

FACULTY SENATE MEETING

Minutes of 6 October 2022

Call to Order

The regular meeting of the Western Michigan University Faculty Senate was called to order at 5:01 p.m. on 6 October 2022, in rooms 208/209 of the Bernhard Center by Sarah Summy, president, and streamed live on Mediasite.

Roll Call: There were 46 members and substitutes present, and 5 guests.

Members Present: Osama Abudayyeh, Diane Anderson, Cathryn Bailey (substitute for Whitney DeCamp) Stephanie Burns, Zbigniew Chajeki, Christopher Cheatham, Jou-Chen Chen, Lisa DeChano-Cook, Anthony DeFulio, Betty Dennis (substitute for Geoffrey Lindenberg), Kieran Fogarty, Decker Hains, Monique Haley, Patrick Hanlin, Trey Harris, Jill Hermann-Wilmarth, Don Hoover, Michelle Hrivanyak, David Huffman, Pavel Ikononov, John Jellies, Vyascheslav Karpov, Jean Kimmel, Peter Krawutschke, Jennifer Lennon (substitute for Laura Teichert), Ramona Lewis (substitute for David Szabla), Nathan Lisak, Thayma Lutz, Matthew Mingus, Edward Montgomery, David Paul, Troy Place, Diane Riggs (substitute for Stephen Covell), David Rudge, Remzi Seker, Utkarsh Shrivastava, Larry Simon, Scott Slawinski, Sarah Summy, Marianne Swierenga, Brian Tripp, Benjamin Torres (substitute for Antonio Isea), Andre Venter, Zeljka Vidic, Shu Yang, Andrew Zolp

Members Absent: Dawn Anderson, Pnina Ari-Gur, JoAnn Atkin, Upul Attanayake, Amy Bocko, Sunday Bonifas, William Davis, Mioara Diaconu, Suma Devanga, Steven Eberth, Sandra Glista, Janet Hahn, Keith Hall, Chansheng He, Keith Hearit, Lynn Heasley, Kyle Jehnzen, Dean Johnson, Stephen Kaczmarek, Dae Kim, Mary Lagerwey, Mahendra Lawoti, Doug Lepisto, Colin MacCreery, Parviz Merati, Joshua Naranjo, Amy Naugle, Kelsey Paschich, Kelley Pattison, Alexandra Pekarovicova, John Petrovic, William Rantz, Lori Reichel, Joshua Santos, Tim Scheu, Paul Solomon, D. Dennis Simpson, Paul Solomon, Jan Van Der Kley, Bret Wagner, Carol Weideman

Guests Present: Laura Ciccantell, Assistant Director, College of Education and Human Development; Paula Davis, Director, Marketing and Communications; Marcia Fetters, Senior Associate Dean, College of Education and Human Development; Jayne Fraley-Burgett, Director of Disability Services for Students; Carla Koretsky, Dean, College of Arts and Sciences

Faculty Senate Staff Present: Sue Brodasky and Eriz Hughey

Quorum

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

Agenda

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

Minutes

It was moved by Rudge, seconded by Slawinski, to approve the 12 May 2022 minutes as presented. The motion carried.

Report of Officer

Faculty Senate President Sarah Summy

President Summy reported on the passing of:

- Paul Engلمان, Professor Emeritus Engineering and Applied Sciences
- Ming Li, Dean, College of Education and Human Development
- Mike Stoline, Professor Emeritus Statistics

The newly and re-appointed Faculty Senator Presidential Appointees were welcomed:

- Diane Anderson, Vice President for Student Affairs
- Remzi Seker, Vice President for Research and Innovation
- Jan Van Der Kley, Vice President for Business and Finance

President Summy welcomed Board of Trustee Vice Chair Shelly Edgerton to the meeting and thanked her for attending.

President Summy introduced new Faculty Senate staff member, Eriz Hughey. Eriz joined the office on 1 August 2022. She comes to the Faculty Senate from a prior WMU position, having previously worked both in the College of Health and Human Services and the College of Education and Human Development. Eriz is serving as the point person for all council and committee support, as well as the curriculum review process. <https://wmich.edu/facultysenate/directory/hughey>

The Faculty Senate Executive Board has developed an Action Plan. The Action Plan is focused on four primary objectives, each with specific milestones and tasks, which will be completed throughout the year. The four objectives include:

1. Engage stakeholders in the revision of the curriculum process (MOA-15/06)
2. Educate the University Community on the purpose, roles, and responsibilities of the Senate and its subsequent councils and committees
3. Increase faculty and staff participation within the Faculty Senate
4. In collaboration with the University community and senior administration, determine specific strategies that support those who engage in critical core University service

The Executive Board has decided to highlight one specific council or committee at each of the Senate meetings. This meeting will feature the International Education Council. At the next meeting will be the Research Policy Council. At the RPC's first meeting of the year, the council voted to increase the Faculty Research Travel Fund from \$1600 to \$2500 and increase Final Preparation and Publication of Papers and Exhibition of Creative Works from \$1000 to \$2000. These funds are distributed by the Office of Research and Innovation. The increases will be greatly appreciated by all faculty and highlight how this council is fulfilling its intention.

There is a new feature on the Faculty Senate website. A comprehensive calendar of all the Faculty Senate council and committee Webex meeting links. The Faculty Senate Academic-Year Calendar provides a single location for all the meeting dates and web links. <https://wmich.edu/facultysenate/facsenacademiccalendar>

During the COVID-19 pandemic, the Faculty Senate deferred the collection of faculty fees. For the 2022-23 academic year the Faculty Senate is once again asking for your support in the form of an annual voluntary \$20 faculty fee. Please consider making your contribution today. <https://wmich.edu/sites/default/files/attachments/u370/2022/2022-FFwebsite-link.pdf>

Please join the WMU community for the Fallen Broncos Ceremony scheduled for Friday, Oct. 7 beginning at 11 a.m. at what was the International Flagpoles, or in the Fetzer Center lobby in the event of inclement weather. The Fallen Broncos Ceremony honors members of the University community who have passed away either while enrolled or employed at WMU.

At 6:30 p.m. this evening in the South Ballroom of the Bernhard Center there is an event sponsored by WeTalk titled *Re-stitching the Fabric of our Democracy*. You can join National civic leaders Eboo Patel, author and president of Interfaith America and Manue Meel, CEO of BridgeUSA for a conversation with the community.

Reports of Ex Officios

University President Edward Montgomery

President Montgomery congratulated the faculty and staff members honored during fall Convocation. The event recognized excellence in service, scholarship, diversity and inclusion, and making a difference in

the campus community, in the lives of students, for the advancement of knowledge and the uplift of the institution. Faculty Senate President, Sarah Summy, was recognized as a Distinguished Service Award recipient. Other award recipients recognized include:

- Make a Difference Award recipients:
 - Tanya Bakija, Frostic School of Art
 - Anetra Grice, College of Engineering and Applied Sciences
 - Thomas Howe, Department of Geological and Environmental Sciences
 - Dawn Maynard, Valley Dining Center
- Global Engagement Award recipient:
 - Gregory Veeck, Department of Geography, Environment, and Tourism
- Excellence in Diversity Award recipients:
 - Staci Perryman-Clark, Institute for Intercultural and Anthropological Studies
 - WMU Athletics Diversity Task Force
 - WMU Professional Development Institute
- Emerging Scholar Award recipients:
 - Wendy Scott Beane, Department of Biological Sciences
 - Nicholas Hanson, Department of Human Performance and Health Education
 - Charlie Kurth, Department of Philosophy
- Distinguished Teaching Award recipient:
 - Ann Veeck, Department of Marketing
- Distinguished Service Award recipient:
 - Sarah Summy, Department of Special Education and Literacy Studies
 - Kerrie Jo Harvey, Lee Honors College
- Distinguished Faculty Scholar Award recipient:
 - Massood Atashbar, Department of Electrical and Computer Engineering

<https://wmich.edu/x/instructors/awards>

It's the time of the year for submissions for consideration of honorary degrees. Honorary degrees are an important part of representing WMU. Faculty are encouraged to consider who has made a significant contribution in a field of study and who should be recognized for their scholarship.

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

Over the summer, the Employee Engagement Survey Committee, made up of faculty and staff analyzed survey results and presented those to the Cabinet. The Committee's quantitative and qualitative presentations are available on the Employee Engagement website (<https://wmich.edu/president/employeesurvey>). The cabinet created an action plan based on the three themes identified by the Committee: communication, transparency and appreciation. As part of the cabinet's review of results, an additional category surfaced: value and support. The next step is a series of workshops to gather additional input to inform a measurable plan for elevating the workplace environment. The sessions are set for:

- Monday, Oct. 24, 10-11:15 a.m. in the Bernhard Center North Ballroom
- Tuesday, Oct. 25, 7-8:30 a.m. in Bernhard Center rooms 208-210
- Tuesday, Nov. 1, 3-4:15 p.m. in the Bernhard Center North Ballroom

Participation is needed to build a stronger and more cohesive institution and improve the workplace culture

WMU has enrolled one of the largest first-year classes in some time. As of census on 9 September, there were more than 2,500 First-Time-In-Any-College (FITAC), which is up by 24% over last fall. The strength being seen is the result of well-thought-out strategies and recruitment efforts. It is important to note that during recruitment season 2022, prospective students, for the first time in years, were able to physically be on campus, through visits and admitted student events. That in-person component to recruitment is more critical than ever. Also, there was a highly successful inaugural Western Weekend. It is worth noting that 80% of admitted students who come on campus for events, enroll at Western. Applications are up 18% ahead of where they were last year, it is still early but WMU is on track for another strong year of applications.

Making a WMU education even more affordable, this fall we awarded the first Bronco Promise Scholarships, thanks to the Empowering Futures Gift. With the help of investments from that incredible contribution combined with institutional aid, WMU is seeing a historical expansion in scholarships. WMU is elated to have these supportive resources, including investments in students that go beyond scholarships. Recruiting initiatives and WMU's reputation bring students, but equally important is helping them complete their studies. In another Empowering Futures supported effort, WMU will be introducing a new initiative called the Navigator Program. Student Success Navigators are in the process of training. Especially for first-generation college students, a university can be difficult terrain to traverse. For first-year students, Navigators will be their "go-to" person, helping them take full advantage of what Western has to offer as part of setting the foundation for them to persist through graduation.

The fall Mental Health Summit was held yesterday amid the Mental Health Week sponsored by the Western Student Association, Office of Health Promotion and Education, Campus Activities Board, Division of Student Affairs, Sindecuse Health Center, and the Student Recreation Center. A new service was launched this fall that provides students 24/7 year-round access to telehealth. This resource known as Uwill (<https://wmich.edu/students/health/uwill>) is not intended to replace the current array of existing services but supplement them. The service is available to enrolled students no matter their location, whether on campus, working remotely, or studying abroad. <https://wmuwsa.org/mental-health>

Congratulations to Selena Protacio, Interim Chair and Professor of Special Education and Literacy Studies and Virginia David, Faculty Specialist and Coordinator of the Teaching English to Speakers of Other Languages (TESOL) programs. They were awarded a five-year, \$2.96 million grant from the U.S. Department of Education's National Development Program to support English as a second language teachers. This is the second consecutive installment of the grant. Through the grant they hope to provide financial assistance for tuition, books, and endorsement test fees for 70 in-service and 60 pre-service teachers. This fall, they will launch a new elementary education and TESOL undergraduate program, allowing graduates of the program to graduate with a preK-3 initial teaching endorsement and a K-12 English as a Second Language (ESL) endorsement, which is a critical area due to shortages in the state, as well as across the nation.

Also recognized was Brian Wilson, Professor of Comparative Religion, whose most recent book, *"The California Days of Ralph Waldo Emerson,"* was featured by literary critic Christopher Benfey in the New York Review of Books.

Questions included:

- Concern was expressed that the Employee Engagement workshops were not enough to allow for all faculty and staff to participate. It was suggested that the use of a software element (examples were provided) would be beneficial to allow all employees to give feedback in real time. It is believed that the administration is expressing real concern to improve the issue, but use of software to connect real time and expand data collection is necessary due to limited availability of staff to attend meetings. President Montgomery committed to explore the suggestion. He expressed that the workshop meetings should be the beginning, not the end, of this process of improvement.

Interim Provost and Vice President for Academic Affairs Christopher Cheatham

Enrollment Updates:

- The incoming new beginner class is 2,578 students. This is a 25.2% increase compared to fall 2021.
- The beginning graduate student class is 747 students which is flat compared to fall 2021.
- Overall, fall 2022 headcount is down 6.3% compared to fall 2021 which is in agreement with the enrollment forecast (-6.0% UG; -7.8% GRAD).
- Overall, fall 2022 student credit hours (SCH) is down 5.4% compared to fall 2021. WMU outperformed the enrollment forecast for SCH as the budget was built on a 6.8% decrease in SCH (-5.4% UG, -4.6% GRAD).
- Overall FTIAC second-year retention rate is 0.7% points lower than last year.

- Of note, the second-year retention rate for students that identify as Black or African American is 5.2% points higher than last year. And, students who identify as two or more races had a second-year retention rate that was 5.1% points higher than last year.
- While it is still early in the fall 2023 admissions cycle, applications are up 30% compared to this time last year.

Strategic Planning Update:

- The Steering Committee did great work this summer on refining the goals and objectives that each working group developed. That work was moved forward by aligning language, reducing overlap, and working towards having a draft plan to present to campus this semester. While that is being prepared, work is also happening to discuss implementation frameworks that will begin in the spring.

Academic Affairs Searches:

- Andy Holmes has been appointed as Chief Information Officer for an initial two-year appointment. In the last two years, Andy has proven himself to be an exceptional leader and visionary for information technology. He has developed plans to improve the cybersecurity preparedness, WMU's IT infrastructure, and a more collaborative centralized approach to the delivery of IT services to our faculty, staff, and students. In all of these efforts, he seeks the input of others to seek solutions to our challenges and opportunities. Andy's vision for OIT has been vetted by campus leadership, and his work toward that vision has been exemplary.
- The search for the next dean of the College of Aviation is well underway with the final review of the candidate pool taking place earlier today. The 10 individuals selected to move on in the process will be interviewed between 24-27 October. Finalists will then visit campus during the early-November, with a goal to extend an offer by mid-November.
- The search for the next dean of the College of Education and Human Development is currently at the stage of the search firm meeting with different constituent groups to get input on desired qualities, expectations, opportunities and challenges. The initial review of the applicant pool will take place at the end of January with on-campus interviews taking place during the end of February.

Faculty Accomplishments:

- Congratulations to Gregory Veeck, professor of geography, for the recognition of his book *"China's Geography: Globalization and the Dynamics of Political, Economic and Social Change"* which was named one of the seven best new regional geography books to read in 2022 by Bookauthority.org.
- Manuel Bautista, professor of physics, began a rotation with NASA on 2 May, working primarily in three areas for the next two years: deputy program scientist for the Astrophysics Probe mission, deputy program officer for Laboratory Astrophysics, and deputy scientist for one space mission.
- Karen M. Lancendorfer, professor of marketing and director of the advertising and promotion major at Western Michigan University, was named the recipient of the 2022 Charles H. Sandage Award for Teaching Excellence by the American Academy of Advertising at the annual conference. This award recognizes a faculty member who has made outstanding contributions to teaching advertising.
- Luchara Wallace received funding from the City of Kalamazoo for her project entitled *"Evaluation of Ending Community Violence 2022."*
- Brian Wilson, professor of comparative religion, will have his book *"The California Days of Ralph Waldo Emerson"*, reviewed in the October 22 issue of the New York Book Review.
- Adam Mathews, associate professor in the department of geography, environment and tourism, published a children's book titled *"ABC's of Geography"*. This book is part of the *"Baby University"* collection which focuses on STEM for the Youngest Among Us!

Questions included:

- It was questioned if WMU has observed the trend of fewer men attending college as was recently reported nationally. Interim Provost Cheatham stated that it has not.

Faculty Senate Council Reports

International Education Council Chair David Huffman reported on the council's role statement, accomplishments of 2021-22, select council charges for 2022-23, and proposed internationalization objectives in the University Strategic Plan.

<https://wmich.edu/sites/default/files/attachments/u370/2022/IEC.10-6-22.pdf>

Questions included:

- It was questioned what is the status of the curriculum proposal for the Global and International Studies minor. Arts and Science Dean Koretsky indicated that it is a change in administration of the minor for which four curriculum proposals will be forthcoming.

University Reports

Due to Interim Curriculum Manager Nicolas Witschi's absence, Assistant Director of Assessment in the office of Teacher and Administrator Certification of the College of Education and Human Development and a member of the Curriculog Implementation Team Laura Ciccantell presented an overview of Curriculog.

<https://wmich.edu/sites/default/files/attachments/u370/2022/Curriculog.10-06-22.pdf>

Jayne Fraley-Burgett, director of Disability Services for Students gave a presentation on the DSS Faculty App in GoWMU which provides an organized collection of the data of DSS accommodations of students enrolled with each faculty member. She encouraged departments to contact DSS for additional training on use of the App. A tutorial of the App can be found at: <https://wmich.edu/disabilityservices/faculty-resources>

<https://wmich.edu/sites/default/files/attachments/u370/2022/Disability.10-06-2022.pdf>

Questions included:

- It was asked if DSS collected data on the number of students that apply and/or are denied for accommodations. Director Fraley-Burgett stated that denials are not tracked because they are very rare. It was then expressed that students appear confused about what accommodations they are entitled to, to which Director Fraley-Burgett noted that many students may not be aware of what is available but DSS staff review those specifics with them.
- It was questioned if the requests for accommodations can be viewed in the App, or just the approved letters. Director Fraley-Burgett indicated that only the approved and completed letters are available.
- It was confirmed that it is the student's responsibility to approach faculty in order to enact the accommodations process.

Professional Concerns

- Concern was expressed that there is not enough handicap accessible parking on campus. President Summy indicated that due to Vice President Van Der Kley's absence the issue will be referred to her office.
- A concern was expressed regarding the lack of communication of changes to the department of Gender and Women's Studies. President Summy noted the weblink that is available with the details at: [Gender and Women's Studies Update | College of Arts and Sciences | Western Michigan University \(wmich.edu\)](#)
- It was questioned how revisions to the curriculum proposal regarding the Haworth College of Business core were processed over the summer without Faculty Senate input became effective this fall. It was expressed that the process was awkward and did not appear to be followed correctly. President Summy noted that this proposal among others is the reason the General Principles of Curriculum Change (MOA-15/05) is under review.
- Questions were raised regarding changes under the Strategic Resource Management model pertaining to research funding being returned to colleges routed through fund 11. Interim Provost Cheatham explained the SRM rule that F&A returns go back to the college bottom line if a college is net negative for revenue and expenses. F&A is subject to the University Participation Assessment (UPA). There is latitude for the college to spend on research from other areas if

available. He confirmed it is not the 10% PI funding that is being processed in this way. It was confirmed that the SRM rule is different than how F&A was previously managed. President Montgomery added that the college can choose to mimic the old processes at the college level. It was expressed that the SRM rule makes it appear that dollars generated by research are not used in support of research and raises the question of support of research at the University level. President Montgomery confirmed that allocations in support of research are the same as they have been, but it is a question of at what level the decisions about research funding are being made. Discussion was held.

Adjournment

President Summy adjourned the meeting at 6:33 p.m. The next Faculty Senate meeting will be held on 3 November 2022 in rooms 208/209 of the Bernhard Center at 5 p.m. and streamed live via Mediasite.

Approval

Submitted by Sue Brodasky, Faculty Senate Administrator.

Minutes approved this _____ day of ____ 2022.