

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

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

**Roll Call:** There were 53 members and substitutes present, and 8 guests.

**Members Present:** Dawn Anderson, Diane Anderson, Pnina Ari-Gur, Upul Attanayake, Stephanie Burns, Jou-Chen Chen, William Davis, Whitney DeCamp, Lisa DeChano-Cook, Anthony DeFulio, Mioara Diaconu, Kieran Fogarty, Janet Hahn, Decker Hains, Keith Hall, Patrick Hanlin, Keith Hearit, Michelle Hrivnyak, Pavel Ikononov, Antonio Isea, John Jellies, Dean Johnson, Vyascheslav Karpov, Dae Kim, Jean Kimmel, Mary Lagerwey, Mahendra Lawoti, Nathan Lisak, Edward Montgomery, Amy Naugle, Nicholas Padilla (substitute for Chansheng He), Paul Pancella (substitute for Zbigniew Chajeki), David Paul, John Petrovic, Troy Place, Diane Riggs (substitute for Stephen Covell), Jamie Rohr (substitute for Kelley Pattison), David Rudge, John Saillant (substitute for Scott Slawinski), Utkarsh Shrivastava, Larry Simon, C. Dennis Simpson, Michelle Suarez, Sarah Summy, Marianne Swierenga, David Szabla, Laura Teichert, Julian Vasquez Heilig, Ann Veeck (substitute for JoAnn Atkins), Andre Venter, Rodney Weir (substitute for Don Hoover), Shu Yang, Andrew Zolp

**Members Absent:** Osama Abudayyeh, Amy Bocko, Sunday Bonifas, Suma Devang, Sandra Glista, Monique Haley, Trey Harris, Lynn Heasley, Jill Hermann-Wilmarth, David Huffman, Kyle Jehnzen, Stephen Kaczmarek, Doug Lepisto, Geoffrey Lindenberg, Thayma Lutz, Colin MacCreery, Parviz Merati, Matthew Mingus, Joshua Naranjo, Kelsey Paschich, Alexandra Pekarovicova, William Rantz, Joshua Santos, Tim Scheu, Remzi Seker, Paul Solomon, Brian Tripp, Jan Van Der Kley, Zeljka Vidic, Bret Wagner, Carol Weideman

**Guests Present:** Vuvu Antonio, Graduate Studies Association; Andrew Bachmann, Public Safety; Kayla Byrd, Western Student Association, Christine Byrd-Jacobs, Dean, Graduate College; Christopher Cheatham, Vice Provost for Academic Affairs; Kristal Ehrhardt, Interim Dean, College of Education and Human Development; Chang Kidd Sun, President, Western Student Association, Scott Merlo, Chief of Police

**Faculty Senate Staff Present:** Sue Brodasky

**Quorum**

A quorum was present with 53 Senators in attendance, of the 46 needed to establish quorum.

**Agenda**

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

**Minutes**

A correction of attendance was made.

It was moved by DeChano-Cook, seconded by Rudge, to approve the 1 December 2022 minutes as modified. The motion carried.

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

The 2023 Presidential Scholar Convocation will be held in rooms 208-210 of the Bernhard Center on Friday, 17 March from 4 to 6 p.m. Faculty were encouraged to join in honoring WMU's outstanding undergraduate students who were chosen by department faculty on the basis of academic and/or artistic excellence in their major programs, as well as their overall promise of success.

The results of the Faculty Senate general election will be distributed early next week as part of the Senate Snapshot. All department Senators, Representatives-at-Large, and council and committee members have already been individually notified via email.

The three new Board of Trustee members Kelly Burris, Jon Hoadley, and Lisa Williams, will be sworn into office on Monday, 6 March 2023. Faculty are invited to attend The Oath of Office Ceremony at 3 p.m. in the President's Dining Room here in the Bernhard Center.

## **Reports of Ex Officiis**

### **University President Edward Montgomery**

President Montgomery recently attended WMU Day at the Capitol, where a dozen WMU organizations and units spent the day in Lansing speaking with lawmakers, their staff, lobbyists and guests. The Office of Government Relations organized WMU Day at the Capitol that showcased and highlighted the array of projects and programs that make Western a school of choice. Some of the campus offices, departments and organizations that attended included Empowering Futures, College of Arts and Sciences, Merze Tate College, College of Fine Arts, Office of Research and Innovation, College of Engineering and Applied Sciences, Haenicke Institute for Global Education, Office of Pre-College Programming, College of Education and Human Development, College of Aviation, Cold Case Program, WMed, and Athletics.

Governor Gretchen Whitmer announced a 4% increase in base funding to WMU. Several universities are seeking additional support for Research 2 institutions.

Appreciation was expressed to faculty and staff who gathered at the candle light vigil on 15 February to mourn the loss of three Michigan State University students. Hundreds from the WMU community demonstrated their support for not only those who lost their lives at MSU, but also for the five injured students. WMU's proximity and many ties to MSU brought the incident close to home for all Broncos. Continue to have the conversations in classrooms and the compassion shown to WMU students while helping them process what occurred.

The Michigan State University tragedy cannot be discussed without thinking about safety and security on WMU's campus. The WMU Department of Public Safety continues to be in pursuit of enhancing campus safety measures. Public Safety Chief Scott Merlo will share how safety is the top concern later in the meeting. As a public-serving institution, WMU balances being accessible to the public with measures designed to safeguard the campus community, including the sworn, accredited police force that Chief Merlo leads and that patrols campus. There is a centralized video surveillance system that's tied into the more than 1,500 cameras and centralized lock down capabilities. The public safety department is always examining how WMU can heighten and improve. Two new examples are adding more surveillance cameras, and rolling out new ID cards with advanced security features. These two upgrades have been in development and represent ongoing efforts to heighten security. Chief Merlo will have more to share on the roles each individual plays in being vigilant and prepared in the event of an emergency.

The 43<sup>rd</sup> Annual Presidential Scholars Convocation will be held on 17 March, where students whose academic abilities are stellar will be recognized. The Presidential Scholar designation is the highest academic honor that can be bestowed on undergraduates. These students come from various backgrounds and areas of study, but one thing they hold in common is their pursuit of excellence. Championing each one of these honored scholars are faculty who have been critical to their success.

#### **Faculty Accolades:**

- Ajay Gupta, WMU professor of Computer Science, is being recognized with a Golden Core Award from the Institute of Electrical and Electronics Engineers, the world's largest professional community of computer scientists and engineers. The award is given to longstanding members or staff of the IEEE, known best for setting the standard for the education and engagement that fuels global technological advancement.
- Andrew Rathbun, professor of Saxophone in the Irving S. Gilmore School of Music is nominated for a Canadian JUNO Award, similar to the Grammy Awards in the United States. His latest jazz record "Semantics" is nominated for group Jazz Album of the Year at the 52<sup>nd</sup> Annual JUNO Awards ceremony on March 13.

### **Provost and Vice President for Academic Affairs Julian Vasquez Heilig**

Provost Vasquez Heilig just spent the week at the American Association of Hispanics in Higher Education where he offered thought leadership in the strategic planning session as a member of the AAHHE Board of Directors.

Provost Vasquez Heilig recently met with the College of Fine Arts. Other recent meetings included:

- Kalamazoo Literacy Council
- Office of Sustainability
- Dream Fellowship
- Western Aerospace Launch Initiative, which is also known as WALI
- Sunseeker Solar Race Car Team
- Black Graduate Student Association (BGSA)

#### Student Accolades:

- Michon Jenkins Muhammad was named Undergraduate Student Employee of the Year. Michon works in the MLK Academy. She was selected from a pool of 63 undergraduate nominations.
- Ja'Nae Jones, a WMU Assistant Hall Director in Housing and Residence Life, was named the Graduate Student Employee of the Year. Ja'Nae directly supervises six resident assistants, one senior resident assistant and four office managers. She is the primary conduct officer for Ackley/Shilling halls.
- Sue Murray was named WMU Supervisor of the Year. Sue is Director of the MLK Academy, and she works with students who receive the MLK G.O.L.D. Scholarship. She facilitates their transition from high school to college and helps them matriculate through services and support at the University.

Philosophy Professor Fritz Allhoff informed the provost about recent advancements of the WMU Alaska Tax Program. He and six students just returned from rural Alaska, where they helped prepare 300 tax returns in some of the most remote native villages in Alaska. This program facilitates students from 10 universities to travel to these villages that have off-the-road systems and their villages have limited resources and infrastructure. The team visited one village and the homes had no running water. Add to that the temperature being almost -30 degrees on some of their travel days. Nonetheless, the students completed 40 hours of federal and Alaska-specific tax training before departure and worked for more than 60 hours during their deployment. This is WMU's eighth year in the program. It is inspiring to see WMU students use their skills and knowledge to make a positive impact on underserved communities. The team's commitment to this program and the work it does is a testament to WMU's dedication to Native American Affairs outreach. The challenges these communities face, such as limited resources and infrastructure, only make the students' work even more impressive. It is important that WMU continues to support programs like this that make a meaningful difference in people's lives.

The College of Education and Human Development dean search is coming to a close with an expected announcement in a couple of weeks.

#### University Reports

Chief Merlo gave an overview of the WMU Department Public Safety (DPS). The DPS consists of four divisions: Emergency Management, Building Security, Parking Services, and the Police Department.

##### **EMERGENCY MANAGEMENT:**

- Lt Andrew Bachmann is the Emergency Management Manager.
- The Emergency Management Division (EMD) assists the University in responding to emergency situations that may affect the campus community. The EMD partners with University departments with the Emergency Operations Center and the Critical Incident Policy Team to assist in planning for and responding to incidents.
- The EMD provides all-hazards training for faculty, staff, and students free of charge as part of preparedness initiatives. The division partners with the city and county of Kalamazoo emergency management departments and is a member of the Kalamazoo County Disaster Preparedness Committee.
- The EMD is active in the fifth District Homeland Security Board, which is comprised of emergency management representatives from numerous counties.
- The EMD participates in local, county, region, and statewide emergency exercises throughout the year and also partners with other universities in the state, and beyond, to share best practices and resources.

##### **BUILDING SECURITY DIVISION:**

- The Building Security Division (BSD) consists of four employees and is overseen by Lt Matt Page. The BSD is responsible for maintaining electronic devices on security systems, issuing Bronco ID Cards to employees and students, pinning cores, cutting keys, and repairing door hardware.
- The BSD is responsible for the installation and monitoring of the approximately 1,500 cameras strategically placed throughout campus. One enhancement initiated several months ago, WMU recently began the process of adding 150 exterior cameras to the surveillance system. The installation of the cameras is scheduled to start this Spring.
- There are over 50 buildings with security systems containing over 4,000 electronic devices such as: card readers, door contacts, electronic panels, cameras, and digital recorders. In addition, there are over 50,000 active ID cards on the system.
- The BSD is responsible for the installation and monitoring of the over 2,000 access devices and alarms in WMU buildings.
- The BSD manages and responds to more than 100 strategically located emergency call boxes.

- A rebadging project is already underway and starting this summer new Bronco ID cards will be issued for all of campus to enhance safety measures by improving proximity technology and capabilities.

#### **PARKING SERVICES:**

- Captain Jeff Lillard oversees the Parking Division which is primarily self-funded.
- The Parking Division currently has one parking maintenance supervisor, one parking office supervisor, four parking enforcement officers, and four parking clerks.
- Over 61,000 parking permits are sold each year to faculty, staff, students, and visitors. Permits range from daily to annual permits. Parking permits are \$300 annually and have not been increased in 15 years.
- The Parking Division has the financial responsibility of maintaining campus infrastructure which includes 116 parking lots, four parking structures, and over 20 lane miles of campus roads. The parking maintenance crew repairs and replaces campus road and parking lot signs.

#### **POLICE DEPARTMENT:**

- The police department consists of 33 sworn officers and three civilian administrative employees. The police officers are certified through the Michigan Commission on Law Enforcement Standards (MCOLES) with full police authority and powers of arrest throughout Kalamazoo County because of a longstanding intergovernmental agreement between WMU and the Kalamazoo County Sheriff's Department. The officers also receive police authority from the WMU Board of Trustees for all campus owned property and buildings.
- The departmental philosophy is a community policing model of engagement, education, and enforcement.
- The police department has two dual purpose police K-9s who are trained on explosive detection and are utilized for numerous community policing events. Officer Cable and his K-9 Oso were recently recognized by the National Association of professional Canine Handlers for their outstanding performance in the area of explosive detection.
- There is an officer assigned to the Community Outreach and Problem Solving (COPS) unit of Kalamazoo Department of Public Safety. This community policing officer is assigned to the off-campus student neighborhoods of Knollwood and Lafayette. The officer's responsibility includes establishing relationships within the student community, resolving neighborhood conflicts and quality of life issues. This unit also reviews crime trends in the area to provide early intervention and advice for emerging issues.
- The police department has a full-time community policing officer, Sgt Victoria Hastings, who organizes community events throughout the year and works extensively with student groups on crime prevention and student initiatives. Sgt Hastings organizes and monitors the residence hall liaison program, serves as the Clery Compliance officer, assists in the investigation of sexual assaults and works very closely with the Title IX office.
- There are officers serving on the Racial Justice Advisory Committee and who also participate in job search committees.
- The police department employs a Residence Hall Liaison program. All residence halls have an assigned police officer to assist staff with a variety of functions and develop crime prevention programs. The officers are expected to visit the halls during their shifts as time permits to create and foster partnerships with the hall staff and community of the residence hall. Officers are required to attend several residence hall safety meetings throughout the year.
- The department has excellent working relationships with area law enforcement agencies and the Kalamazoo County Prosecutor's Office and participates in numerous collaborative initiatives throughout the year.
- Detective Tom Rossiter is assigned to an FBI task force to assist with national security and terrorism investigations and he spends one day a week at the local FBI office.
- All Officers have been trained in crisis intervention (CIT) which teaches de-escalation techniques and emphasizes referrals to services as opposed to incarceration for mental health consumers.
- A department staff member participates on the early intervention team (EIT) to discuss and monitor those students having mental health difficulties. The team coordinates response efforts regarding student concerns initiated from faculty, staff, and students.
- The department utilizes police bicycles for officers to ride throughout campus. This allows officers other opportunities to engage with the community.
- Public Safety has Facebook and Twitter pages to disseminate information for off campus incidents that may have an impact on WMU students who live in those areas.
- Public Safety maintains a daily crime and fire log that may be viewed online or at the department per the Clery act.

- There are currently four officers assigned to the countywide S.W.A.T team. Three are tactical officers and the other is assigned to the hostage negotiation team and all of the WMU Officers are trained and equipped to respond to mass critical incidents.
- Officers participate in yearly training on fair and impartial policing which emphasizes unbiased policing.
- Sgt Nate Lutz is trained as a Drug Recognition Expert, the only DRE in Kalamazoo County.
- The Police Department is one of fifty-three, out of nearly six hundred, police agencies in Michigan to achieve accreditation. The department voluntarily sought accreditation beginning in May 2019. After a team of trained assessors evaluated the department against 108 best practice standards including use of force, vehicle pursuit, search and seizure, internal operations, training, command structure, recruitment, etc. the department was granted full accreditation in February of 2021.

Emergencies occur suddenly. The DPS preparedness and approach to the possibility of an active shooter, or any other emergency, is a major priority. A great deal of time is spent training and planning for all types of emergencies. Some of the DPS resources, services, and security measures are:

- The University Critical Incident Team is comprised of senior WMU leaders and other employees from across campus, who meet on a regular basis and engage in emergency preparedness drills annually, including scenario-based exercises.
- DPS has comprehensive emergency management guidelines and training designed to cover all threats, from a dangerous incursion of campus to weather events.
- WMU officers are equipped and trained to respond to any emergency, including an active shooter.
- DPS coordinates and provides active shooter training to the campus community. For preparedness information visit the [Emergency Management](#) webpage and Lt Bachmann can be contacted to schedule training or a security assessment.
- WMU officers train and work closely with area law enforcement agencies on coordinated responses to emergencies.
- DPS has the ability to centrally lock down buildings and classrooms that have card access in cases of emergencies.
- WMU has a comprehensive emergency communication system. Students and employees can register to receive [WMU Alert](#) text messages and phone call notification for on-campus emergencies. Anyone can also sign up to receive WMU Advisories to be notified of near-campus emergencies that pose a potential ongoing threat. (Opt-in by texting “wmupublicsafety” to one of the following numbers: 226787 or 67283). Follow DPS on Twitter and Facebook where notifications are automatically posted.

The WMU Public Safety Department is committed to the community policing philosophy of engagement, education, and enforcement with an emphasis on engagement. The department wants to be part of the success of WMU students, but also a part of their struggles, in order to assist in any way possible to ensure that students are safe and successful. What’s important for faculty to know is that students view faculty as the leader within the classroom and will be looking to them to make decisions in the case of any emergency.

Questions included:

- It was asked where 911 calls are answered. Merlo noted it is a central system for all of Kalamazoo.
- Merlo indicated there are four parking services vehicles that are in process being replaced, when asked.
- What is to be done in response to an active shooter. Merlo stated run, hide, fight. Be sure to alert dispatched. Department training is available at the [website](#).
- It was asked how the security camera system is monitored. Merlo noted that it is not monitored in real time, but all cameras are available to be viewed once alerted or can be reviewed after an incident.

Discussion was held regarding specific building classrooms.

### **Faculty Senate Council Reports**

Dawn Anderson, chair of the Graduate Studies Council introduced MOA-22/03: Revision of Graduate Requirements to Establish Minimum Credit for Doctoral Degree. The Graduate Studies Council recommends the requirement of a minimum of 60 credits for a doctoral degree at WMU. Also, to add language to both the doctoral and specialist program transfer credit section that, under certain conditions, allows credits from previous completed graduate degrees to be used in the program, without them counting within the overall program time limit.

<https://wmich.edu/sites/default/files/attachments/u370/2023/MOA2203-Doctoral-Specialist-Degree-Credits.pdf>

It was moved by Rudge, seconded by Hearit, to approve MOA-22/02 as presented. The motion carried.

Dawn Anderson, chair of the Graduate Studies Council provided an update on the council's activities which included the review of graduate program curriculum changes; the implementation of Curriculog; research and teaching awards.

[https://wmich.edu/sites/default/files/attachments/u370/2023/20230302.GSC\\_.pdf](https://wmich.edu/sites/default/files/attachments/u370/2023/20230302.GSC_.pdf)

Executive Board Director Decker Hains provided an update from the Ad Hoc Curriculum Change Workgroup which included details of motivation, purpose, and audience for change; the Ad Hoc Workgroup membership; the MOA structure; key challenges and issues, and the next steps including feedback opportunities.

<https://wmich.edu/sites/default/files/attachments/u370/2023/20230302.AdHocCurriculumChangeWorkgroup.pdf>

Questions included:

- It was questioned how this revision will dispel the conflicts between colleges due to the Strategic Recourse Model budget. Summy noted that this presentation is just a framework that the Ad Hoc Workgroup has developed to revise the MOA, but it is not all inclusive at this time. There will be multiple opportunities to provide feedback late March/early April.

Discussion was held.

### **Professional Concerns**

- There was a request for explanation of shared governance at WMU. Examples were provided that questioned the effectiveness of shared governance during the prior academic year. It was suggested that the Faculty Senate assess the success of shared governance at WMU. Summy stated what shared governance includes and she supported the concept of assessment. She also noted that there must be a commitment to shared governance by faculty which includes service to the Senate and the University which is often met with resistance currently.
- Participation was encouraged in the Engineers Without Borders organization, which deals closely with projects that bring essential materials to developing communities all over the world. These projects bring clean drinking water, electricity, housing, or anything else that aids the community. It is an organization open to all students of any age or major at WMU. For more information visit: <https://wmich.edu/news/2022/09/69256>
- It was asked if varied length of housing can be accommodated for students on practicum rotations. Vice President Anderson explained that student housing is currently full. Henry Hall is being re-opened to assist with demand. WMU went from 7,000 to 4,000 beds, so adaptability for unique housing is limited. Such accommodations are not available currently.
- The provost was asked for an enrollment update. Provost Vasquez Heilig stated that the retention rate from fall to spring is 92.2%. Yield will not be available until summer but applications look good.

Discussion was held regarding enrollment.

### **Adjournment**

President Summy adjourned the meeting at 6:37 p.m. The next Faculty Senate meeting will be held on 6 April 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.