

**FACULTY SENATE MEETING
Minutes of 2 February 2023****Call to Order**

The regular meeting of the Western Michigan University Faculty Senate was called to order at 5 p.m. on 2 February 2023, in rooms 208/209 of the Bernhard Center by Sarah Summy, president, and streamed live on Mediasite.

Roll Call: There were 57 members and substitutes present, and 9 guests.

Members Present: Osama Abudayyeh, Prina Ari-Gur, Upul Attanayake, Stephanie Burns, Jou-Chen Chen, William Davis, Whitney DeCamp, Lisa DeChano-Cook, Anthony DeFulio, Betty Dennis (substitute for Geoffrey Lindenberg), Mioara Diaconu, Kieran Fogarty, Thomas Gorczyca (substitute for Zbigniew Chajeki), Janet Hahn, Monique Haley, Patrick Hanlin, Trey Harris, David Huffman, Pavel Ikononov, Antonio Isea, John Jellies, Dean Johnson, Vyascheslav Karpov, Dae Kim, Jean Kimmel, Mary Lagerwey, Mahendra Lawoti, Doug Lepisto, Ramona Lewis (substitute for David Szabla), Nathan Lisak, Thayma Lutz, Matthew Mingus, Edward Montgomery, Amy Naugle, Barry Olson (substitute for Diane Anderson), Nicholas Padilla (substitute for Chansheng He), Kelsey Paschich, Kelley Pattison, John Petrovic, Diane Riggs (substitute for Stephen Covell), David Rudge, Tom Scannell (substitute for JoAnn Atkin), Remzi Seker, Utkarsh Shrivastave, Scott Slawinski, Michelle Suarez, Sarah Summy, Laura Teichert, Jan Van Der Kley, Julian Vasquez Heilig, Andre Venter, Zeljka Vidic (substitute for Lori Reichel), , Carol Weideman, Rodney Weir (substitute for Don Hoover), Shu Yang, Andrew Zolp

Members Absent: Dawn Anderson, Amy Bocko, Sunday Bonifas, Suma Devanga, Sandra Glista, Decker Hains, Keith Hearit, Lynn Heasley, Jill Hermann-Wilmarth, Michelle Hrivnyak, Kyle Jehnzen, Stephen Kaczmarek, Colin MacCreery, Parviz Merati, Joshua Naranjo, David Paul, Alexandra Pekarovicova, Troy Place, William Rantz, Joshua Santos, Tim Scheu, Larry Simon, Paul Solomon, Marianne Swierenga, Brian Tripp, Bret Wagner

Guests Present: Steve Bertman, Institute of Environment and Sustainability; Kayla Byrd, Western Student Association; Christine Byrd-Jacobs, Dean, Graduate College; Paula Davis, Associate Vice President for Strategic Communication, Marketing and Strategic Communications; David DeThorne, Director of Academic Labor Relations, Provost and Vice President for Academic Affairs Office; Andrew Holmes, Chief Information Officer, Office of Information Technology; Cheng Kidd Sun, Western Student Association; Travis Melson, Western Student Association; Tony Proudfoot, Vice President, Marketing and Strategic Communications; Udaya Wagle, Director, School of Public Affairs and Administration

Faculty Senate Staff Present: Sue Brodasky

Quorum

A quorum was present with 57 Senators in attendance, of the 46 needed to establish quorum.

Agenda

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

Minutes

It was moved by Rudge, seconded by Jellies, to approve the 1 December 2022 minutes as presented. The motion carried.

Report of Officer**Faculty Senate President Sarah Summy**

The deadline to select a departmental Presidential Scholar has past, but there is still time. If departments have not yet submitted an undergraduate student as the Presidential Scholar to represent the department, please do so immediately. The event will be held on Friday, 17 March from 4 to 6 p.m. in the Bernhard Center.

The Faculty Senate general election begins Friday, 3 February at 8 a.m. Department faculty will be asked to elect their department Senator, for those departments that have Senators whose terms are expiring on 30 April 2023. In addition, all WMU faculty will receive electronic ballots to elect Representatives-at-Large and Senate council and committee members. The elections will close at 5 p.m. on Friday, 17 February.

This semester a primary focus for the Faculty Senate will be curriculum process revision. While an initial ad hoc workgroup has been seated, there will be multiple opportunities for campus-wide involvement and feedback. The ad hoc workgroup will provide an update on its work at the next Senate meeting on 2 March.

Reports of Ex Officiis

University President Edward Montgomery

The 2023 Employee Engagement Action Plan represents a response to what was learned through the employee engagement survey and subsequent engagement sessions. The President's Cabinet have developed several initiatives, actions and efforts based on feedback that are intended to improve the employee experience at Western. The action plan addresses everything from flexibility and increased time off to the Cabinet's engagement and visibility as a group around and within the campus community to enhancing the means and modes of communication to demonstrate the deep appreciation for the hard work of faculty and staff. These enhancements are part of an ongoing effort to be responsive to the needs and wants surfaced by faculty and staff. Invaluable information was gathered that has provided a solid framework for moving forward. The work of faculty and staff is appreciated.

The University Strategic Plan was made available at the end of 2022, after review by the President's Cabinet. The plan captures what WMU is and what it aspires to be. The WMU key commitment to all who learn has been honed and refined. Additional details will be announced next week, about making the plan actionable with invitations for campus participation. Speaking of important efforts to enhance and elevate the WMU community, appreciation was expressed to all of those from across campus who contributed to the University Strategic Planning process, which was led by Vice Provost Cheatham. The President's Cabinet and the Board of Trustees have had the opportunity to explore the plan and especially appreciate the metrics. They are what should be focused on, particularly retention and graduation rates. Improving those helps fulfill WMU's mission "so that all may learn." Within the next week, more will be shared in a campus-wide communication. Over the coming weeks and months, the WMU community is encouraged to think about how there can be more focus on becoming an institution of choice: What makes WMU special and different. What does WMU offer that no one else can. So, stay tuned for opportunities to provide continued engagement.

As Chief Information Officer Andy Holmes, shared in an email update to campus yesterday, an unauthorized user accessed the WMU Information Technology systems on 19 January 2023. To ensure systems and data were secure while the incident was investigated the Office of Information Technology took key step of inducing the disruption. It was done to protect systems and data that could have been susceptible to the same or a similar intrusion. It's fair to wonder why the unauthorized access wasn't broadcast to campus earlier. It wasn't disclosed because OIT needed time to investigate and assess any vulnerabilities and ensure that what was disclosed would not make WMU more susceptible to unauthorized access. An external cybersecurity and forensic support firm has been retained as part of the ongoing and comprehensive forensic investigation into this intrusion. No systems that centrally maintain university-wide student, employee, or patient information were compromised. Unfortunately, the unauthorized user did access two servers, so it is possible some personal information was disclosed from files stored on those servers. Accessed data is expected to be limited to records that faculty and staff have maintained and backed up to these servers. The specialists engaged are helping to determine the scope of accessed data. There will be additional updates on this as information is confirmed. Systems are safely being brought back online incrementally. OIT staff is engaged in the methodical process of manually effecting restoration, which from today could take up to seven business days until complete. Appreciation was expressed to faculty and staff for patience exhibited during the disruption. Chief Information Officer Andrew Holmes and the Office of Information Technology team were commended.

Dr. Julian Vasquez Heilig, WMU's new Provost and Vice President for Academic Affairs will speak tonight. Vasquez Heilig is an education policy scholar having received his doctorate from Stanford University and he has held appointments at the University of Texas and most recently at the University of Kentucky. He brings outstanding results in growing enrollment, increasing student and faculty diversity, developing innovative programs and forging beneficial partnerships.

Governor Gretchen Whitmer announced today the three new WMU Board of Trustees appointments. Kelly Burris an alumna who earned a BS in aeronautical engineering in 1988 from WMU who is now a patent attorney will serve a partial two-year term; Jon Hoadley who is enrolled in the MBA program and served in the State House for the Kalamazoo area has been reappointed to serve an eight-year term; and Lisa William an alumna with a BS in secondary education and an MA in education leadership both from WMU in 1998 and 2004 respectively.

Faculty Accolades:

- Ricky Stull, assistant professor of chemistry, has earned a National Science Foundation CAREER Award. A top prize for early career scientists who show promise as leaders in their disciplines. Stull's associated project, funded by a \$757,000 National Science Foundation grant, builds on a [2021 discovery by his laboratory](#) of a nicotine-degrading enzyme that has the potential to help smokers overcome addiction. This award will allow Stull and researchers in his lab to better understand the protein that helps rid the body of nicotine and whether it could be used to engineer new reactions that could be useful in other biotechnology.
- Speech, Language and Hearing Sciences assistant professor Hope Gerlach-Houck has been working collaboratively with colleagues at Michigan State University on uses of artificial intelligence. Supported by a \$750,000 grant through the National Science Foundation's Convergence Accelerator program, they are working to make voice-activated artificial intelligence accessible to people who stutter. This AI advancement is cutting-edge technology that will transform people's lives personally, socially and academically.
- Cat Crotchett, professor in the Frostic School of Art, has several paintings on exhibition at the Addington Gallery in Chicago. The exhibition, "TerraVista," features eleven painters whose work in this show uses mixed media to explore nature, landscape, the environment and natural spaces.

Faculty are invited to put forward nominations for WMU honorary degrees. WMU wants to recognize people who have had amazing success in their careers and highlight their contributions to society that link with its mission and values. Learn more by visiting the website www.wmich.edu/president/honorarydegree

Provost and Vice President for Academic Affairs Julian Vasquez Heilig

Western and Kalamazoo Valley Community College signed a renewed and broadened articulation agreement, solidifying a smoother transition for transfer students coming to Western. In the fall of 2022 a total of 217 students transferred from KVCC to WMU. The most recent graduation rates of KVCC transfer students to WMU are 20% in two-years, 46.2% in three-years, and 64% in four-years. The agreement emphasized the need to be intentional and clear in pathways that will put WMU in a good position to see the transfer numbers increase. A student was highlighted during the ceremony who graduated from KVCC and transferred to Western. Whitney Lewis is a first-year transfer student majoring in elementary education at WMU. She represented Western very well and shared her story about why she followed the KVCC-to-Western pathway and how it is impacting her future.

Provost Vasquez Heilig has already met with six of the 10 deans. Additionally, he has held meetings with the following organizations:

- Academic Labor Relations
- Black Faculty Staff Council
- Lee Honors College
- Office of the General Council
- Business and Finance Office
- NAACP
- Enrollment Management
- Curriculum Management
- University Center for the Humanities
- Black Student Union
- College of Engineering
- Government Relations
- Small Business Development Center
- WMU-AAUP
- Kalamazoo Literacy Council

Several Provost Office initiatives that will be coming in the next few months are:

- Dual career couple faculty hiring
- Diversity in research funding request
- Associate Provost for Innovation and Excellence
- Associate Provost for Equity Centered Initiatives for Academic Affairs
- Post-doctoral program ideas

- Dream fellowship

Questions included:

- A question raised regarding WMU guidance for the use of AI, led to discussion of several considerations that WMU will need to address as it moves forward in this area.

Faculty Senate Council Reports

Vice Provost Edwin Martini introduced MOA-22/02: Recommendation of Course Delivery Definitions for Undergraduate and Graduate Catalogs. The Academic and Information Technology Council recommends the adoption of these course delivery definitions to be adopted into the undergraduate and graduate catalogs.

https://wmich.edu/sites/default/files/attachments/u370/2023/MOA-2202.SIGNED_0.pdf

Questions included:

- It was confirmed that the MOA was reviewed by Undergraduate Studies Council, the Graduate Studies Council, and the International Education Council.
- When asked Martini stated there will not be any costs to the University to integrate into the definitions into the catalogs.
- It was questioned what does short notice of accessibility mean. Martini explained that it was a reminder to faculty that a pivot or shift of class is not advisable.
- A caution was raised that this could create extra opportunities for errors in Banner as classes are entered.

It was moved by Fogarty, seconded by Wiedemann, to approve MOA-22/02 as presented. With one abstention the motion carried.

Diane Riggs, chair of the Undergraduate Studies Council provided an update on the council's activities which included review of undergraduate program curriculum proposals; how USC evaluates curriculum proposals; student learning outcomes (SLO); the standing committees of the USC which are Intellectual Skills Program Advisory Committee, Transfer of Credit Committee, and the Service Learning Course Approval Committee; and collaborations with the Graduate Studies Council and the International Education Council.

<https://wmich.edu/sites/default/files/attachments/u370/2023/20230202USCpresentation.pdf>

Questions included:

- It was asked if USC has a procedure in place to avoid issues created from unanticipated effects on other colleges. Riggs noted that USC does not have the oversight to make resolutions but rather it just provides recommendations to the administration, it is not the purpose of the council to resolve disputes. Further it was noted that USC to have a hand in does not create or govern the curriculum procedures.

University Reports

Steve Bertman, a member of the Climate Change Working Group provided details of the Climate Emergency Month. And Allen web, English and others in attendance. The presentation gave details about why WMU has a climate change working group that included the threat to the planet by climate change; current decision effect the future; hopeful signs; details of the working group and its activities; March 2023 Climate Emergency Month at WMU; the month-long Climate Emergency Month events and activities; progress to date; and how to get involved.

<https://wmich.edu/sites/default/files/attachments/u370/2023/Climate%20Change.pdf>

Questions included:

- Discussion was held regarding WMU's carbon neutrality aspiration.

Christopher Cheatham, Senior Vice Provost for Budget and Operations; Tim Timmesch, Interim Associate Vice President for Facilities Management; and David Dakin, Director of Planning, Space Management, and Capital Projects introduced the Condition Analysis and Space Utilization Project which included a definition of facility condition analysis; space utilization study; campus wide initiatives and reviews; project timeline; how it will impact colleges, departments, faculty and staff, and buildings.

<https://wmich.edu/sites/default/files/attachments/u370/2023/Condition%20Analysis%20and%20Space%20Utilization.pdf>

Questions included:

- It was questioned how detailed the analysis will be, will it include lab equipment. Dakin stated that it will not be quantifying all space such as building mechanical rooms, but yes, they will look at instructional space.
- It was asked how the project will interacting with SRM, and how will it be setting pricing for colleges to pay for space. Vice President Van Der Kley stated that this project is sperate from SRM. The analysis is designed to determine how WMU should invest in current buildings based on how the space is being used. It is anticipated that one result of the project will be to lower costs of space.
- When asked if the WMU powerplant will be part of the assessment, Dakin qualified that the office space of the powerplant will be included but not the use of the plant specifically, however it is anticipated that will be included in a future analysis.
- It was questioned if the distinction between the University buildings and college buildings will guide the approach. Dakin stated that is will but departmental equipment will not be included, just building equipment.

Professional Concerns

- The Holocaust Memorial Day was 27 January.
- There was a request for Senate meetings to return to the HyFlex model. President Summy stated that the Senate meetings will remain as is, but that all council and committee meetings continue to meet virtually.

Adjournment

President Summy adjourned the meeting at 6:36 p.m. The next Faculty Senate meeting will be held on 2 March 2023 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 on _____ 2023.