WELCOME to the 2020 College of Arts and Sciences

State of the College

Dr. Carla M. Koretsky, Dean
October 29, 2020

Dr. Koretsky’s presentation will begin at 9:30 a.m.

All audio will be muted during the presentation. Please use the chat or hand raise features to ask a question or comment after the presentation.

The presentation will also be recorded and posted on the CAS website to view at a later time. Find it at: wmich.edu/arts-sciences/2020-state-college-address
Wade Cutler
School of Communication
Dean’s Appreciation Award
Joshua Koenig
Department of History
Undergraduate Advising Excellence Award
Dr. Mercedes Tubino-Blanco
Department of Spanish
Faculty Achievement Award
in Research and Creative Activity
Dr. Jonathan Bush
Department of English
Faculty Achievement Award
in Professional and Community Service
Dr. Tabitha Mingus
Department of Mathematics
Faculty Achievement Award in Teaching
Dr. David Charlton
Department of Philosophy
Part-Time Instructor
Excellence in Teaching Award
Dr. J. Adam Bennett
Department of Psychology
Staff Excellence Award
Dr. Linda Borish
Department of History
Diversity and Inclusion
Faculty Recognition Award
Dr. Shu Yang
Department of World Languages and Literatures
Women’s Caucus
Gender Scholar Award
**Justin Black**  
Communication & African American and African Studies  
New Directions in Global Engagement Prize

**Freddy Fuentes**  
Communication  
Diversity and Inclusion Student Writing Prize

**Lauryn Rumisek**  
Sociology and Psychology  
Diversity and Inclusion Student Writing Prize
2019 American Association for the Advancement of Sciences Fellow

Dr. Chansheng He
Department of Geography, Tourism, and the Environment
National Science Foundation Idea Machine Semi-Finalists (Top 14)*

“Reversibility: Future of Life on Earth”

Dr. Bilinda Straight  
Department of Gender and Women’s Studies

“The STEM Teaching and Learning Incubator”

Dr. Todd Ellis  
Department of Geography, Tourism, and the Environment & Mallinson Institute for Science Education

*WMU was the ONLY institution with two ideas in the top 14 and the only institution with three ideas in the top 33 (of ~800 ideas submitted)
Historical Society of Michigan
State History Award

“John E. Fetzer and the Quest for the New Age”

Dr. Brian Wilson
Department of Comparative Religion
Dr. Staci Perryman-Clark, elected to a four-year leadership term with the Conference on College Composition & Communication.

Perryman-Clark also received the 2020 Best Book Award, awarded by the Council of Writing Program Administrators for her book, “Black Perspectives in Writing Program Administration: From the Margins to the Center.”
Fostering success of STEM transfer students at WMU is focus of nearly $1M NSF grant

Dr. Megan Grunert Kowalske
Department of Chemistry

Dr. Heather Petcovic
Department of Geological and Environmental Sciences

Dr. Andre Venter
Department of Chemistry

Dr. Kelly Teske
Department of Chemistry

Dr. Cody Williams
Mallinson Institute for Science Education

Jenny Ribble
Department of Chemistry
Alumna appointed to the United States Advisory Council on Human Trafficking

Bella Hounakey
Criminal Justice and Spanish, 2015

United States Advisory Council on Human Trafficking
Lifetime Achievement Award from the International Society of Iranian Studies

Dr. Erica Friedl
Edwin E. Meader professor emerita of anthropology
2020 Arts and Sciences Medallion Scholars

Kayla M. Byrd
Biochemistry

Emmanuel Marfo
Biomedical Sciences

Samuel Longlet
Political Science
Yoselin Díaz
Anthropology and Spanish

2020 Arts and Sciences Foundation Scholar
New Arts and Sciences Tenure-Track Faculty

Kate Tierney  
Department of Sociology

Sacha Pence  
Department of Psychology

Nichole Andrews  
Department of Statistics

Peter Voice  
Department of Geological and Environmental Sciences

Yanyu Ward  
Department of World Languages and Literatures

Daniela Hernandez  
Department of Mathematics
New Arts and Sciences Chairs and Directors

Dr. Megan Grunert Kowalske
Department of Chemistry

Dr. Heather Petcovic
Department of Geological and Environmental Sciences

Dr. Linda Borish
Department of History

Dr. John Saillant
Department of English

Dr. Ilana Nash
Department of Gender and Women's Studies
WMU Service Anniversary Recognition

Dr. Jon R. Neill  
Department of Economics  
40 Years of Service

Dr. Wei-Chiao Huang  
Department of Economics  
35 Years of Service

Dr. Jay Treiman  
Department of Mathematics  
35 Years of Service

Jacquelyn Bizzell  
Academic Advising  
30 Years of Service
2020 Faculty and Staff Retirements

Bradley Huitema, 52 years
Psychology

Howard Dooley, 49 years
History

Joseph Stoltman, 49 years
Geography

Joseph McKeen, 42 years
Statistics

Sisay Asefa, 39 years
Economics

John Tanis, 39 years
Physics

Dennis Pence, 35 years
Mathematics

Alyce Dickinson, 35 years
Psychology

Alan Kehew, 33 years
Geological and Environmental Sciences

Cynthia Running-Johnson, 33 years
World Languages and Literatures

William Kern, 32 years
Economics

Nancy Eimers, 31 years
English

Robert Eversole, 31 years
Biological Sciences

Paul Johnston, 30 years
English

Richard Gershon, 30 years
Communication

Rand Johnson, 30 years
World Languages and Literatures

Kent Baldner, 29 years
Philosophy

Daneen Wardrop, 29 years
English

Huizhong Zhou, 29 years
Economics

Donald Alexander, 28 years
Economics

Michael Nassaney, 27 years
History

Robert Peters, 26 years
Public Affairs and Administration

Niloufer Mackey, 25 years
Mathematics

Jocelyn Steinke, 24 years
Communication

Lester Wright, 24 years
Psychology

Peter Blickle, 23 years
World Languages and Literatures

LeeAnn Claussen, 23 years
Political Science

David Lemberg, 22 years
Geography

Charles Emerson, 21 years
Geography

Annegret Paul, 21 years
Mathematics

Steven Kohler, 21 years
Biological Sciences

Susan Hoffman, 20 years
Political Science

Judith Rypma, 20 years
English

Magdalena Bugaj Niewiadomska, 19 years
Statistics

Jay Wood, 19 years
Mathematics

Nancy Landsberger, 18 years
World Languages and Literatures

David Schuster, 18 years
Physics & Mallinson Institute for Science Education

Karen Vocke, 18 years
English

Jennifer Machiorlatti, 16 years
Communication

Charlotte Thralls, 16 years
English

Onaiwu Ogbomo, 14 years
Institute of Intercultural and Anthropological Studies

D Steven Mackey, 14 years
Mathematics

Lew Pyenson, 13 years
History

Tim Ready, 12 years
Sociology
Please join Western Michigan University’s College of Arts and Sciences for our

2020 Alumni Achievement Awards

as we honor 17 outstanding alumni from our departments and programs.

Friday, October 30, 2020 | 7 p.m. EDT

At the start time, please go to the link below to join us in honoring our alumni and their exceptional accomplishments during our Alumni Achievement Awards.

https://youtu.be/ALIHql6MGtU
The State of the WMU College of Arts and Sciences: Achievements, Challenges and Opportunities

Dr. Carla M. Koretsky, Dean
Community Response to Pandemic

Student Engagement Team
  • CAS staff called >3000 undergraduate students over the summer

Laptop Loaners
  • CAS provided ~150 laptops to students in need

Campus Safety
  • Rapid changes in course modalities
  • Research restart plans
  • Building safe return plans
  • PPE distribution
Community Response to Pandemic

WMU Invisible Need

• Emergency assistance for WMU students ($35K by April)

Solidarity Fund for WMU Employees and Students

• Nonprofit organization of faculty, staff and students to provide emergency assistance to staff and students

Community Student Connection @WMU4Students

• Emergency aid for international students
Achievements

2nd Year Retention Rates (2015-2019 cohorts):
• 75.0%, 75.7%, 77.4%, 78.0%, 72.6%
• Strategic Plan Goal for 2021: 80%

6-yr Graduation Rates (2010-2014 cohorts):
• 51.4%, 50.1%, 51.5%, 54.2%, 56.2%
• Strategic Plan Goal for 2021: 55%

How?
• Midterm Reporting (more than doubled in past 3 years)
• Gateways to Completion & Student Success Initiatives
• Academic Advising
• Completion Scholarships (193 $4K scholarships 2017-18 to 2019-20; 172 recipients have graduated - 89%)
Achievements

External Funding

- ORI reports that CAS led FY20 awards: 65 grants, $8.1M (compared to $5M in FY17, $4.7M in FY18, $8M in FY19)

Continuing to Develop AGDP, 4+1, Dual Enrollment Agreements

- Aquinas, Albion
- Forest Hills Northern HS, Kalamazoo Christian HS, Greenville HS

Western Essential Studies

- Over 200 approved CAS courses

NSF ADVANCE & ASPIRE IChange

- Promoting systemic change
Join Dr. Donna M. Riley as she discusses how we can work together to disrupt gender bias in STEM fields.

**Thursday, October 29, 2020**
**4:00 p.m. EDT - webinar presentation and Q&A**

**RSVP:** [https://bit.ly/2GtN0SM](https://bit.ly/2GtN0SM)
**Or, register and join by going to the slide on the CAS main web page**
Challenges: Demographics

Figure 10. Projected percentage change in the number of public high school graduates, by state: School years 2012–13 and 2026–27

NOTE: Includes graduates of regular day school programs. Excludes graduates of other programs, when separately reported, and recipients of high school equivalency certificates. Calculations are based on unrounded numbers. Mean absolute percentage errors of public high school graduates by state and region can be found in table A-14, appendix A.


Overall High School Graduate Trends
Michigan

Notes: Projections begin with Class of 2012 for Public and Private together, 2014 for Public only.
Challenges: State Funding

Real Support (2020 Dollars)
Decreased from $184.7M in 2001 to $115.3M in 2018 (-37.6%)

Source: WMU Government Relations, Summer 2020 Bronco Advocacy Network
Challenges: Tuition Costs

The Real Cost of WMU Tuition More Than Tripled in 20 Years
Challenges: Enrollment

College of Arts and Sciences

WMU Enrolled Students by Student Level - Fall Terms

1 year change: -7.1%
Prior 5 year change: -18.3%
Prior 10 year change: -27.5%

Source: WMU Institutional Research
Challenges: Student Credit Hours

College of Arts and Sciences

STUDENT CREDIT HOURS

<table>
<thead>
<tr>
<th>Year</th>
<th>UG</th>
<th>GR</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009-10</td>
<td>300500</td>
<td>18356</td>
</tr>
<tr>
<td>2010-11</td>
<td>303200</td>
<td>18139</td>
</tr>
<tr>
<td>2011-12</td>
<td>290804</td>
<td>17855</td>
</tr>
<tr>
<td>2012-13</td>
<td>275061</td>
<td>17805</td>
</tr>
<tr>
<td>2013-14</td>
<td>262109</td>
<td>17911</td>
</tr>
<tr>
<td>2014-15</td>
<td>251089</td>
<td>17819</td>
</tr>
<tr>
<td>2015-16</td>
<td>244440</td>
<td>16438</td>
</tr>
<tr>
<td>2016-17</td>
<td>234443</td>
<td>16759</td>
</tr>
<tr>
<td>2017-18</td>
<td>228439</td>
<td>15542</td>
</tr>
<tr>
<td>2018-19</td>
<td>225344</td>
<td>14574</td>
</tr>
<tr>
<td>2019-20</td>
<td>218732</td>
<td>13292</td>
</tr>
</tbody>
</table>

1 year change: -3.3%
5 year change: -13.7%
10 year change: -27.2%

Source: WMU Institutional Research
Challenges: Financial & Personnel

CAS Budget Cuts

- 2020-21: -$11,954,892 (-21.9%)
- 2019-20: -$2,263,981 (-4.1%)
- 2018-19: -$1,020,000 (-2.0%)
- 2017-18: -$530,904 (-1.0%)
- 2016-17: -$1,477,082 (-2.7%)

Loss of Faculty

- Fall 2020: -42.7 FTE (-13.7%)*
- Fall 2019: -10.8 FTE (-3.3%)
- Fall 2018: -3.7 FTE (-1.1%)
- Fall 2017: -4.6 FTE (-1.4%)
- Fall 2016: -13 FTE (-3.8%)

* 10 of Fall 2020 decline = term faculty; 15 of -74.8 FTE since 2015 = term faculty
Challenges

- **Enrollment:**
  - University: -6.5% SCH overall (-6.2% UG; -8.5% GR)
  - CAS: -9.7% SCH overall (-9.6% UG; -11% GR)

- **Many more classes online than typical**
  - Lower tuition revenue

- **State Support: still uncertain**

- **Budget Reduction**
  - University budget reduction: $76M (18%)
    - Distributed equally (18%) across all VP areas
  - College of Arts and Sciences: $11,954,892 (21.9%)
    - Distributed equally (21.9%) across all academic colleges
Budget Reduction
$11,954,892 (21.9%)

- **Staff Reductions: $1.47M**
  - 12.9 FTE layoffs and 5 FTE vacancies swept (19 positions)
  - 5 FTE reductions from FT to PT (23 positions)

- **Faculty/Admin Reductions: $8.15M**
  - 25 FTE incentivized retirement (30 positions)
  - 26.25 FTE vacancies swept

- **Part-Time Budget: $625K**

- **GA/DA Budget: $198K (CAS) + $692K (Grad College)**

- **Operating & Research Support Budget Reductions: $1.44M**
Where do we go from here?

We must stay focused on our core mission, vision, and values.
The College of Arts and Sciences Strategic Plan 2020

**GUIDING PRINCIPLES**

**Our Mission**

Our mission is to ignite and sustain a passion for learning and discovery in the humanities, social sciences and sciences, to help students, staff and faculty succeed in life and contribute to the betterment of our communities, from local to global.

**Our Vision**

Our vision is to achieve excellence in all aspects of learning and discovery across the humanities, social sciences and sciences while fostering a climate of intellectual freedom, diversity and inclusion.

**OUR CORE VALUES**

<table>
<thead>
<tr>
<th>Collaborate</th>
<th>We promote an atmosphere in which staff, faculty, students and community collaborate in their discovery, learning and engagement.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creativity</td>
<td>We cherish intellectual vitality and innovation, driven by curiosity and critical thinking.</td>
</tr>
<tr>
<td>Equity</td>
<td>We are committed to an inclusive and equitable community comprised of diverse faculty, staff and students.</td>
</tr>
<tr>
<td>Integrity</td>
<td>We seek to operate in an environment that features accountability, transparency and respect.</td>
</tr>
<tr>
<td>Intellectual Freedom</td>
<td>In a spirit of civility, we value intellectual freedom and the open exchange of ideas in our inquiry, discovery and learning.</td>
</tr>
<tr>
<td>Financial Sustainability</td>
<td>We work to be financially accountable and viable through sustainable operations, programs and outcomes.</td>
</tr>
<tr>
<td>Student Success</td>
<td>We center students’ needs in our academic planning, policies and programs to enable learners to meet their educational goals.</td>
</tr>
</tbody>
</table>
Where do we go from here?

We need to respond deliberately, with innovation and keeping our core values at the forefront:

Collaboration
Creativity
Equity
Integrity

Intellectual Freedom
Financial Sustainability
Student Success
Where do we go from here?

How do we support excellence with our current faculty, staff, resources and infrastructure?

Can we create more flexible, interdisciplinary programs?

Where are there opportunities for new collaborative structures and programs to support our scholarship and teaching?
Thank you!

To ask a question, please use the chat or raise hand feature