

**WESTERN MICHIGAN UNIVERSITY  
FACULTY SENATE MEETING  
Minutes of 3 December 2020**

**Call to Order**

The regular meeting of the Western Michigan University Faculty Senate was called to order at 5:02 p.m. on 3 December 2020, via Webex video conferencing by Marilyn Kritzman, president. The recording secretary was present.

**Roll Call:** There were 70 members and substitutes present, and 33 guests.

**Members Present:** Osama Abudayyeh, Julie Apker, Onur Arugaslan, JoAnn Atkin, Upul Attanayake, Steve Bertman, Sunday Bonifas, Jennifer Bott, Stephanie Burns, James Butterfield, Steven Carr, Steve Covell, 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, Keith Hearit, Don Hoover, Mark Hurwitz, Pavel Ikononov, Antonio Isea, Elizabeth Isidro (substitute for Susa Piazza), Beth Jarl, Kyle Jehnzen, Philip Johnson, Dean Johnson, Vyacheslav Karpov, Dae Kim, Jean Kimmel, Terri Kinzy, Tetyana Koshmanova, Marilyn Kritzman, Valerian Kwigizile, Mary Lagerwey, Douglas Lepisto, Debra Lindstrom, Nathan Lisak, Thayma Lutz, Candy McCorkle, Matthew Mingus, Edward Montgomery, Reza Mousavi, Dave Nofsinger, Kelly Pattison, David Paul, Staci Perryman-Clark, John Petrovic, David Rudge, Linda Schmidt, Larry Simon, C. Dennis Simpson, Scott Slawinski, Sarah Summy, Marianne Swierenga, David Szabla, Jeff Terpstra, Joyashish Thakurta, Yu-Lien The, Vince Torano, Jan Van Der Kley, Andre Venter, Zeljka Vidic, Andrew Zolp

**Members Absent:** Suzan Ayers, Amy Boco, Jody Brylinsky, Cristina Fava, Richard Gershon, John Jellies, Peter Krawutschke, Mariam Konate, Parviz Merati, Paul Pancella, Kelsey Paschich, Alexandra Pekarovicova, Troy Place, William Rantz, Mickey Rosalez, Tim Scheu, Vivian Steemers, Ralph Tanner

**Guests:** W. Jason Beasley, Economics; Kathy Beauregard, Director, Athletics; Michele Behr, University Libraries; Tom Birkenbach, Office of Information Technology; Jonathan Bush, Chair, WMU Essential Studies Executive Advisory Committee; Steven Butt, Dean, College of Engineering and Applied Sciences; Christine Byrd-Jacobs, Dean, Graduate College; Christopher Cheatham, Vice Provost for Business and Personnel; Ron Cisler, Dean, College of Health and Human Services; Paula Davis, Director of Strategic Communications; Satish Deshpande, Dean, Haworth College of Business; Derek Diget, Office of Information Technology; Marcia Fetters, Associate Dean, College of Education and Human Development; Paul Gallagher, Associate Dean, University Libraries; Julie Garrison, Dean, University Libraries; Bryon Glock, WMUx; Tarun Gupta, Industrial and Entrepreneurial Engineering and Engineering Management; Dan Guyette, Dean, College of Fine Arts; Bidyut Hazarika, Business Information Systems; Nicole Kalmbach, Director of Business Operations, Student Affairs; Carla Koretsky, Dean, College of Arts and Sciences; Ming Li, Dean, College of Education and Human Development; Ed Martini, Associate Provost, WMUx; Gene McKay, Public Affairs and Administration; Matilda McLean, Aviation; Kari Montgomery, WMU First Lady; Laura Probyn, Executive Communications Specialist; Colleen Scarff, Associate Vice President, Business and Finance; Laura Teichert, Special Education and Literacy; Delores Walcott, Emeriti; Luchara Wallace, Walker Institute; Carol Weideman, Human Performance and Health Education

**Faculty Senate Staff Present:** Sue Brodasky

**Quorum**

A quorum was present 70 Senators of the 45 needed for quorum signed in.

**Agenda**

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

**Minutes**

It was moved by DeChano-Cook, seconded by Rudge, to approve the 5 November 2020 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 the emeriti faculty that have passed away since the last Faculty Senate meeting:

- Ellen Brinkley, English
- Jack Michael, Psychology

A newly elected Faculty Senator was announced Tetyana Koshmanova, Teaching, Learning and Educational Studies.

The Faculty Senate Executive Board has extended virtual meetings of all its councils, committees, and the Executive Board through the end of June 2021. Additionally, all full Senate meetings will be held virtually in February, March, and April of 2021. Details regarding the May 2021 Faculty Senate meeting will be forthcoming at a later date. Due to the change in the spring 2021 academic calendar the April 2021 Faculty Senate meeting has been moved to April 8.

Faculty were asked to please make an annual voluntary Faculty Fee contribution by contacting the Faculty Senate office.

The Faculty Senate Executive Board recognized a faculty member who retired as of August 30 that has contributed significantly to the Faculty Senate and WMU, Dr. Delores Walcott.

*WHEREAS, Delores Walcott, over a 25-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 of Interdisciplinary Health Studies and Counseling Education and Counseling Psychology, and Professor and Clinical Psychologist in the University Counseling Center,*

*WHEREAS, Delores Walcott advanced many initiatives, which included, but were not limited to, the Director for the University Wide Suicide Prevention Program; Clinical Psychologist and out-reach worker for the Division of Multicultural Affairs and; Special Projects Coordinator for the Office of Diversity and Inclusion. Delores worked tirelessly to gain support for, and provide resources to assist, students with mental health needs. She was an advocate on behalf of students and employees to increase accessibility in every corner of the campus.*

*WHEREAS, Delores Walcott has been a valued and trusted colleague, connecting the 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 the Executive Board, Undergraduate Studies Council (USC), Academic and Information Technology Council (AITC), Nominations and Election Committee, WMU Essential Studies Executive Advisory Board member, and Faculty Senator at-large. In every way her work was exemplary.*

*THEREFORE, BE IT RESOLVED, the Executive Board of the Faculty Senate of Western Michigan University, on this 3<sup>rd</sup> day of December 2020, does recognize, congratulate, and commend Delores Walcott for her dedication and contributions toward the enhancement and betterment of Western Michigan University.*

WMU President Edward Montgomery remarks included the following: At the upcoming WMU Board of Trustees meeting WMU will bid farewell to two trustees whose terms are concluding at the end of this month. Trustee David Behen and outgoing Chair James Bolger have provided sound and steady leadership, and they are being thanked for their service and unwavering dedication to the University.

Appreciation was extended to the members of the Faculty Senate Ad Hoc Committee on Interdisciplinary Academic Studies. This group prepared a report that has served as a strong foundation for the conversation on advancing interdisciplinary studies at WMU. It recognized how the increasing complexity of research questions often requires teams of scholars. How the richness of creative activities can be

enhanced when there is cross-pollination and how pedagogy can be informed by diverse perspectives. The disciplines still matter but the boundaries are becoming more porous providing opportunities to rethink and reimagine WMU's structures. The Ad Hoc committee offered four perspectives for consideration that continue to inform discussions and decisions moving forward. In addition to the Ad Hoc committee's work, the Faculty Senate Executive Board itself has been very involved, asking important questions and sharing constructive insights with the executive team. Their candid remarks and continued engagement are appreciated as valued partners in shared governance.

Appreciation was expressed for the input from faculty who participated in the Academic Affairs townhall meeting and for the continued active engagement in the discussions with the Provost and Deans. There may be concerns about some of the changes being considered or the movement toward greater interdisciplinary collaboration. To be leery of change and what it might mean individually is not surprising. But the changes WMU is contemplating are not being taken lightly and are neither predetermined nor inflexible. As with other large academic initiatives, like University College, WMU is approaching the strategies thoughtfully, engaging the University community and incorporating that wisdom before moving forward with sound decisions. And even after those organizational changes are put into motion, there will be opportunities offered for continued collaboration to refine and improve this work.

The global COVID-19 pandemic has added stress to everyone's life and presented unprecedented challenges to communities, state, and the country. WMU has not been immune to that stress or those challenges. It manifests itself in courses, activities, and budgets. But at the same time, strengths have been identified within WMU's systems that can be built upon to elevate and expand what is done across the institution that will enable WMU to flourish in the future such as mentoring students; providing students experiences with research and connections to industry and sound advice; advancing knowledge while helping students advance. WMU can be a leader in the twenty-first century higher education and by continuing to collaborate and communicate, WMU can do as an institution what it is promising students.

During the Think Big process, it became clear from the input that our community shared that if we could build our capacities in student success, flexibility, and responsiveness, that the sky would be the limit for WMU. The ideas and suggestions that emerged during that effort are underpinning some of our most important work today. From University College to Rethink Smart to interdisciplinarity, the line that runs through it all is ties back to the Think Big outcomes that you told us would make a difference in building a stronger University. We will continue to listen to you as we build on what we have begun.

To conclude additional gratitude was expressed to the entire faculty body, staff, and students. Faculty have accomplished a lot this semester. They have adeptly adjusted courses to the current reality; persevering through the normal challenges of teaching with the added stresses of mastering technology and distance learning.

Discussion included concern regarding the interdisciplinarity process, other universities asking less of faculty, appreciation of willingness to participate even with concerns, sources of data to support interdisciplinarity, availability for participation and engagement.

Provost and Vice President for Academic Affairs Jennifer Bott remarks included the following: Thankful for participation and engagement at the Town Hall that had 700 attendees. There were many questions, as with any change there will be questions. There is an opportunity to co-create in this exciting time that can be derived and done together. This is a voluntary and cooperative opportunity and is not a wholesale of the University. Conversations and the report show that interdisciplinarity has been inhibited previously, so this offers an approach to problem solve this as a campus, as a voluntary process that will not conflict with institutional processes that are in place. Interdisciplinarity is an opportunity to come together on exciting topics to better organize, this is also a time to examine duplications and efficiencies of units. There is an opportunity to craft a sustainable future and there is never a good time. It will be a multi-year effort that will continue to be monitored for necessary and continued change. It will be built with faculty at the core.

Questions included the Strategic Resource Management budget model for which details will be shared next semester; COVID-19 testing at the beginning of the spring 2021 semester; starting date of the spring 2021 academic calendar; the AAC&U interdisciplinarity foundational document; the WMU LEEP program; and interdisciplinary programs recently created which were extremely well received by students that are examples of interdisciplinarity attracting new students and solving problems that national agencies are seeking for WMU to solve.

### **Reports of Faculty Senate Councils and Committees**

WMU Essential Studies Executive Advisory Committee chair Jonathan Bush introduced Memorandum of Action-20/04: Establishment of WMU Essential Studies Data Governance Policy. Bush stated that the WMU Essential Studies Executive Advisory Committee recommends adoption of the proposed policy to manage WMU Essential Studies assessment data for continuous program improvement. It is in line with the University data governance policy. There will be limited data access but the WMU Essential Studies Director will be in place to ensure to protect the data and that it is only used for program improvement. It was moved by Bush, seconded by Perryman-Clark to approve MOA-20/04. The motion carried.

Questions included the deadline for submission of WMU Essential Studies assessment data on the same day as final grades are due; the opportunity to turn in data prior to or after the due date; and preliminary data to set benchmarks for submission this semester.

### **Reports of University Committees**

None were provided.

### **Unfinished Business**

None was provided.

### **New Business**

Vice Provost for Budget and Personnel Christopher Cheatham, Associate Vice President for Business and Finance Colleen Scarff, and Director of Business Operations for Student Affairs Nicole Kalmbach provided an update on the Strategic Resource Management budget model. The presentation included the current incremental budget model versus the SRM, objectives of the SRM, timeline, revenue allocation rules, cost allocation rules, University participation assessment (use tax), and subvention funds.

<https://wmich.edu/sites/default/files/attachments/u370/2020/SRM-FS.12-03-20.pdf>  
[www.wmich.edu/budgetmodel.com](http://www.wmich.edu/budgetmodel.com)

Discussion included lab space; contact hours versus billable credit hours; direct costs of revenue and expenses; clarifying year one as the fiscal year beginning July 1, 2021; costs of server space as part of space consideration or University Participation Assessment (UPA); criteria for decision making in regards of the subvention funds; revenue allocation for WMU Essential Studies courses being 100% of tuition going to the college of instruction and 100% of State allocation going to the college the student is enrolled for major.

Director of Athletics Kathy Beauregard gave an overview of the Diversity and Inclusion program within WMU Athletics. The presentation included details of the Diversity Taskforce, We Must Unite (WMU) slogan, taskforce membership, guiding principles, and student activities.

<https://wmich.edu/sites/default/files/attachments/u370/2020/Athletics-FS.12-03-20.pdf>

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Discussion included how many of the ideas came from the student athletes themselves and the athletic budget.

### **Professional and Academic Concerns**

None were made.

**Adjournment**

It was moved by Mingus, seconded by Atkin, to adjourn the meeting at 7:09 p.m. The motion carried. The Faculty Senate will meet next on 4 February 2021 via Webex at 5 p.m.

**Approval**

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

Minutes approved this fourth day of February 2021.