

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

The regular meeting of the Western Michigan University Faculty Senate was called to order at 5 p.m. on 3 March 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 70 members and substitutes present, and 25 guests.

Members Present In-Person: Christopher Cheatham, Lisa DeChano-Cook, David Flanagan, Decker Hains, Keith Hearit, Philip Johnson, Jean Kimmel, Marilyn Kritzman, Colin MacCreery, Edward Montgomery, Sarah Summy, Jan Van Der Kley, Andre Venter

Members Present Virtually: Osama Abudayyeh, Pnina Ari-Gur, Onur Arugaslan, Upul Attanayake, Todd Barkman (substitute for Geoffrey Lindenberg), Sunday Bonifas, Stephanie Burns, Zbigniew Chajcki, Stephen Covell, William Davis (substitute for Vince Torano), Suma Devanga, Lori Farrer (substitute for Tetyana Koshmanova), Maria Cristina Fava, Kieran Fogarty, Dyanne Foskey, Maria Gigante, Janet Hahn, Trey Harris, Chansheng He, Don Hoover, Mark Hurwitz, Pavel Ikononov, Antonio Isea, Brian Jansen (substitute for Kyle Jehnzen), John Jellies, Dean Johnson, Danesh Kakhki (substitute for Reza Mousavi), Vyacheslav Karpov, Mary Lagerwey, Doug Lepisto, Debra Lindstrom, Nathan Lisak, Thayma Lutz, Parviz Merati, Matthew Mingus, Joshua Naranjo, Amy Naugle, Kelley Pattison, David Paul, John Petrovic, Troy Place, Kathleen Propp, Lori Reichel, Geri Rinna (substitute for Amy Bocko, David Rudge, Linda Schmidt, Larry Simon, C. Dennis Simpson, Chitra Singh (substitute for Jou-Chen Chen), Scott Slawinski, Marianne Swierenga, David Szabla, Laura Teichert, Ron Van Houten (substitute for Anthony DeFulio), Bret Wagner (substitute for JoAnn Atkin), Shu Yang, Andrew Zolp

Members Absent: Diane Anderson, Eric Archer, Clifton Ealy, Susan Freeman, Gene Freudenburg, Sandra Glista, Lynn Heasley, Stephen Kaczmarek, Dae Kim, Candy McCorkle, Kelsey Paschich, Alexandra Pekarovicova, Joshua Santos, Tim Scheu

Guests Present In-Person: Kathleen Baker, Chair, Geography, Environment, and Tourism; Colin Cork, Human Performance and Health Education; Vickie Edwards, Public Affairs and Administration; Carla Koretsky, Dean, Arts and Sciences; Ming Li, Dean, Education and Human Development; Yuanlong Liu, Chair, Human Performance and Health Education; Alexis Morris, President, Western Student Association

Guests Present Virtually: Michele Behr, University Libraries; Christine Byrd-Jacobs, Dean, Graduate College; Laura Ciccantell, Teacher and Administrator Certification; Paula Davis, Director, Marketing and Strategic Communications; Whitney DeCamp, Sociology; Derek Diget, Office of Information Technology; Deborah Droppers, Human Performance and Health Education; Marcia Feters, Associate Dean, Education and Human Development; Bryon Glock, WMUx; Carol Lanctot, Online Education; Kelly McDonnel, Counselor Education and Counseling Psychology; Dave Nofsinger, Theatre; Randy Ott, Merze Tate College; Stephanie Peterson, Associate Dean, Arts and Sciences; Laura Probyn, Executive, Marketing and Strategic Communications; Dakota Shapiro, Undergraduate Student; Jacinda Swanson, Political Science

Faculty Senate Staff Present: Sue Brodasky

Quorum

A quorum was present with 70 Senators in attendance. Forty-five are needed to establish quorum.

Agenda

It was moved by Mingus, seconded by DeChano-Cook, to accept the agenda.

It was moved by Flanagan, seconded by DeChano-Cook, to amend the agenda to add a New Item as 5c for the College of Arts and Sciences appeal of the Faculty Senate Executive Board support of the Undergraduate Studies Council's approval of curriculum proposal CEHD1155-HPHE-New Event Management Major.

With 17 in favor, 23 against, and six abstentions the motion to amend the agenda failed.

The motion to accept the agenda as presented carried.

Minutes

It was moved by DeChano-Cook, seconded by Flanagan, to approve the 3 February 2022 minutes as presented. The motion carried.

Report of Officer

Faculty Senate President Marilyn Kritzman

President Kritzman congratulated Faculty Senate President-elect Sarah Summy, and Vice President-elect William Rantz. They will take office May 1, 2022.

The 2022 Presidential Scholars Convocation will be held in the ballroom of the Bernhard Center at 4 p.m. on Friday, April 8. The event honors WMU's outstanding undergraduate students who were chosen by faculty on the basis of academic and/or artistic excellence in their major programs, as well as their overall promise of success. Contact the Faculty Senate office by 16 March in order to confirm your attendance.

The University Employee Engagement Survey deadline has been extended until 11 March. The Employee Engagement Survey Committee members, the administration, and the Faculty Senate Executive Board encourage all members of the University community to complete the survey. Executive Board Director Lisa DeChano-Cook is the Faculty Senate representative to the Employee Engagement Survey Committee and will provide updates as the process moves forward.

Recently the WMU President, Western Student Association, Graduate Student Association, and Faculty Senate released a campus message condemning the ongoing military action in eastern Europe and Ukraine. As that military action continues, dozens of current WMU students are members of military reserves are waiting to learn if they will join fellow soldiers to be deployed overseas. Faculty were encouraged to listen, provide encouragement, and answer questions as students wait for life-changing orders to support U.S. allies and defend democracy on foreign soil. Faculty have latitude in academic freedom, regarding how grades for military engaged students are assigned.

Reports of Ex Officiis

WMU President Edward Montgomery

An updated Mask Protocol was distributed earlier in which revisions to the indoor masking protocol were announced and will go into effect on Monday. This revision puts WMU in line with guidance from the CDC as well as state and county health departments. While the state and county announced revision guidance on 16 February, the CDC released its update 25 February. Beginning Monday, indoor mask use will be optional on campus except for in instructional spaces and as federally mandated on University buses. Masking also will be required in the North Kohrman Hall testing center because of the activities associated with collecting oral fluid. WMU will maintain all other aspects of the established safety protocols. Public health experts state that there is a phase of the pandemic characterized as a post-surge, recovery phase, indicated by steep decreases in COVID-19 cases and hospitalizations and increased access to vaccines, testing, and treatment. Though the updated guidance does not call for wearing masks in classroom settings, WMU knows this will be a significant change in how it operates and may be anxiety-producing for some. Therefore, masks will continue to be required in instructional spaces for a transition period as people become accustomed to the new protocol. A new normal is getting closer, with 87% of the campus community having their primary series of vaccinations and 73% who have the additional booster when eligible.

The 2022 Employee Engagement Survey closes on Monday, 11 March. Everyone should have received a direct link from ModernThink, the vendor administering the anonymous survey. The development and analysis for this initiative are being guided by a committee of employees from across the University. They'll be working with leadership to review the feedback and develop action plans based on the outcomes.

The 2021-22 State of the University Address is scheduled for Tuesday, 5 April at 2 p.m. in the Bernhard Center. This will be an opportunity to continue dialog on topics such as successes and challenges; near and long-term strategies, such as WMU Essential Studies, Strategic Resource Management, Think Big, Rethink Smart, strategic planning, Racial Justice Advisory Committee, interdisciplinarity, the employment engagement survey, and Dunbar Hall transformation. WMU has been through a period of significant and demanding change that has taxed the intuition, faculty, staff, and students. While the challenges significantly pre-date the pandemic, there is little doubt what WMU has been through over the last two years, has added to them as well as shifted the focus to the near term often day-to-day challenges. President Montgomery plans to address not just the what WMU is doing but also the why. He will solicit ideas and engagement in shaping the University's future and determining its success. WMU indisputably excels at helping student discover and reach their potential. WMU is a school of choice, a value-added university, a social mobility university not by accident but by design.

Recently President Montgomery visited the College of Aviation and the College of Engineering and Applied Sciences. At the Aviation College he met with faculty and staff, and had lunch with students. At the College of Engineering and Applied Sciences he toured the autonomous vehicle research lab, talked to graduate students, staff, faculty, department chairs/directors, and the Dean. He participated in a discussion regarding mental health resources and challenges on campus with Student Affairs, the Office of Faculty Development, Sindecuse, as well as full and part-time faculty and teaching assistants.

President Montgomery's office hours have yielded some good conversations that have covered a gambit of topics ranging from climate change, staff morale, diversity and inclusion, student fees, and parking. There are still openings in the coming weeks, please request a time.

<https://outlook.office365.com/owa/calendar/OfficeofthePresidentWalkinOfficeHours@wexchange.wmich.edu/bookings/>

Application are being accepted until 8 March for the Presidential Innovation Professorship Class of 2022. These awards recognize and support outstanding individuals that are making substantial contributions in teaching, research, and/or creative scholarship for the benefit of students and society. The winners will receive a three-year award for use in furthering innovation and demonstrating excellence in their discipline and area of expertise. The new class will be announced at the Spring Research Convocation on 15 April. More information about the professorship, applicant qualifications and eligibility are available on the Research and Innovation website. <https://wmich.edu/research/named-term-limited-professorships>

Application are being accepting for the Empowering Futures Housing Scholarships. Thanks again to the development team of Laura Darrah, assistant director for engagement and assessment in Housing and Residence Life; Evan Heiser, assistant director for professional and career development at Merze Tate College; and Melissa Holman, director of multicultural affairs for students.

<https://wmich.edu/finaid/empowering-futures/housing>

There are two Admitted Student events coming up on 18 March and 25 March. These activities have provided great introductions to campus, and the participation from faculty and staff gives a great energy and a very positive first impression. The final Admitted Student event for the semester will be 8 April. In addition to those activities, students have been putting together a new event called Western Weekend. It will be a full-day, in-depth experience that will take place on Saturday 2 April and will include tours, presentations, student panels, and performances.

Faculty and student accolades included:

- Chansheng He, professor in Geography, Environment and Tourism has received the Distinguished Career Award in Water Resources from the American Association of Geographers

Water Resources Specialty Group. This award is presented to senior scholars for sustained and effective research contributions in water resources science, planning, and policy. He is also a Fellow of the American Association of Geographers and the American Association for the Advancement of Science. He is a University Distinguished Faculty Scholar, among his many other accolades.

- Sue Ellen Christian, Presidential Innovation Professor, opened her new exhibit at the Kalamazoo Valley Museum. Titled "Wonder Media: Ask the Questions," this exhibit invites museum visitors to critically evaluate media and develop skills to identify misleading and unverified news and information. Christian involved a number of students in the development of the exhibit, giving them a unique opportunity to delve into the topic and into building an interactive display.
- Samantha Morehead, is a first-generation college student who is studying marketing and hopes to join the fashion industry after her April graduation. Samantha won Western's first New York Fashion Week competition and got the chance to head to one of the biggest fashion events of the year. She attended panel discussions and meetings with designers and fashion business owners, took part in activities and a museum tour. She's already planning to use the contacts that she built during this event to take the first steps in a career she first imagined as a little girl who spent recess sketching designs.

Questions included:

- It was asked if masks will be required if more than one person is in an office. President Montgomery stated that it is not required, but noted that it is up to each individual to make that decision for themselves and everyone is encouraged to do what is best for them.

Acting Provost Christopher Cheatham

Enrollment Updates:

- Undergraduate beginner applications are at 19,251 which is 8.0% higher than this time last year and is 122% of the goal for applications.
- Undergraduate beginner admitted students are at 16,291 which is 9.3% higher than this time last year and 122% of the goal for admitted students.
- 1,407 undergraduate prospective students have confirmed their intent to attend in fall 2022. This value represents an increase of 46% in confirmations compared to this time last year. And, so far, 597 admitted students have registered for orientation.
- There are three upcoming Main Campus Admitted Student Events on 18 March, 25 March, and 8 April 8. There are also two regional Admitted Student Events in Grand Rapids on 23 March and in Detroit on 6 April.
- Western Weekend is on 2 April. Coordinated by the Office of Marketing and Strategic Communications, prospective students will "Spend a day in our horseshoes" exploring campus life, meeting current students, meeting leaders and members of WMU student clubs and organizations, and experiencing hands-on, interactive activities.

Strategic Planning Updates:

- Engagement: To date, there have been six town halls about mission and vision, with two additional sessions scheduled this month. These town halls produced nearly 300 structured responses that serve as the foundation for the steering committee's reevaluation of WMU's mission and vision statements. The [strategic planning website](#) continues to offer engagement opportunities: a mission and vision worksheet, a suggestion box, listening and values session registration, and will also be the home of all data collected throughout the process. Please visit the site regularly to keep up to date on the progress being made.
- Steering Committee: the steering committee meets biweekly to engage in discussion around the critical issues facing higher education and WMU. The group has been charged with providing leadership and guidance to the planning process, analyzing existing data, and helping to set institutional metrics and targets. It has representation of all our stakeholders. It will continue to collect input from the campus community and ask for feedback at every stage of the process.
- Working Groups: the [seven working groups](#) began meeting at the end of the fall semester and are tasked with establishing institutional recommendations regarding the specific priority area. Their

work will continue through the spring semester, a feature of which are hosting themed listening sessions each week through March.

- Values Discussions: there will be a series of peer-facilitated values discussions that will focus on institutional values. The goal of these sessions is to create space for colleagues to identify WMU's values through a strengths and aspirations lens. These asset-based discussions will be led by a group of outstanding facilitators from multiple divisions.

Interdisciplinary Updates:

- The Interdisciplinary website is being updated to include a "submit your questions" link and a link to a series of "stories" (to be developed) about specific projects past and present.
- Periodic announcements in WMU Today will direct people to the website for initiative updates.
- Development and featuring of stories posted to the website will be primary communication mechanism to capture the successes/challenges of the initiative.
- The website also includes the status of all 67 proposals submitted last year.
- Dozens of proposals from last year's round one, and this year's round two, are moving ahead with college-level curriculum proposals.
- Seven proposals in round two are moving ahead with various stages of market research and additional brainstorming sessions with WMUx.
- This year's round one template for new proposals remains open until 18 March. To submit a proposal, visit <https://wmich.edu/interdisciplinarity/proposals>, click on Round One Template, which will take you to the Qualtrics-based form.
- Any questions or concerns can be directed to Ed Martini, Associate Provost for WMUx.

Academic Affairs Searches:

- The Associate Vice President for Enrollment Management search has entered the stage of reviewing applicants. The search committee, chaired by Dan Guyette and Carrie Cumming, reviewed the materials of approximately 20 applicants. Eight applicants will have virtual interviews over the next several weeks. Finalists will be brought to campus during the week of 28 March.
- For the College of Aviation Dean search a Request for Proposal was released to search firms approximately three weeks ago with the deadline to respond on 9 March. A search committee has been formed and is being chaired by Steve Butt. Ray Thompson was thanked for his service as interim dean.
- Nancy Mansberger, director of Academic Labor Relations, announced her retirement effective 30 March. Mansberger has been a long-time member of WMU, including as a student. She was thanked for her service to the University. The process of creating a search committee for this position is just beginning with the search process to start later this month. Steve Durbin was thanked for his service as interim director.

Faculty Accomplishments:

- Yan Lu and Silvia Roszbach, Biological Sciences, College of Arts and Sciences, recently received a National Science Foundation grant for the project entitled "BIORETS: Research Experiences for Teachers in the Biology of Plants, Animals, Microorganisms, and their Environments."
- Kelsey Paschich, Dance and Kevin Abbot, Interactive Media, College of Fine Arts, collaborated on a digital dance film, *Recode*, which explores dualistic identities as they exist during the COVID-19 pandemic. Combining choreography with motion capture, video and animation, *Recode* explores how information can be lost, glitched, or broken down through the current modes of communication, transforming how humans are interacting with each other. Their work has been shown in eight film festivals throughout Michigan, Colorado, Turkey, and Portugal with an immersive installation at Midwest Regional Alternative Dance Festival.
- Russell Zwanka, Marketing, Haworth College of Business, just published an article in the International Journal of Business Marketing and Management on how COVID-19 permanently changed consumer behavior and its impact on the supermarket industry.
- Jessaca Spybrook, Evaluation, Measurement and Research, College of Education and Human Development, has taken on a new role as a Rotator Program Officer with the National Science Foundation.

- Massood Atashbar, Electrical and Computer Engineering, College of Engineering and Applied Sciences, was just named a NextFlex Fellow. NextFlex is a consortium of American electronics companies, academic institutions, non-profits, state, local, and federal government partners with the shared goal of advancing U.S. manufacturing of printed flexible electronics.
- Michelle Suarez, Occupational Therapy and Yvette Hyter, Professor Emeritus, Department of Speech, Language and Hearing Sciences, College of Health and Human Services, have recently been appointed as Co-Directors of the “Resiliency Center for Families and Children” now in its second year of funding for a total of \$2.25 million from the Michigan Department of Health and Human Services.

Questions included:

- When asked for a specific outcome of the first Admitted Student event, Cheatham stated that the two events held so far showed the vibrance of the campus community with lots of positive feedback from families. 74% of students had committed to WMU before attending the event.
- It was asked if there has been any consideration of relaxing academic rules for students that are not doing well this semester. The faculty member indicated that 1/3 of students in her courses are below 60%, and suggested relaxing expectations of grades especially in connection with financial aid restrictions. Cheatham indicated that there has not been any discussion of changes to a possibility of credit/no credit as was done during the height of the pandemic. He noted that the Michigan Association of State Universities (MASU) addressed that question with none of the universities considering making concessions in that way. Students are encouraged to seek help through established WMU services.

New Business

Western Student Association President Morris provided an update. Topics included WSA cabinet goals for 2021-22; fall 2021 events, campus collaborations, and spotlights; spring 2022 events, campus collaborations, and spotlights; elections and transitioning to new WSA leadership.

<https://wmich.edu/sites/default/files/attachments/u370/2022/20220303-WSA.pdf>

Merze Tate College Dean Martini provided an update. Topic included history and timeline; Dr. Merze Tate; the college mission, structure, and units; current projects and priorities; and future initiatives.

<https://wmich.edu/sites/default/files/attachments/u370/2022/20220303-MerzeTateCollege.pdf>

Professional and Academic Concerns

None.

Adjournment

It was moved by Hearit, seconded by Flanagan, to adjourn the meeting at 6:30 p.m. The motion carried.

The next Faculty Senate meeting will be 7 April 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 ____ 2022.