

FACULTY SENATE MEETING

Minutes of 4 November 2021

Call to Order

The regular meeting of the Western Michigan University Faculty Senate was called to order at 5 p.m. on 4 November 2021, in rooms 208/209 of the Bernhard Center and via Webex video conferencing by Marilyn Kritzman, president. The recording secretary was present.

Roll Call: There were 68 members and substitutes present, and 33 guests.

Members Present In-Person: Diane Anderson, Jennifer Bott, David Flanagan, Decker Hains, David Huffman (substitute for Andre Venter), Jean Kimmel, Marilyn Kritzman, Tetyana Koschmanova, Matthew Mingus, Edward Montgomery, Troy Place, Scott Slawinski, Sarah Summy

Members Present Virtually: Osama Abudayyeh, Pnina Ari-Gur, Onur Arugaslan, JoAnn Atkin, Upul Attanayake, Amy Bocko, Sunday Bonifas, Stephanie Burns, Zbigniew Chajecski, Stephen Covell, Anthony DeFulio, Suma Devanga, Clifton Ealy, Maria Cristina Fava, Kieran Fogarty, Dyanne Foskey, Susan Freeman, Maria Gigante, Sandra Glista, Janet Hahn, Chansheng He, Keith Hearit, Don Hoover, Mark Hurwitz, Pavel Ikononov, Antonio Isea, Beth Jarl, John Jellies, Dean Johnson, Philip Johnson, Stephen Kaczmarek, Dae Kim, Doug Lepisto, Geoffrey Lindenberg, Debra Lindstrom, Nathan Lisak, Thayma Lutz, Colin MacCreery, Candy McCorkle, Parviz Merati, Reza Mousavi, Joshua Naranjo, Amy Naugle, Dave Nofsinger, Kelley Pattison, David Paul, John Petrovic, Lori Reichel, David Rudge, Larry Simon, C. Dennis Simpson, Marianne Swierenga, David Szabla, Laura Teichert, Jan Van Der Kley, Shu Yang, Andrew Zolp

Members Absent: Eric Archer, Joseph Buckley, Gene Freudenburg, Trey Harris, Lynn Heasley, Kyle Jahnzen, Vyacheslav Karpov, Kelsey Paschich, Alexandra Pekarovicova, Joshua Santos, Tim Scheu, Lisa Schmidt, Vince Torano

Guests Present In-Person: Christine Byrd-Jacobs, Dean, Graduate College; Steven Carr, Interim Vice President for Research and Innovation; Kristen DeVries, Vice President for University Advancement; Nancy Mansberger, Director for Academic Bargaining; Alexis Morris, President, Western Student Association

Guests Present Virtually: Cathryn Bailey, Gender and Women's Studies; Michele Behr, University Libraries; Steven Butt, Dean, Engineering and Applied Sciences; Christopher Cheatham, Vice Provost for Budget and Personnel; Carrick Craig, General Counsel; Paula Davis, Director of Strategic Communications; Derek Diget, Office of Information Technology; Steve Durbin, Interim Chair, Engineering Design, Manufacturing and Management Systems; Kristal Ehrhardt, Interim Chair, Special Education and Literacy Studies; LuMarie Guth, University Libraries; Evan Heiser, Career and Student Employment Services; Brian Jansen, Aviation; Lauron Kehrler, Music; Haylee Knowles, Provost Office; Carla Koretsky, Dean, Arts and Sciences; Todd Kuchta, English; Carrie Leatherman, University Libraries; Ming Li, Dean, Education and Human Development; Kelly McDonnell, Counselor Education and Counseling Psychology; Christopher Nagle, English; Staci Perryman-Clark, Chair of Institute for Intercultural and Anthropological Studies; Laura Probyn, Executive Communications Specialist; Tony Proudfoot, Vice President for Marketing and Strategic Communication; Jennifer Richardson, Institute for Intercultural and Anthropological Studies; Susan Steuer, University Libraries; Jacinda Swanson, Political Science; Kara Wood, Associate Vice President for Community Partnerships

Faculty Senate Staff Present: Sue Brodasky

Quorum

A quorum was present with 68 Senators in attendance of the 46 needed to establish quorum.

Agenda

It was moved by Flanagan, seconded by Mingus, to accept the agenda as presented.

It was moved by Fava, seconded by Simon, to amend the agenda by removing items 5a and 5b.

Discussion included:

- Mansberger stated that earlier this week the AAUP distributed email to faculty that include inaccurate claims about the contract in reference to the Faculty Senate Memorandum of Action. She explained that the while inferred otherwise the Faculty Senate is not required to consult the AAUP regarding policies changes. The Faculty Senate makes a recommendation to the administration. The AAUP has actions defined in the agreement which allow for a grievance with the administration to be filed with the Michigan Department of Labor, it cannot interrupt the actions of the Faculty Senate.
- DeFulio, having served on the Research Policies Council, has reviewed the policies included in the MOAs, over the past two years. He provided a review of the history of the MOA and policy development. The MOA is replacing an existing policy in order to bring it in line with federal regulations, which includes the definition of disciplinary actions that are in line with bargaining units represented on campus. The MOA was previously reviewed by AAUP, was reviewed by the AAUP council, and was reviewed by the University Policies Committee. All of the reviews have led to the version of the MOA on the floor of the Senate now.
- Mansberger pointed out that the disciplinary action section of the MOA includes faculty, students, and other employees, which is a broader audience than just the AAUP membership.
- President Kritzman encouraged Senators to review the current policy in place on the University Policy website. <https://wmich.edu/policies>

With one abstention the motion to amend the agenda carried.

It was move by Flanagan, seconded by Mingus to accept the agenda as amended. The motion carried.

Minutes

It was moved by Flanagan, seconded by Huffman, to approve the 7 October 2021 minutes as presented.

The motion carried.

Reports of Officers

Faculty Senate President Kritzman reported that Dennis Simpson, resigned from the Executive Board recently for reasons both professional and personal. The Executive Board elected Professor Kieran Fogarty, College of Health and Human Services to complete Professor Simpson's unexpired term.

Since the Faculty Senate last met the following faculty emeriti have passed away:

- Michael Atkins, Professor and Dean Emeritus College of Engineering and Applied Sciences
- Sharon Peterson, Education, Leadership and Research Technology. Professor Peterson was currently teaching in a part-time capacity this semester.
- William Schreiber, Health Education
- Joyce Zastrow, Music

As well as current faculty:

- Chris Coryn, The Evaluation Center, Education, Leadership and Research Technology, and the sitting vice chair of the Research Policy Council.

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

- MOA-19/14: Fixed Price Agreement Policy
- MOA-21/05: Revision of MOA-16/13 for Undergraduate Certificate Programs

The Campus Planning and Finance Council has been focusing on understanding the State of Michigan capital and operational funding for the next fiscal year in preparation to conduct a detailed review and analysis of the impacts of the Strategic Resource Management budget model on colleges and programs. It is also conducting an analysis of student financial aid budget packaging and guidelines. The Graduate Studies Council is discussing Graduate College initiatives to better support student writing, reviewing graduate curriculum proposals, and in collaboration with the Undergraduate Studies Council is developing a Memorandum of Action in regard to Registrar policies for drop and add periods in summer terms. The

International Education Council has been involved in promoting ongoing internationalization efforts at WMU. It is working with representatives of the American Council on Education's Internationalization Lab 2.0 and as part of WMU's focus on internationalization in the strategic planning.

WMU President Edward Montgomery stated that at the Board of Trustees meeting Provost Bott shared a presentation about the power of faculty and student engagement in research. Higher education has seen the value that these efforts provide to the students and faculty. It's a winning combination for everyone, and he is especially proud of the opportunities that Western's faculty make available to the students. He expressed appreciation to those who involve undergraduates in research and other scholarly activities. Regardless of whether or not students choose to pursue a future in academia, the experience adds an important element to their college education that can make them attractive to future employers and prepares them to participate in society as informed citizens.

My thanks to the members of the Faculty Senate's Undergraduate Studies Council for their recommendation of the three new minors and one new major for addition to the Frostic School of Art that were approved by the Board of Trustees. All of these new academic offerings blend art and technology and will help students build problem-solving and communication skills, learn critical thinking and support conceptual development, which are all vital abilities for their future.

Faculty Senate President Kritzman was thanked for serving on the search advisory committee for the next Vice President for Research and Innovation. The University will be conducting a national search for this important position. As was earlier announced, Athletic Director Kathy Beauregard will be retiring at the end of next month after a long career in leadership at Western. WMU will be convening a search advisory committee and will be conducting a national search for that position, as well.

Some recent updates on giving from our Advancement team show that our community supports the work that WMU's faculty is doing, and they are demonstrating that through their donations. According to recent data, Western's endowment value was at an all-time high of over \$546 million as of Sept. 30. At the end of the first quarter of the new fiscal year the number of donors to the University increased by 42% over the same period in the previous year. The number of alumni donors increased 65% and looking strictly at the undergrad alums, that number increased by 94%. That last statistic is a key measure that U.S. News and World Report uses in determining its rankings, so it's especially positive.

Commencement exercises are scheduled for 18 December at Miller Auditorium. WMU will celebrate during three separate ceremonies: arts and sciences, aviation, and Merze Tate graduates will walk at 9 a.m.; the business and health and human services graduates at noon; and then education and human development, fine arts, and engineering and applied sciences at 3 p.m. Graduates can choose to participate in-person or virtually, and the programs will be livestreamed, so that friends and families can watch from anywhere.

Provost and Vice President for Academic Affairs Jennifer Bott's report included topics of strategic planning town hall sessions to solicit feedback and discussion of the WMU mission, vision, and values. The strategic planning workgroups have seen 350 individuals signed up, and those assignments will be confirmed next week. The final 2021 Academic Excellence Award Series will be held on 12 November at 10 a.m. Provost Bott will be attending one of each of the Faculty Senate council and committee meetings throughout the academic year. The search for the new Associate Provost for Enrollment Management has begun and it is expected that candidates will be on campus in the spring. The Interdisciplinarity proposals are beginning the round two review cycle soon.

It was moved by Simpson, seconded by Mingus, to reconsider the motion to amend the agenda to remove items 5a and 5b. The motion carried. The motion to remove agenda items 5a and 5b was open for voting. The motion carried.

Reports of University Committees

Vice President for University Advancement and Executive Director for the University Foundation Kristen DeVries provided the Annual University Development report. Topics included capital campaign progress, endowment market value, a giving breakdown, donor demographics, and fiscal year goals.

<https://wmich.edu/sites/default/files/attachments/u370/2021/20211107-advancement-report.pdf>

Questions included:

- It was questioned what was meant when the term connected was used. Vice President DeVries explained that donors are connected to WMU's campus through activities.
- It was confirmed that the endowments created from the anonymous \$200 million gift are focused on diversity, enrollment, and progression to degree.
- It was asked if there is a set goal for faculty giving and are those dollars tracked. Vice President DeVries indicated it is tracked but there is not a set goal; however, there are a lot of faculty that are represented in the alumni giving. In addition, student giving is tracked but again there is not a set goal.
- Vice President DeVries indicated that her department is soliciting ideas for fundraising.
- When asked how the anonymous \$550 million gift is going to be distributed, Vice President DeVries noted that WMU receives partial installments of the gift each year and a strategic planning committee is being established to assess the spending and ensure dollars are being applied appropriately according to the donor's wishes.
- It was questioned what the endowment is for WMed. Vice President DeVries replied \$112 million.
- When questioned if the Cooley Law school has an endowment, Vice President DeVries noted that Cooley Law school is not associated with the WMU Foundation so it does not have an endowment with WMU.
- When asked Vice President DeVries stated that the next WMU Giving Day will be Giving Tuesday, following the Thanksgiving holiday. WMU will hold two Giving Days per year, the first is focused on University wide endeavors, and the second is held in April and focuses on college level fundraising.

New Business

None.

Professional and Academic Concerns

Professional concerns were expressed as follows:

- A concern was shared regarding service courses being created in colleges that typically offer those courses in order to grab credit hours.
 - Vice Provost Cheatham stated that the curriculum process is managed by the Faculty Senate and has a transparent review process that has multiple layers of oversight. The system provides the opportunity for others to provide feedback about proposals through the different faculty senate councils. He added that if a faculty member has a concern about another program, they should bring that concern to their dean who can then discuss it with the other dean. Lastly, every dean was on the revenue allocation workgroup and signed a commitment that included the following statement: "As a participant in the strategic resource management project, we discourage the following: Decisions based on self-interest without regard to the University common good."
 - Faculty Senate President Kritzman stated that the Undergraduate Studies Council and the Graduate Studies Council are developing decision trees for the curriculum proposal review process.
- It was stated that the WMU Essential Studies assessment that was just released came as a surprise. The assessment was not explained when courses were originally submitted for inclusion. The timeline is not realistic for a new process to be implemented. In addition, faculty were not consulted when the criteria for assessment were developed.
 - Faculty Senate Vice President Summy stated that the assessment process was identified in several MOAs when WMU Essential Studies was created. Assessment of the courses and the overall program is a requirement of the Higher Learning Commission. The

assessment will take place over a four-year cycle with courses be reviewed only once every four years. The assessment process is not resource intensive, but she will relay the concerns to the WMU Essential Studies Executive Advisory Committee.

- When it was reiterated that the concern is specifically about the small window for turnaround of the course assessment data and faculty not being consulted on the criteria for assessment, Summy acknowledged that there have been requests to extend the due date; however, there has to be time allotted for the WMU Essential Studies Course Review and Approval Committee to provide feedback by March.
- It was stated that the Faculty Senate and the AAUP are passionate in the service to WMU, and while there may be legitimate disagreements the Faculty Senate should increase its efforts to interact with the AAUP for input.
- Faculty Senate President Kritzman reported that a resolution is being sought regarding a concern that was expressed at the October Senate meeting regarding syllabi.
- Faculty Senate President Kritzman stated that she is meeting with the two colleges in question regarding a request for the Faculty Senate to intervene about service courses being redesign that was raised at the October Senate meeting. It is anticipated that there will be an adjustment to the curriculum process regarding adding and/or removing courses and the potential loss of credit hours. Additional details will be shared at a later date.

Adjournment

It was moved by Rudge, seconded by Abudayyeh, to adjourn the meeting at 6:49 p.m. The motion carried. The next meeting will be 2 December 2021 in room 208/209 of the Bernhard Center and virtually via Webex.

Approval

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

Minutes approved this _____ day of ____ 2021.