for Global Education

Faculty Senate Staff Present: Sue Brodasky

Quorum

A quorum was present 65 Senators of the 45 needed for quorum signed in.

Agenda

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

Minutes

A correction was offered. It was moved by Mingus, seconded by Rudge, to approve the 1 October minutes as amended. The motion carried.

Reports of Officers

Faculty Senate President Kritzman's report included the following:

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

- Patricia Klein, Social Science

Matthew Mingus, Arts and Sciences, has been selected to fill a vacant director seat on the Faculty Senate Executive Board, as of October 16.

These are the newly elected Faculty Senators:

- Beth Jarl, Family and Consumer Sciences
- Philip Johnson, Sindecuse Health Center Counseling Services
- Marianne Swierenga, University Libraries

These are the elected Faculty Senate council chairs:

- Amy Bocko – Academic and Information Technology Council
- Valerian Kwigizile – Campus Planning and Finance Council
- Julie Apker – Graduate Studies Council
- Jim Butterfield – International Education Council
- Onur Arugaslan – Research Policies Council
- Clifton Ealy – Undergraduate Studies Council

A vote of the WMU faculty has approved the 2020 recommended amendments to the Faculty Senate Constitution. The approved amendments will be sent on to the WMU President and Board of Trustees for final ratification later this month.

Based on the Graduate Studies recommendations the Faculty Senate Executive Board recommended to the Provost and Vice President for Academic Affairs and the Graduate College Dean, to suspend the WMU GRE admissions requirement.

The Faculty Senate finalized a presentation to recognize the 33 faculty who retired in 2019-20 which may be viewed at the Faculty Senate website under Annual Events, at:
https://wmich.edu/sites/default/files/attachments/u370/2020/Retirement.2020_0.pdf

For the 2020-21 academic year, the Academic and Information Technology Council has expanded to include members of the disbanded Extended University Programs Council. This expanded committee is dedicated to serving the evolving technology needs of the WMU community during these unprecedented times.

The Campus Planning and Finance Council has drafted and approved a Memorandum of Action regarding faculty engagement in fundraising and development activities.

The Graduate Studies Council has reviewed its charges and is working on several issues to help improve graduate programming for students, including curriculum revisions.

In the wake of COVID-19 there are restrictions on travel that limit student mobility, therefore the International Education Council is focusing on initiatives to internationalize WMU's curriculum.

Three faculty were recognized who retired as of August 30, as part of the early retirement incentive, that have contributed significantly to the Faculty Senate and WMU.

WHEREAS, Maira Bundza over a 25-year career at Western Michigan University, dedicated herself to the furtherance of Higher Education in the Academy of Scholars through her deep and abiding commitment to University Libraries as well as to the overall University; and

WHEREAS, Maira Bundza took on a variety of roles at the University which included, but were not limited to, Substitute Reference Librarian, Missing Inventory Searcher, Web Resources Manager and Instructional Assistant, Manager of the WMU Institutional Repository, Interim Head of Research and Instructional Services, member of the University Assessment Steering Committee, member of the Faculty Activity Reporting System Selection and Implementation Committee, and member of the Faculty Senate International Education Council; and

WHEREAS, Maira Bundza advanced the development and use of open access and open educational resources including but not limited to, increasing affordable access to quality textbooks for students, adding all WMU theses and dissertations to Scholarworks and promoting the publication and use of open access journals; and

WHEREAS, Maira Bundza provided impactful work in supporting Latvian archives and libraries, being recognized in 2017 by the Latvian Government with an award for her enthusiastic and creative work in promoting Latvian culture and rootedness; and

THEREFORE, BE IT RESOLVED, the Executive Board of the Faculty Senate of Western Michigan University, on this 5th day of November 2020, does recognize, congratulate, and commend Maira Bundza for her dedication and contributions toward the enhancement and betterment of Western Michigan University.

WHEREAS, David Reinhold, over a 27-year career at Western Michigan University, served as the Associate Provost for Assessment and Undergraduate Studies and Associate Professor of Chemistry and Biological Sciences. In his capacity as the Associate Provost for Assessment and Undergraduate Studies David's steadfast commitment to the overall University's mission led to the development of a new general education Program, WMU Essential Studies; and

WHEREAS, David Reinhold advanced many WMU initiatives, which included, but were not limited to, assessment efforts within the University related to student learning outcomes, the development of the Annual Assessment in Action Conference, and the coordination and training of professional advisors across the University; and

WHEREAS, David Reinhold has been a valued and trusted colleague, connecting Administration and the Western Michigan University Faculty Senate in furtherance of the principles of shared governance as well as in his past service to the Western Michigan University Faculty Senate as a member of multiple councils and committees; his service has been exemplary.

THEREFORE, BE IT RESOLVED, the Executive Board of the Faculty Senate of Western Michigan University, on this 5th day of November 2020, does recognize, congratulate, and commend David Reinhold for his dedication and contributions toward the enhancement and betterment of Western Michigan University.

WHEREAS, Susan Stapleton, over a 31-year career at Western Michigan University, has dedicated herself to the furtherance of Higher Education through her deep and abiding commitment to the education of both undergraduate and graduate students and the mentoring of faculty and staff members in her roles as Professor, Associate Dean of the Colleges of Arts and Sciences, Graduate Dean, Interim Provost, and Special Assistant to the Provost.

WHEREAS, Susan Stapleton advanced many initiatives, which included, but were not limited to, the creation of the Academic Affairs Engagement Award, the establishment of WMU's status as a JED campus, implementation of the Retention Scholarship, rolled out the WMU Signature Program for students while creating a faculty and staff WMU Signature Program, created the Success@WMU, and the

Freshman 15 Program. Susan furthered inter-college collaboration by penning dozens of Articulation Agreement's with community colleges that articulated pathways, vastly grew the accelerated graduate degree program, helped create the biennial Graduate Education Day at the Michigan State Capitol, and vastly grew the accelerated graduate degree and certificate programs.

WHEREAS, Susan Stapleton has been a valued and trusted colleague, connecting administration and the Western Michigan University Faculty Senate in furtherance of the principles of shared governance, as well as in her past service to the Western Michigan University Faculty Senate as a member of multiple councils and committees.

THEREFORE, BE IT RESOLVED, the Executive Board of the Faculty Senate of Western Michigan University, on this 5th day of November 2020, does recognize, congratulate, and commend Susan Stapleton for her dedication and contributions toward the enhancement and betterment of Western Michigan University.

There was acknowledgment for the 300+ faculty engaging in the work of the Faculty Senate through councils, committees, and special appointments. Faculty members spend many hours advancing the academic enterprise at WMU. This critical, core mission service serves a vital and necessary role in shared governance. The elections for all council and committee leadership has been completed, which was delayed from April until September due to the COVID-19 pandemic. Numerous Senate service resignations have been accepted due to retirement and increased departmental workload. The Executive Board continues to recruit to fill vacated seats across the volunteer organization of the Senate.

The University is helping faculty convert to teaching modalities which are relevant and timely to on-line education. It must be remembered that not all WMU students have the same depth of knowledge when it comes to technology. The Faculty Senate is partnering with the Western Student Association leadership and collectively working with WMUx and instructional designers to create video's and written instructions which will support students using the Elearning platform. This material, available through the Help Hub, should assist students technologically, may reduce anxiety associated with on-line education and free up their time to learn content.

As a partner in shared governance, the Faculty Senate is participating in the University-wide Racial Justice Advisory Committee, as well as the Marketing and Strategic Communications Faculty Advisory Committee.

Western Michigan University participates in the Mid-American Conference (MAC) ALDP (Academic Leadership Development Program). This educational and mentorship program is for individuals considering future academic administrative posts and is limited to four participants per academic year. WMU's representatives for this year are:

- Onur Arugaslan, Finance and Commercial Law
- Decker Hains, Civil and Construction Engineering
- Paul Gallagher, University Libraries
- Jennifer Harrison, Social Work

The Faculty Senate commends Mark Kuepfer, course materials manager from the WMU Bookstore, for the extensive work he has done to gather the required course materials to accompany the spring class schedule. Mark contacted every faculty member of record to obtain course material information which will allow students to plan for courses and finances. This effort is above and beyond the scope of Mark's responsibility.

Ming Li, dean of the College of Education and Human Development provided information to the Faculty Senate about grants received by the college in the 2020 fall semester 2020. These awards include:

- Dr. Regena Fails-Nelson, chair, Department of Teaching, Learning and Educational Studies (TLES) received a grant of \$4.5 million for five years from the U.S. Department of Education for developing a WMU Urban Teacher Residency Program.

- Dr. Pat Reeves, retiree and Dr. Jianping Shen, department of Educational Leadership, Research and Technology (ELRT) were just notified by the U.S. Department of Education that their High Impact Leadership (HIL) Project will be funded for year four and year five in the amount of \$3.21 million. The U.S. Department of Education funded the first three years of the HIL Project with over \$12.5 million. The HIL Project is implemented in 152 elementary schools in West Michigan with a goal to improve:
 1. students' literacy in project schools,
 2. leadership capacity in project schools, and
 3. school capacity to achieve high integrity/fidelity implementation of research-based school improvement initiatives.
- The National Science Foundation awarded Dr. Jessaca Spybrook, Department of Educational Leadership, Research and Technology (ELRT), a grant of \$1.33 million for her project entitled "Improving Evaluations of STEM Programs: An Empirical Investigation of Key Design Parameters."
- The grant proposal "Preparing Qualified Personnel from Two Master's Degree Programs in Adapted Physical Education and Positive Behavioral Intervention and Supports" submitted by Dr. Jiabei Zhang, department of Human Performance and Health Education (HPHE), and Dr. Kate, department of Special Education and Literacy Studies (SPLS), was funded by the U.S. Department of Education with \$1.24 million for five years. Totaling \$10.28 million.

The Faculty Senate congratulates Athletic Director Kathy Beauregard for earning the coveted 2020 Women of Achievement and Courage Award by Michigan Women Forward organization.

Congratulations were offered to Board of Trustees Vice Chair Lynn Chen Zhang who was recently awarded the 2020 Invest in Others Lifetime Achievement Award, which was awarded by LPL Financial, LLC, Charlotte, North Carolina. Trustee Chen Zhang's work with the WMU Foundation was the key reason she received this prestigious award.

As WMU moves toward the mid-fall break, faculty and students pivot to on-line education, and well-deserved and much-needed virtual graduation celebration; thank you to those who have helped get to this point. Let also remember, that WMU must not let what cannot be done prevent it from doing what can be done.

Due to the absence of WMU President Edward Montgomery remarks were provided by Provost and Vice President for Academic Affairs Jennifer Bott. Remarks of the Provost and Vice President for Academic Affairs Jennifer Bott included the following:

Appreciation was given to the faculty that voted to support the 2021 spring calendar change, and those who continue to educate students during this immensely challenging time. Their flexibility and understanding is appreciated as WMU has worked to develop a calendar that will give students the access to learning, but that also protects the community's health and safety.

The launch of two well-being applications were announced, You.wmich.edu and WellTrack.

The following individuals were recognized for recent accomplishments:

Dr. June Gothberg, assistant professor, College of Education and Human Development, was recently invited by the Office of the United Nations High Commissioner for Human Rights to give a presentation to the 15 United Nations entities and members of the UNEG Working Group on Gender Equality, Disability and Human Rights. In their adoption of the 2030 Agenda for Sustainable Development, UN member states pledged to leave no one behind, including persons with disabilities. Dr. Gothberg shared her experience on disability inclusion in evaluations using Zoom videoconferencing technology that featured a WMU background.

Dr. Kelley O'Reilly has been named recipient of the 2019-20 Mid-American Conference Outstanding Faculty Award for Student Success. This is the inaugural year for this award, which recognizes one full-time faculty member from each MAC institution who has demonstrated a dedication to supporting student

success inside and outside the classroom. Dr. O'Reilly serves as the interim chair and associate professor in the Department of Marketing in the Haworth College of Business.

Ky'Aria Moses, a second-year master's student in the behavior analysis program won the National Institute of Effective Instruction's Cooper & Andronis Scholarship. This is a competitive scholarship for graduate students in Psychology, Behavior Analysis or Education. Ms. Moses' scholarship will support her thesis research into helping teachers maintain their classroom management strategies.

Alanna Van Huizen, a Ph.D. candidate in regeneration biology and biophysics, has been awarded an American Fellowship by the American Association of University Women. This fellowship is the AAUW's largest and oldest funding program; it is presented to recipients who are pursuing academic work and innovative community projects aimed at empowering women and girls. Ms. Van Huizen will use it to support her research on how electromagnetic fields may affect biological systems, specifically a species of flatworm.

A record number of mid-term grades were submitted at 46.4%.

Appreciation was expressed to Dr. Bob Bensley, coordinator of public health bachelor's programs, and Cari Robertson, director of health promotion and education, for their work in advising the COVID-19 Student Coalition. This group is unique among universities, both within Michigan and beyond, as it is not institution-driven, but rather is led by students who are working to inform and educate their peers about health, safety, and University goals related to COVID-19. This group gave an impressive presentation at the Board of Trustees meeting, and they are doing a wonderful job serving the campus community while building experience and skills that will last them well into the future.

Discussion included a question if the graduate student residency requirement will be waived since the GRE requirement has been temporarily lifted. Bott noted that individual programs are empowered to require the GRE if they so wish as it is only waived at the University level. The University residency requirement was removed some time ago, but several departments have opted to keep that requirement, but those departments can adjust as they see fit. A question was raised regarding the processes in place to realign programs, and its rationale. Bott stated that there will be broader University wide conversation forthcoming. When asked about the Strategic Resource Management Budget Model implementation, Bott explained that this fiscal year budgets were booked late, so over the next couple of weeks the SRM will be examine more closely. The SRM is on track and more details will be shared with University soon.

Reports of Faculty Senate Councils and Committees

None were provided.

Reports of University Committees

Director for Student Conduct Nicole Allbee invited faculty to participate in the Academic Integrity hearing process. She outlined the processes, types of misconduct, and faculty expectations for service.

<https://wmich.edu/sites/default/files/attachments/u370/2020/AIC%20for%20FS.pdf>

University Ombudsman Kathy Mitchell asked for faculty volunteers to serve on the Grade Appeal and Program Dismissal Appeal Committees. She outlined the processes, the three types of appeals, and faculty expectations for service. <https://wmich.edu/sites/default/files/attachments/u370/2020/GAPDAC-PP%20for%20FS.pdf>

Discussion included that the processes have moved to virtual meetings and are anticipated to remain that way regardless of the status of the COVID-19 pandemic.

Unfinished Business

None was provided.

New Business

Campus Planning and Finance Council chair Valerian Kwigizile brought forward MOA-20/05: *Creation of Faculty Engagement in Fundraising and Development Activities*. It is recommended that a WMU policy be created to engage faculty in fundraising and development activities, including seeking faculty input into fundraising priorities and communicating with faculty about ongoing and planned fundraising activities, as well as the outcomes. When approved, the policy established from this recommendation shall replace, in total, any understanding that has been previously derived from MOA-09/05. This is being put forward as a new policy rather than as a revision because the previous MOA, while approved by all parties, had never been incorporated into implemented policy. It was moved by Kwigizile, seconded by Rudge, to approve MOA-20/05 as presented. The motion carried. Vice President for University Advancement Kristen DeVries expressed her appreciation for this indication of a desire for partnership and welcomed all communication from all members of the faculty.

WMU General Counsel Carrick Craig provided details of the *Federal Memorandum 20-34: Training in the Federal Government*. A handout was distributed prior to the meeting. An ad hoc committee had been formed to reviewed and assess the memo. This is an executive order that does not go through the administrators act and depending on the results of the U.S. presidential election it could be repealed quickly. For now, it is still in action, but it focuses on workplace training for entities that receive federal grants or contracts, and therefore WMU is applicable. It is not anticipated that WMU internal training will run afoul of the order. The memo is vague, and WMU has done due diligence to ensure it is in compliance.

Vice President for Student Affairs Diane Anderson and Vice President for Marketing and Strategic Communication Tony Proudfoot presented the Well-being at Western initiative. It is rolling out two new products as part of Rethink Smart, designed for students but are available to all faculty and staff. They provided an overview of the You at Western (web-based product) and WellTrack (smart application product) and how faculty can engage.

<https://wmich.edu/sites/default/files/attachments/u370/2020/Rethink%20Wellbeing.pdf>

Discussion included a question if either of the applications provided resources for individuals that may be contemplating suicide. Anderson stated that Sindecuse resource will be provided within both applications. It was noted that if students lack the resources to access the applications, they can request a loaner laptop from academic affairs.

Professional and Academic Concerns

Discussion included a question regarding if there were going to be any COVID-19 hardship policies developed for students, similar to what was enacted in spring 2020 where students were provided an extended time to select credit/no credit, etc. Faculty Senate President Kritzman stated that in researching such requests from the Western Student Association it was decided that the number of the students requesting such action did not warrant a change in policy. Provost Bott indicated that many Michigan universities have extended drop dates, and some are considering extending credit/no credit.

Concern was expressed regarding the recent distribution of a list copied from Notre Dame University of suggested course alterations to assist students dealing with stress at the end of the semester. It was questioned if the Faculty Senate or the administration is working on a similar set of recommendations for WMU. It was noted that the suggestions were supplied just as options that faculty may want to explore to make the end of the term less stressful, but not an obligation.

Adjournment

It was moved by DeChano-Cook, seconded by Atkin, to adjourn the meeting at 7:06 p.m. The motion carried. The Faculty Senate will meet next on 3 December 2020 via Webex at 5 p.m.

Approval

Submitted by Sue Brodasky, Faculty Senate Administrator and Recording Secretary.

Minutes approved this ____ day of _____ 2020