

**FACULTY SENATE MEETING
Minutes of 2 December 2021****Call to Order**

The regular meeting of the Western Michigan University Faculty Senate was called to order at 5:02 p.m. on 2 December 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 65 members and substitutes present, and 42 guests.

Members Present In-Person: Todd Barkman (substitute for Geoffrey Lindenberg), Jennifer Bott, David Flanagan, Decker Hains, Jean Kimmel, Marilyn Kritzman, Candy McCorkle, Matthew Mingus, Edward Montgomery, Scott Slawinski, Sarah Summy, Janet Van Der Kley

Members Present Virtually: Osama Abudayyeh, Diane Anderson, Eric Archer, Pnina Ari-Gur, Onur Arugaslan, JoAnn Atkin, Upul Attanayake, Amy Bocko, Stephanie Burns, Zbigniew Chajewski, Jou-Chen Chen (substitute for Beth Jarl), Anthony DeFulio, Suma Devanga, Mioara Diaconu (substitute for Lisa Schmidt), Maria Cristina Fava, Kieran Fogarty, Dyanne Foskey, Susan Freeman, Maria Gigante, Sandra Glista, Janet Hahn, Trey Harris, Chansheng He, Keith Hearit, Antonio Isea, Brian Jansen (substitute for Kyle Jehnzen), Stephen Kaczmarek, Vyacheslav Karpov, Mary Lagerwey, Doug Lepisto, Debra Lindstrom, Nathan Lisak, Dawn Mason (substitute for Sunday Bonifas), Parviz Merati, Reza Mousavi, Amy Naugle, Dave Nofsinger, Kelley Pattison, David Paul, John Petrovic, Brianne Pitts (substitute for Tetyana Koshmanova), Troy Place, Lori Reichel, Larry Simon, C. Dennis Simpson, Jacinda Swanson (substitute for Mark Hurwitz), Marianne Swierenga, David Szabla, Laura Teichert, Vince Torano, Andre Venter, Shu Yang, Andrew Zolp

Members Absent: Stephen Covell, Clifton Ealy, Gene Freudenburg, Lynn Heasley, Don Hoover, Pavel Ikonov, John Jellies, Dean Johnson, Philip Johnson, Dae Kim, Thayma Lutz, Colin MacCreery, Joshua Naranjo, Kelsey Paschich, Alexandra Pekarovicova, David Rudge, Joshua Santos, Tim Scheu,

Guests Present In-Person: Kathy Beauregard, Director of Athletics; Rick Beauregard; Christopher Cheatham, Vice Provost for Budget and Personnel; Marcia Fetters, Associate Dean, Education and Human Development; Nancy Mansberger, Director for Academic Bargaining; Nicolas Witschi, Interim Curriculum Manager; Carol Weideman, Human Performance and Health Education

Guests Present Virtually: David Areaux, Chair, Physician Assistant; Courtney Arnold, Office of the President; Steven Butt, Dean, Engineering and Applied Sciences; James Butterfield, Political Science; Christine Byrd-Jacobs, Dean, Graduate College; Ron Cisler, Dean, Health and Human Services; Paula Davis, Director of Strategic Communications; Derek Diget, Office of Information Technology; Chad Edwards, Communication; Tamara Gaishin, Physician Assistant; Julie Garrison, Dean, University Libraries; Regina Garza Mitchell, Education Leadership, Research, and Technology; Bryon Glock, WMUx; Andrew Holmes, Interim Chief Information Officer; Michelle Hruska, Office of the President; Haylee Knowles, Provost Office; Carla Koretsky, Dean, Arts and Sciences; Matthew Kulik, Intercollegiate Athletics; Ming Li, Dean, Education and Human Development; Irma Lopez, Dean, Lee Honors College; Jordan McCauley, Undergraduate Student; Kelly McDonnell, Counselor Education and Counseling Psychology; Lisa Minnick, English; Alexis Morris, President, Western Student Association; Christopher Nagle, English; Staci Perryman-Clark, Chair of Institute for Intercultural and Anthropological Studies; Laura Probyn, Executive Communications Specialist; Philip Repp, Art; Jeffrey Rinvelt, Board of Trustees; Dee Sherwood, Social Work; Raymond Thompson, Aviation; Karen VanDeusen, Social Work; Steve Way, Marketing and Communications; Megan Way, Provost's Office; Jessica Wilson, Physician Assistant

Faculty Senate Staff Present: Sue Brodasky

Quorum

A quorum was present with 65 Senators in attendance. Forty-five senators are needed to establish quorum.

Agenda

It was moved by Mingus, seconded by Van Der Kley, to accept the agenda as presented. The motion carried.

Minutes

It was moved by Flanagan, seconded by Hains, to approve the 4 November 2021 minutes as presented. The motion carried.

Reports of Officers

Faculty Senate President Kritzman announced that this academic year the Faculty Senate will be electing a new President and Vice President, for a term beginning on May 1, 2022 and ending on April 30, 2024. Nomination petitions are available at the back of the room and on the Faculty Senate website. The notice of general election will be emailed to all faculty tomorrow, December 3. Ballots for those departments electing representatives will be emailed on January 11, 2022 and the call for Representatives-at-Large will be distributed on January 18, 2022.

<https://wmich.edu/facultysenate/executiveboard>

Communication for departments to select their Presidential Scholars will be distributed next week. The Faculty Senate asks that departments complete the selection process no later than January 27, 2022. Please mark your calendars for the April 8, 2022 event.

<https://wmich.edu/facultysenate/events>

The Faculty Senate recognized Director of Athletics Kathy Beauregard upon her retirement from WMU.

WHEREAS, Kathy Beauregard has contributed 42 years of service to Western Michigan University, starting as the women's gymnastics coach in 1979 and finishing as the longest-serving athletic director at a single school in the nation and one of just nine female athletic-department executives in the Football Bowl Subdivision; and

WHEREAS, Kathy Beauregard while at Western Michigan University, hired and led outstanding coaches guided the efforts of the University to develop thousands of the most exceptional student-athletes in all of college sports; and

WHEREAS, Kathy Beauregard led the efforts of Western Michigan University in winning 58 Mid-American Conference championships and earning 36 National Collegiate Athletic Association Tournament appearances.

THEREFORE, BE IT RESOLVED, the Executive Board of the Faculty Senate of Western Michigan University, on this 2nd day of December 2021, does recognize, congratulate, and commend Kathy Beauregard for her dedication and contributions toward the enhancement and betterment of Western Michigan University.

Since the Faculty Senate last met, we have learned of the passing of Roy "Rex" Olton, professor emeritus of political science. The Faculty Senate offered a special memorial recognition to Chris Coryn, Professor of Evaluation.

In Remembrance of Chris L. Coryn, Professor of Evaluation, 2003-2021

In Recognition of his Dedication and Service to the Western Michigan University Faculty Senate.

WHEREAS, Chris Coryn, in his 18 years as a staff member, graduate student, and faculty member at Western Michigan University, dedicated himself to the advancement of the evaluation discipline through his scholarship and deep commitment to students; and

WHEREAS, Chris Coryn assumed important service roles at Western Michigan University, including vice chair of the Research Policy Council, long-time director of the Interdisciplinary Ph.D. in Evaluation, member and chair of numerous dissertation committees, mentorship of numerous doctoral students and aspiring evaluation scholars, and reviewer for the Faculty Research and Creative Activities Award and Support for Faculty Scholars Award programs; and

WHEREAS, Chris Coryn received the Western Michigan University Excellence in Discovery award for Research and External Funding over \$1 Million for five years, on two occasions; and

WHEREAS, Chris Coryn contributed substantially to the field of evaluation as author and editor of multiple books, author of book chapters and peer-reviewed articles in respected journals (including many coauthored with students), co-founder and executive editor of the Journal of Multidisciplinary Evaluation, peer reviewer and editorial board member for numerous journals, and presenter at prominent international conferences.

THEREFORE, BE IT RESOLVED, the Executive Board of the Faculty Senate of Western Michigan University, on this 2nd day of December 2021, does recognize, congratulate, and commend Chris Coryn for his dedication and contributions toward the enhancement and betterment of Western Michigan University. His loss is felt deeply by his students, colleagues, and mentors at Western Michigan University and the evaluation field at large.

Director DeFulio announced that the Faculty Senate Research Policies Council has doubled the limit of the Publication of Papers and Exhibition of Creative Works (PPP&E) Faculty Research Travel Fund (FRTF) to \$1,600 and increased PPP&E to \$1,000. Limits are per person and any person can apply for two awards. Eligibility has been expanded from presenters only to cases in which a faculty member's mentee is presenting and the faculty member attends the meeting to support the mentee. The mentorship connection will be verified by chairs/directors. These changes are effective immediately.

President Kritzman announced that the 2021 WMU Faculty Senate Appraisal of the President has concluded. The response rate of the appraisal was 26.3% or 213 out of 809 appraisals distributed. 233 appraisal surveys were attempted. The past practice of the Faculty Senate has been to present only the final two summarizing questions, which are now being displayed.

<https://wmich.edu/sites/default/files/attachments/u370/2021/20211202.wmu-president-appraisal.pdf>

WMU President Edward Montgomery stated that the year-long strategic planning process is well underway. There is one more opportunity to attend a Town Hall session tomorrow at 9:30 a.m. in the Bernhard Center.

During the spring semester, WMU will continue the current COVID-19 policies on vaccinations, testing and masking. The campus wide vaccination rate is 80%, which compares to a statewide rate of 61%. As Omicron, the newest COVID-19 variant of concern has emerged and spread, getting immunized and a receiving a booster shot is critical.

Spring semester, the next Employee Engagement survey will be launched. The survey will build on one that was conducted in 2019. Look for more information about it in the new year.

Fall commencement will be held in Miller Auditorium for three in-person ceremonies on 18 December with 1,400 graduates. Kenneth Miller will be recognized with an honorary degree. Miller is a former member of the WMU Board of Trustees, a longtime supporter and a very deserving honorary degree recipient.

The final Board of Trustees meeting for this calendar year will be 16 December. Following that meeting, the Board of Trustees will be hosting a holiday reception for all employees at 1 p.m. in the South Ballroom of the Bernhard Center.

President Montgomery addressed the results of the WMU Faculty Senate President's Appraisal. Topics included perception of leadership, mission and vision of WMU, rankings of WMU, peer ratings of WMU, high school counselors ratings of WMU, additional indicators of reputation, philanthropy, graduation and retention rates, social mobility rankings, student acceptance rate, spending per student, percentages of small versus large classes, share of faculty with terminal degrees and percentage of full-time faculty, faculty compensation, state and federal support, diversity and inclusion, research, pandemic response, Strategic Resource Management budget model, and enrollment at WMU compared to regional public universities.

<https://wmich.edu/sites/default/files/attachments/u370/2021/20211202.progress-or-regression.pdf>

Provost and Vice President for Academic Affairs Jennifer Bott reported on the strategic planning Town Hall meeting scheduled for the next day at 9:30 a.m. in the Bernhard Center. She stated that the steering committee welcomes that opportunity to join department or college level meetings to continue to solicit feedback for strategic planning which is focusing on the University mission, vision, and values this semester. Provost Bott thanked the Faculty Senate International Education Council for the opportunity to meet and discuss interdisciplinarity and international education.

Questions included:

- Concern was expressed regarding the lack of time to attend a strategic planning session. Provost Bott noted that the meetings are just one hour and offers an opportunity to focus on positive outcomes.
- When asked when there will be an update on interdisciplinarity Provost Bott noted that she will include it in her remarks at the next Faculty Senate meeting.

Faculty Senate Council and Committee Reports

President Kritzman stated the two upcoming Memoranda of Action are not recommended policy change only for the WMU AAUP eligible members. If that were the case, the matter would be referred to the chapter for inclusion in an upcoming round of contract negotiation. The MOAs encompass a larger audience. The Research Misconduct Policy being proposed by the Faculty Senate Research Policies Council is an academic policy that includes all members of the campus community engaged in research and some that are not WMU employees, but affiliated with WMU research efforts. It is not written exclusively for any single employee group. As such the proposed MOA must be written broadly to be inclusive, and to allow for multiple documents, including CBA's, employee handbooks, and the student code, to be utilized during the investigatory and disciplinary process. Possible research sanctions have been included in case of a federal investigation. Investigators will likely defer to WMU's research sanctions, if they are defined, instead of imposing their own federal sanctions. The proposed MOAs revisions cover both a broad audience, and significantly enhance protections. President Kritzman strongly advocated for proposed language to protect both employees and students, as well as allow for the operational rights of the University. She encouraged potential proposed amendments to reflect this advocacy and preservation. All were encouraged to think broadly to ensure that the proposed MOAs cover faculty, staff, students and associates of WMU. WMU must have a research misconduct policy and a conflict of interest policy in order for employees to continue seeking federal funding.

Research Policies Council chair Onur Arugaslan presented *Memorandum of Action-19/09: Revision of Research Misconduct Policy* is the. The Research Policies Council recommends the incorporation of the policy into the approved University Policies Committee template, making changes to the title, correcting errors regarding institutional and federal office names and to move the jurisdiction within the office of the Vice President for Research and Innovation. It was moved by Flanagan, seconded by Mingus, to approve MOA-19/09.

It was moved by DeFulio, seconded by Kimmel, for the following language be added to the Allegations of Misconduct (page 4, section A.1. Inquiry) as a friendly amendment.

Amendment in bold

"A.1 The Vice President for Research and Innovation (VPRI), who is the University's research integrity officer (RIO), initially assesses the reported incident to determine if it constitutes a good faith allegation of

research misconduct. This initial assessment shall be completed within 30 business days of the receipt of the report or the event giving rise to the report. In the event circumstances prevent the VRPI from completing the assessment within that time frame, the VPRI shall document the reasons for the delay and complete the assessment as soon as possible.

Any charges originating from research misconduct related complaints shall be investigated by the University, subject to the same time limits as other investigations bargained into any collective bargaining agreement or included in any employee handbook or Student Code. If the investigation leads to a determination that there are sufficient grounds for further action, charges may be brought under the applicable collective bargaining agreement, employee handbook, or Student Code.

(In the event of a bargaining unit member), when serious research misconduct concerns arise, and said concerns are brought to the attention of Western, Western shall under all circumstances, unless legal and/or compelling considerations exist which provide justifiable cause for not doing so, arrange a notification conference with the bargaining unit member and their collective bargaining organization within thirty (30) calendar days of the date the concerns are brought to the attention of Western. The notification conference is pre-disciplinary. It is not to be construed to constitute a disciplinary action on the part of WMU.

Employees covered by the Employee Handbook and students covered by the Student Code will be afforded the same parallel rights as a bargaining unit faculty member.”

With no further discussion the motion to amend MOA-19/09 carried.

It was moved by Slawinski, seconded by Kimmel, for the following language be stricken as a friendly amendment

Amendment in strikethrough

When an allegation of research misconduct has been ~~formally~~ substantiated, WMU shall take appropriate administrative action(s) ~~against the individual(s)~~. The University has a number of sanctions and disciplinary actions available:

With no further discussion the motion to amend MOA-19/09 carried.

The motion to approve MOA-19/09 as amended carried.

Research Policies Council chair Onur Arugaslan introduced *Memorandum of Action-21/06: Conflict of Interest Policy for Research Investigators*. The Research Policies Council recommends the incorporation of the historical 2012 policy into the approved University Policies Committee template, adding definitions and language regarding conflict reporting requirements, confidentiality provisions, and additional processes required to be compliant with federal agency requirements. It was moved by Slawinski, seconded by Flanagan, to approve MOA-21/06.

It was moved by Barkman, seconded by Flanagan, to reorder section 4 on page 3 as a friendly amendment.

Amendment in bold

4. Review and Decision of Institutional Official

4.1 If the disclosure form reveals a significant outside Financial Interest, it will be reviewed promptly by the Institutional Official or designee for a determination of whether it constitutes a Financial Conflict of Interest (FCOI). If an FCOI exists, the Institutional Official will act to manage the FCOI including reducing or eliminating the conflict, as appropriate. The Institutional Official may consult a COI Committee for guidance in specific cases, or in the application of the Policy to particular situations.

With no further discussion the motion to amend MOA-21/06 carried.

The motion to approve MOA-21/06 as amended carried.

New Business

Interim Curriculum Manager Nicolas Witschi provided an update on Curriculog and WMU Essential Studies. Topics included screen shots of the process in Curriculog, features of Curriculog, and planning for future uses of Curriculog.

<https://wmich.edu/sites/default/files/attachments/u370/2021/20211202.curriculog.pdf>

Questions included:

- It was questioned what forms that were referenced would be ready by finals week. Witschi explained it would be the course change forms but not the WMU Essential Studies course forms.
- The deadline and submission for the WMU Essential Studies cyclical review process was discussed.
- When asked Witschi explained that the WMU Essential Studies Course Review and Approval Committee would be tasked with reviewing the cyclical course proposals, and results would be shared with the WMU Essential Studies Executive Advisory Committee.
- It was questioned if there will be reconsideration of the WMU Essential Studies structure during the cyclical review. Witschi explained that the review is a four-year process with one third of the courses being evaluated each year and the fourth year will be the evaluation of the entire program. It is within that fourth year that the Student Learning Outcome rubrics will be evaluated/updated.

Professional and Academic Concerns

No professional concerns were expressed.

Adjournment

It was moved by Barkman, seconded by Bott, to adjourn the meeting at 6:49 p.m. The motion carried. The next Faculty Senate meeting will be 3 February 2022 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.