

**FACULTY SENATE MEETING
Minutes of 3 February 2022****Call to Order**

The regular meeting of the Western Michigan University Faculty Senate was called to order at 5 p.m. on 3 February 2022, 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 50 guests.

Members Present In-Person: Diane Anderson, Jennifer Bott, David Flanagan, Decker Hains, Jean Kimmel, Tetyana Koshmanova, Marilyn Kritzman, Edward Montgomery, William Rantz, Sarah Summy, Jan Van Der Kley

Members Present Virtually: Osama Abudayyeh, Eric Archer, Onur Arugaslan, Amy Bocko, Sunday Bonifas, Stephanie Burns, Zbigniew Chajecski, Thayma Lutz, Lisa DeChano-Cook, Suma Devanga, Clifton Ealy, Maria Cristina Fava, Kieran Fogarty, Dyanne Foskey, Susan Freeman, Maria Gigante, Janet Hahn, Trey Harris, Chansheng He, Keith Hearit, Don Hoover, Mark Hurwitz, Pavel Ikononov, Antonio Isea, Brian Jansen (substitute for Kyle Jehnzen), Philip Johnson, Stephen Karczmarek, Dae Kim, Mary Lagerwey, Douglas Lepisto, Geoffrey Lindenberg, Debra Lindstrom, Nathan Lisak, Colin MacCreery, Candy McCorkle, Matthew Mingus, Joshua Narajo, Amy Naugle, Dave Nofsinger, Kelley Pattison, David Paul, John Petrovic, Troy Place, Kathleen Propp, Lori Reichel, David Rudge, Linda Schmidt, Larry Simon, Scott Slawinski, Marianne Swierenga, David Szabla, Laura Teichert, Ron Van Houten (substitute for Anthony DeFulio), Andre Venter, Bret Wagner (substitute for JoAnn Atkin), Shu Yang, Andrew Zolp

Members Absent: Pnina Ari-Gur, Upul Attanayake, Stephen Covell, Gene Freudenburg, Sandra Glista, Lynn Heasley, Beth Jarl, John Jellies, Dean Johnson, Vyacheslav Karpov, Parviz Merati, Reza Mousavi, Kelsey Paschich, Alexandra Pekarovicova, Joshua Santos, Tim Scheu, C. Dennis Simpson, Vince Torano

Guests Present In-Person: Raymond Thompson, Interim Dean, Aviation

Guests Present Virtually: Cathryn Bailey, Gender and Women's Studies; Michele Behr, University Libraries; Sandra Borden, Communication; Steve Butt, Dean, Engineering and Applied Sciences; Christine Byrd-Jacobs, Dean, Graduate College; Christopher Cheatham, Vice Provost, Budget and Personnel; Opheria Cheng, President, Graduate Student Association; Ron Cisler, Dean, Health and Human Services; Paula Davis, Director, Marketing and Strategic Communications; Whitney DeCamp, Sociology; Derek Diget, Office of Information Technology; Mohammad Dneshvar Kakhki, Business Information Systems; Steve Durbin, Interim Chair, Engineering Design, Manufacturing and Management Systems; Chad Edwards, Communication; Kristal Ehrhardt, Interim Chair, Special Education and Literacy Studies; Brett Geier, Education Leadership, Research, and Technology; Bryon Glock, WMUx; Angela Groves, Nursing; Patrick Hanlin, Sindecuse; Michelle Hrivnyak, Institute for Intercultural and Anthropological Studies; Lauron Kehrer, Music; Haylee Knowles, Provost Office; Carla Koretsky, Dean, Arts and Sciences; Dwandra Lampkin, Theatre; William Liou, Chair, Mechanical and Aerospace Engineering; Sehvilla Mann, WMUK; Adam Mathews, Geography, Environment, and Tourism; Kelly McDonnel, Counselor Education and Counseling Psychology; Gene McKay, Public Affairs and Administration; Alexis Morris, President, Western Student Association; Christopher Nagle, English; Cori Osterman, Western Herald; Staci Perryman-Clark, Chair, Institute for Intercultural and Anthropological Studies; Stephanie Peterson, Associate Dean, Arts and Sciences; Laura Probyn, Executive, Marketing and Strategic Communications; Maria Roche-Dean, Nursing; Jaime Schmidtke, Ghostbronco.com; Elke Schoffers, Chemistry; Jacinda Swanson, Political Science; Jessica Swartz, Deputy General Counsel, Legal Affairs; Gwen Tarbox, English; Lori Van Zoeren, Nursing; Karen VanDeusen, Social Work; Patricia Villalobos, Art; Pamela Wadsworth, Nursing; Wilson Warren, History; Megan Way, Provost Office; Kara

Wood, Associate Vice President, Government Relations; Paulo Zagalo-Melo, Associate Provost, Heanicke Institute for Global Education

Faculty Senate Staff Present: Sue Brodasky

Quorum

A quorum was present with 68 Senators in attendance. Forty-five senators are needed to establish quorum.

Agenda

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

Minutes

It was moved by Anderson, seconded by Rudge, to approve the 2 December 2021 minutes as presented. The motion carried.

Reports of Officers

Faculty Senate President Kritzman recognized emeriti that have passed away and observed a moment of silence for Lois Stegman, emerita from College of Engineering and Dale Brethower, emeritus from Psychology.

Anthony DeFulio, left the Executive Board spring semester for a planned sabbatical. The Executive Board appointed Lisa DeChano-Cook, College of Arts and Sciences, to complete his unexpired term.

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

- MOA-19/09: Revision of the Research Misconduct Policy
- MOA-21/06: Conflict of Interests Policy for Research Investigators

The WMU Essential Studies Executive Advisory Committee is in the process of creating a WMU Essential Studies Handbook for course instructors and department chairs/directors. The committee is planning the 2022 spring Data Review and Troubleshooting Event.

Western is hosting several Admitted Student Events in the upcoming weeks, on 11 February, 8 March, 25 March, and 8 April between 9 a.m. and 2 p.m. Join fellow Bronco's as students and their families are welcomed to campus. Western Weekend will also occur on 2 April. These are wonderful and exclusive opportunities for all members of WMU's community to share points of pride and stories about what makes Western a University of Choice.

WMU President Edward Montgomery announced that in the second month of the new year and the new semester, Western continues to be an active campus community with many accomplishments to recognize. These accomplishments mean that Western continues to make progress in its fundamental mission to provide a high-quality educational experience to its students. That educational experience is built upon a liberal arts foundation embodied in WMU Essential Studies core curricula. For the past five years there has been consistent support of the Faculty Senate in its efforts to revise and implement this broad-reaching effort that establishes those core competencies and areas that all WMU students should be exposed to and master. Taught by subject matter experts, these courses develop foundational skills, promote exploration and discovery, and promote connectivity with the world. These courses, which we require of all students regardless of major or program, make a clear statement of a shared belief in the value of a comprehensive educational experience. The Senate's insistence on measuring the outcomes from these courses demonstrates the shared commitment to hold WMU to continuous improvement and high-quality standards.

WMU's commitment to continuous improvement and high-quality standards must, and does, extend beyond WMU Essential Studies to the majors and minors. Knowledge and creativity are not static so neither can the pedagogy be. WMU Essential Studies and the rest of Western's curricula are meant to

inspire and ignite the fires of inquiry. For students to question what they are told, to probe assumptions, to look at alternate hypotheses and perspectives and to seek out facts. These habits of the mind can make the academy a fascinating place but also a frustrating one. For those who, have spent their lives engaged with research or discovery as a chosen discipline and/or specialty, know that truth or understanding are seldom found in tweets, sound bites, or in the agate type in newspaper headlines. That is why debate is so critical to the academic process. Some may think of debate as a sign of weakness, discord or a lack of listening. One only has to look at the U.S. Presidential debates to see that too often they are judged won by the person who is best at ad hominem attacks or assigning blame, not who offers the best diagnosis and solutions to challenges. Debate however can be a sign of intellectual vigor, of caring, of wanting to both inform and to understand. It can and should press everyone to think harder, to research deeper, to separate correlation from causation. Even if agreement is not reached, both sides move closer to a common understanding or at least an appreciation of why perspectives may differ.

WMU is now engaged in a debate about where it is, how it got here, and perhaps most importantly how it moves forward. President Montgomery welcomed that debate. In December, he gave a progress report on the institution's key metrics, strategies, and goals in a national and statewide context. That report remains available on the Senate's website. Subsequently, in response to the WMU-AAUP, the Board of Trustees offered a detailed status update on strategic initiatives. With a link sent to all faculty and staff, this report is online, as well. There's a lot of information there to consume, but it is hoped that faculty have had an opportunity to review the information. All of the information shared is part of the debate, provided in direct response to questions raised and calls to be heard. It covers everything from enrollment management strategies, tuition pricing reform, to resource development. The reports layout both WMU's challenges and what it is doing to adapt to the changing environment. The University's approaches have been informed by faculty, staff, students, and alumni. Is there room for more wisdom, more engagement on everyone's part, absolutely. It is clear that faculty, staff, and students want more opportunities to be heard and to engage. It is an important step toward advancing the debate and best serving students through direct conversation, by talking with each other not at each other. As one new step among others, President Montgomery has established in-person office hours open to all faculty, staff, and students. The sign-up form is on the Office of the President webpage. Not all the slots have been taken so far, but he is willing to increase the hours to accommodate more, should there be the demand. As another step, the President, and members of the President's Cabinet, welcome more engagement during time at the Faculty Senate meetings. This is an excellent forum to reinvigorate two-way communication and to answer questions. Also, please provide ideas on ways to better engage with faculty.

President Montgomery introduced and welcomed Dan Bartholomae, Director of Intercollegiate Athletics. Bartholomae comes from Oregon State University, where he was most recently the executive deputy athletic director and chief operating officer. He has a leadership track record in guiding strategic planning, capital planning, fundraising, and revenue generation efforts, along with considerable experience in sports administration, fan engagement, managing coaches, and supporting student-athletes. President Montgomery thanked the search advisory committee that promptly went to work to identify the best candidate for this role following Athletic Director Kathy Beauregard's retirement announcement. Special thanks to the search committee chairperson Luchara Wallace, director of the Lewis Walker Institute for the Study of Race and Ethnic Relations and the Athletic Advisory Board chair. This is an opportune moment to note that WMU student-athletes are impressive, both in sports and in the classroom. USA Today/USA Hockey Magazine ranked Bronco Hockey at fifth in the country. Meanwhile, Bronco Gymnastics ranked number 17 in the nation, and set a program record for the highest teamscore in a road meet. WMU student-athletes earned a 3.35 composite GPA during fall 2021. Just under 200 student-athletes earned over a 3.5 GPA last semester, a school record. And 74 student-athletes earned a perfect 4.0, which is the fourth consecutive semester with over 70 student-athletes reaching this academic feat. WMU will be formally recognizing student-athletes for their academic achievement on Tuesday, 22 February, at 7 p.m. in University Arena during the men's basketball game against Toledo. <https://wmubroncos.com/staff-directory/dan-bartholomae/1500>

This semester WMU is seeing the first cohort of students in the new Bachelor of Science in Occupational Therapy program. Graduates of this program will be prepared for careers as certified occupational therapy assistants, a high employment growth area, according to the U.S. Bureau of Labor Statistics. Students entering the program today will have a wealth of career opportunities ahead of them. Steve Eberth, coordinator of the new program, and Carla Chase interim associate dean, of Health and Human Services were instrumental in launching this exciting new program. Among graduate programs, 18 of the 25 students in the first cohort of the new MBA program in Taiwan graduated in December. WMU launched this degree in partnership with the CSKM Global Learning Center in fall 2020. The remaining seven students are expected to graduate in April. This is another example of a long history of successful international partnerships extending WMU's high-quality education to students from all over the world. Appreciation was expressed to those behind the development of the new offering, Mike Tarn, chair and professor of Business Information Systems; Steve Newell, associate dean of Haworth College of Business, and Barb Tomczak director of graduate advising and admissions.

Faculty accolades include:

- David Rudge, professor in Biology, won the College Teacher of the Year award from the Michigan Science Teachers Association. This award is presented to an instructor who models best practices, inspires students, demonstrates innovative teaching strategies, and is an excellent role model for students and peers. Inspiring and enlightening instructors is at the very core of higher education and is vital to student success at Western.
- Carl Ratner, professor in Music, and his students were semi-finalists for the Ernest Bacon Memorial Award for the Performance of American Music college/university ensemble as well as the professional divisions and semi-finalists for the American Prize in Virtual Performance college/university for the spring 2021 opera production "On Call: Covid-19".
- Patricia Reeves and Jianping Shen from Education and Human Development, recently received a \$29.5 million award from the U.S. Department of Education's Promise Neighborhoods Program. They will use this award to expand educational opportunities for thousands of children through the Grand Rapids Southeast Promise Neighborhood Project.
- Bryan Abendschein, Autumn Edwards, and Chad Edwards from Communications received the 2022 Federation Prize from the Central States Communication Association. They will use this award to further their innovative research on how robotic pets might contribute to well-being and social support for individuals who have suffered traumatic brain injury or stroke.

Chief of Staff and Secretary to the Board of Trustees, Kahler Schuemann will share in more detail later on the agenda, how WMU will be revisiting the 2019 Employee Engagement Survey. Following the results of that first survey, and continuing through the pandemic, leadership has taken a number of actions. Vice presidents have hosted cross-divisional meetings; a University telecommuting and anti-bullying policies were established, opportunities to collaborate in multiple ways have been found, and WMU has begun to address issues related to diversity, equity, and inclusion on a large scale through the institution-wide Racial Justice Advisory Committee, and through unit-level activities. The process around this iteration of the survey will include input from employees across the campus. Leadership looks to gain new insights about what can be done to make further progress.

<https://wmich.edu/president/employeesurvey>

Provost and Vice President for Academic Affairs Jennifer Bott reported on the Admitted Student Events. The first event was held last week and was the first to welcome students back to campus since 2019. The events create an opportunity for WMU to share all the reasons why it is a "School of Choice". Upcoming events will be held on 18 and 25 March, and 8 April.

<https://wmich.edu/admissions/futurebronco>

Future students are being welcomed at Western Weekend on 2 April. Western Weekend is a student created experience for potential students to explore campus. <https://wmich.edu/students/westernweekend>

Enrollment efforts saw improvements from fall to spring. While fall to fall comparison is what is reported to government agencies, it is known that retention from fall to spring effects that number. Students of color

had significant retention numbers. As well as increases in other population such as transfer students and international students.

Faculty were invited to the college level strategic planning session which are focusing on the University mission and vision. There is still time to schedule a session if one has not already been planned for your college. Listening sessions focused on diversity, equity, and inclusion begin 9 February at 10 a.m., 10 February at 3 p.m., and 11 February at 2 p.m. to register visit the website. <https://wmich.edu/strategic>

New Business

Trustee Rinvelt provided details regarding WMU President Edward Montgomery's evaluation. He expressed appreciation of engagement with the WMU Board of Trustees appointed educators through its shared governance body, the Faculty Senate. Last week, BOT Chair Lynn Chen-Zhang shared the Board's perspective as well as a comprehensive document enumerating forward progress under President Montgomery's leadership (<https://wmich.edu/trustees/response>). Current practices for shared governance at WMU were established by the Board of Trustees on 8 December 2015, and have not changed since. The BOT appreciates the productive relationship it has with the Faculty Senate. The trustees, the President, and the administration continue to follow the practices of proactive engagement with numerous faculty committees, regular meetings with the Faculty Senate President and Vice President, as well as periodic meetings with the Executive Board. The BOT also continues to follow contractually agreed upon processes and procedures for engagement with WMU-AAUP, a pattern that was well established before President Montgomery arrived. The President's bonus is a BOT decision, not a presidential decision. He has chosen to pledge more than \$200,000 of his salary back to the University. That's his decision, and the university benefits from his giving. The BOT's decision was based on a desire to compensate the president at a level that is consistent with that typically found for presidents at similar institutions.

The BOT assures you it is listening. Trustee Rinvelt will be conveying whatever feedback is provided tonight back to the BOT. As an example of listening, the BOT agrees that WMU should be focused on the challenges of becoming a more competitive University in the face of a fiercely competitive marketplace. All at WMU must work together to build the culture it takes to achieve that goal. This recently raised concern is met with calm assurance not because it is not a serious matter, but rather, it is because the BOT understands that pivoting a large community like Western requires systemic change and long-term effort. There is a shared concern and a shared imperative, let's continue to work together. The Faculty Senate has been instrumental in advancing important changes that contribute to WMU's shared goals. For example, WMU Essential Studies is crucial to providing a curriculum that delivers what the faculty has determined is essential in the twenty-first century. An ad hoc Faculty Senate committee identified that the country is an increasingly interconnected environment and that an interdisciplinary approach might benefit WMU students and respond to the changing world. This is the competitive spirit WMU needs in identifying new programs and communicating that to prospective students will help with shared goals. Trustee Rinvelt thanked the Faculty Senate for facilitating the faculty appraisal of the president, and the BOT appreciates the faculty participation. As chair of the Presidential Assessment and Compensation Committee last year, Trustee Rinvelt assured the faculty that the BOT reviews the appraisal results and it will have an impact on the next BOT cycle of compensation review, due to the misalignment in timing between the December 2020 assessment and associated December 2021 compensation. The Presidential Assessment and Compensation Committee and the BOT knows the process needs refinement and are committed to making adjustments.

Questions included:

- It was questioned if the President's Cabinet is consulted during the assessment process. Trustee Rinvelt explained the three-year assessment cycle that starts with a 360-degree review, that includes the college deans, the community, the senate, the cabinet, and others. The second year is an assessment by the BOT, and the third year is another 360-degree review.

Chief of Staff and Secretary to the Board of Trustees Schuemann provided details of the upcoming Employee Engagement Survey. The prior survey was conducted three years ago and a lot has happened since then. A survey committee has been established with representation from all constituents across

campus. The committee is charged with promoting survey participation and to identify themes and initiatives based on the survey results. The survey will launch on 21 February and run through 7 March. All benefit eligible employees are invited to participate. <https://wmich.edu/president/employeesurvey>

Questions included:

- When asked Schuemann defined benefit eligible employees.

Vice President for Government Relations Breneman provided a legislative update. Topics included preparing for state and federal budget cycles, a new higher education funding model debate at the state level, federal level incomplete 2021 budget, state budget overview, state budget timeline, state funding successes, federal budget overview, and state and federal 2022 priorities.

<https://wmich.edu/sites/default/files/attachments/u370/2022/20220203-legislative-update.pdf>

Questions included:

- It was asked if the state funding has gone up or down, or remained flat when taking COVID relief monies out of consideration. Breneman indicated that state funding has a structural increase, but that is one-time monies.
- A question was raised about state gaming revenue. Breneman was unaware but will look into those number.

President Kritzman announced the Faculty Senate General Election. There has been one verified petition submitted for president and one for vice president. The nominee for president is Sarah Summy, professor in the College of Education and Human Development. The nominee for vice president is William Rantz, professor in the College of Aviation. President Kritzman opened the floor for additional nominations. With no additional nominations, the nominations were closed. The Faculty Senate office will proceed with conducting the general election via electronic voting that begins tomorrow and concludes on 18 February.

Professional and Academic Concerns

A concern was expressed regarding urgent issues of enrollment decline and the collapse of the Bronco culture. In December the Faculty Senate shared a data point that is very concerning, and it was questioned how that data point will be used. Shared governance is in decline at WMU, the Faculty Senate is shared governance at WMU and with shared governance comes shared responsibility. The Faculty Senate was urged to confront the difficulty in front of WMU. The University requires dramatic and difficult change. This concerning data point presents an opportunity for change. President Kritzman asked for the expressed written comments to be shared with the Faculty Senate office for follow-up.

It was questioned how weather closures of the University affect virtual classes, specifically asynchronous classes. Provost Bott stated that the administration is bound to follow the WMU-AAUP agreement as it relates to closure. When the University is closed all classes are prohibited regardless of delivery method.

A request was made to provide appropriate resources to the Disability Services for Students office. Due to a lack of staffing at DSS instructors are being asked to cover necessary duties. Vice President McCorkle stated that DSS will be back at full staff soon with two new hires planned.

A concern was expressed regarding the delays in the curriculum process as it relates to the College of Health and Human Services. It was acknowledged that Curriculog will improve the processes. However, currently the concern is about debates taking place in the Faculty Senate Undergraduate Studies Council, as they seem to be beyond the caveat of the council. The Faculty Senate Executive Board was asked to closely monitor the activities of the USC and to require extra meetings if they are needed to complete review of all the proposals prior to the end of February. President Kritzman noted that she is assisting as needed with closely reviewing the curriculum proposals and extra meetings have been requested. She acknowledged that there have been concern of course changes affecting other colleges, and resource allocation issues. The Executive Board is working to resolve the issues to the best of its ability, and has shared concerns with President Montgomery and Provost Bott.

When asked for an update on the Vice President for Research and Innovation, chair of the search committee Vice President Breneman started that there is a good pool of candidates developing. The search committee will begin reviewing the applications next week with a goal of candidates visiting campus in March.

Provost Bott reported that the search for an enrollment manager started in December, when asked. She acknowledged a robust pool of candidates. The first round of Zoom interviews will take place at the end of February with on campus visits in March.

Adjournment

It was moved by DeChano-Cook, seconded by Hearit, to adjourn the meeting at 6:21 p.m. The motion carried. The next Faculty Senate meeting will be 3 March 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.