

**WESTERN MICHIGAN UNIVERSITY
FACULTY SENATE**

**INTERNATIONAL EDUCATION COUNCIL
Minutes of Thursday, 21 March 2019, 3 p.m.
Room 4550 Sangren Hall**

Members present: Stephen Covell, Robert Dlouhy, Igor Fedotov, Janet Hahn, Chansheng He, David Huffman, Duke Leingpibul (for Zahir Quraeshi), Shannon McMorrow, Michelle Metro-Roland, Rebecca Natale (Western Student Association), Jun-Seok Oh, Maria Perez-Stable, Jim Whittles, Paulo Zagalo-Melo

Members absent: D. Eric Archer, Kalani Gates (Graduate Student Association)

Guest: Candy McCorkle, Vice President for Diversity and Inclusion

Procedural Items

Acceptance of the Agenda

A motion was made and seconded to add Discussion of Global Engagement Award to the agenda. Motion carried.

Approval of the Minutes

A motion was made and seconded to approve the draft 21 February minutes with the deletion of the last paragraph regarding behavior issues. The minutes were approved as edited.

Discussion Items

Working Group Reports

International Student Inclusion – McMorrow provided an update, noting that general outreach was done to diversity and inclusion committees. It is clear we need more intent to also include international students. Specific outreach to Faculty Senate councils was suggested. More promotion of outreach activities is needed than already exists. Five to seven minute video clips on problems related to international student inclusion using WMU contextual examples would be helpful. There is a WMU pre-departure/pre-arrival guide on the Haenicke Institute for Global Education website, which pertains to being in an American classroom. In addition, there is a lot of other information in PDF. HIGE is working on another video related to this. At the same time, HIGE is being sensitive to faculty time.

Global Classrooms – Metro-Roland reported that faculty attended discussion sessions; however, not all intend to apply this year. Applications are due the end of March, to be reviewed by the end of April.

College International Committee Updates

Aviation has four faculty who work to recruit internationally. Also, the faculty are from various countries.

No report from the College of Health and Human Services or the Haworth College of Business.

The College of Arts and Sciences International Committee met today. The college will have a workshop on the Fulbright experience.

Vice President for Diversity and Inclusion – Candy McCorkle

WMU wants international students to be active members of the community. The council talked about internationalizing the curricula of the University; it is not clear how the Office of Diversity and Inclusion can help with this.

The University wants peer to peer support from WMU faculty, specifically about international student inclusion. Maybe ODI could help get other faculty to help with this.

The ODI has been digging into the literature and found good pedagogy for international students is just good pedagogy. All that helps international students will help students who are a focus of ODI. Good instruction is good instruction. A universal design. Their race or international status is not the issue; they are students.

In the past, Everyone Counts learning community came out of a partnership between ODI and HIGE. ODI is pushing these groups to develop sustainable interventions to make a difference.

McCorkle's definition of diversity is very broad and includes international students. WMU needs to focus more on inclusion. She asked if instructors engage and interact on diversity.

Traditionally, this position has been focused on students, but they are transitional. It needs to be student facing as well as focused on the staff and faculty side – working with existing groups.

She wants more diversity and inclusion training. They have a unit, but they focus more on awareness. ODI is working on more foundational training which will be a scaffold of training opportunities. It needs to be demonstrated that WMU values diversity and inclusion. Perhaps orientation could include more training. EverFi has a diversity catalogue. ODI would like new hires to watch that. The topic is not addressed in new student orientation. This summer's orientation will include a 15-minute talk and a visit to the ODI office in the Trimpe building.

On boarding for administrators needs some improvement, including diversity and inclusion.

It was asked how Disability Services for Students is changing to focus on other than students.

There is not a diversity steering committee and athletics and the Graduate College are not involved.

There is a new structure for sharing and disseminating information.

People have a hard time dealing with someone who doesn't "fit in a box"
It needs to be recognized that most faculty were trained in research, not teaching.
So, if the University will produce effective faculty, instruction technique should be included for many programs.

People have more than one identity. Ask about their experience to understand the lens of how they look at the world. WMU needs to step back and ask a different set of questions.

MOA 15/03 Creation of a University-Wide Faculty Award for Global Engagement
Metro-Roland discussed the approved 2015 Memorandum of Action, noting it still has strikethroughs. There have not been many staff nominations. Also, this year there are nominations of high level administrators. The committee is struggling with the review of nominations. It is hard to compare a faculty member with deans and other administrators, as they can influence change with funds. Subordinates nominating peers seems an issue. The question was asked if administrators should get financial awards. While it is a goal to support administrators, the selection committee recommends changing it to pull out the administrators separate from staff and faculty. There would be a need to amend to MOA-15/03.

Haenicke Institute for Global Education Report – Paulo Zagalo-Melo
A report was provided.

Chair's Report – Covell

Covell attended the meetings with the candidates for the Director of International Education. He also met with Lee Penyak, Director of Study Abroad, about the development of study abroad courses. Penyak clarified that the curriculum committee is separate from the course committee. He will talk with the council at its next meeting regarding that.

Other

There was no other business.

Adjournment

The meeting adjourned at 4:56 p.m.

Janet Hahn and Rebecca Natale