



**WELCOME** to the 2024  
College of Arts and Sciences

# State of the College

Dr. Carla M. Koretsky, Dean  
March 19, 2024



# 2022-23 CAS Award Recipients



**Shu Yang**  
*World Languages and Literatures*  
Faculty Achievement Award In  
Research and Creative Activity



**Lusike Mukhongo**  
*School of Communication*  
Women's Caucus  
Gender Scholar Award



**Bill Warren**  
*Department of History*  
Faculty Achievement Award In  
Professional and Community Service



**Judge Paul Bridenstine**  
*Department of Political Science*  
Part-Time Teaching  
Excellence Award



**Deirdre Courtney**  
*Institute for Intercultural and  
Anthropological Studies*  
Dean's Appreciation Award



**Olivia Gabor-Peirce**  
*World Languages and Literatures*  
Faculty Achievement Award  
In Teaching



**Kim Tembreull**  
*Department of Psychology*  
Staff Excellence Award



**Michelle Hrivnyak**  
*Institute for Intercultural and  
Anthropological Studies*  
Dean's Appreciation Award



**Meghann Meeusen**  
*Department of English*  
Faculty Achievement Award  
In Diversity and Inclusion



**Megan Larson**  
*Department of Biological Sciences*  
Excellence in Promoting  
Student Success Award



**Jenna Ellis**  
Department of English  
Diversity and Inclusion Student  
Writing Prize  
Undergraduate Award



**Lisa Baker**  
*Department of Psychology*  
Excellence in Promoting  
Student Success Award



**Lisah Crall**  
*College of Arts and Sciences*  
Diversity and Inclusion  
Staff Recognition Award



**Kyle Vanderwall**  
Department of History  
Diversity and Inclusion Student  
Writing Prize  
Graduate Award



**Lisah Crall**

*College of Arts and Sciences Dean's Office*

2022-23 Annual WMU  
Make-A-Difference Award



**Dr. Charles Henderson**

*Professor of Science Education and Physics*

2023-24 WMU Distinguished  
Scholar Award



**Dr. David Rudge**

*Professor of Science Education and  
Biological Sciences*

2023-24 WMU Distinguished  
Teaching Award



**Dr. Mariola Pérez de la Cruz**

*Master Faculty Specialist, Spanish*

2023-24 WMU Distinguished  
Service Award



**Dr. Ángela Pérez-Villa**

*Department of History*

2023 Career Enhancement Fellowship  
from the Institute of Citizens and Scholars



INSTITUTE FOR  
**CITIZENS &  
SCHOLARS™**



**Dr. Ricky Stull**

*Department of Chemistry*

National Science Foundation  
Career Award



**CAREER  
AWARDS**



**Dr. Ashley Atkins**

*Department of Philosophy*

National Endowment for the  
Humanities Fellowship



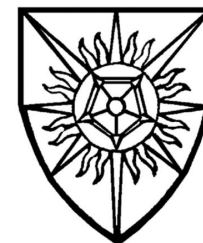




**Dr. Marjorie Harrington**

*Medieval Institute*

2024 Kindrick Prize from Medieval Academy



**Dr. Chad Edwards**

*School of Communication*

Elected to Central States Communication  
Association Hall of Fame



**Dr. Germán Zárate-Sández**

*Department of Spanish*

Fulbright Scholar Alumni  
Ambassador









## Student Awards and Honors



### Geology Club

*Department of Geological and Environmental Sciences*

2023 AIPG Student Chapter of the Year Award

### Molly Mattes

*Department of Psychology*

2023 Innovative Student Research Grant from Society for Advancement of Behavioral Analysis



### SMART

SCIENCE, MATHEMATICS,  
AND RESEARCH FOR  
TRANSFORMATION

PART OF THE NATIONAL  
DEFENSE EDUCATION PROGRAM

### Quinn Heiser

*School of Environment, Geography, and Sustainability*

2023 SMART Scholarship Winner

### Ky'Aria Moses

*Department of Psychology*

Student Representative-Elect to Association for Behavioral Analysis International Executive Council





## State Support



### Michigan Geological Survey

- \$5.9M new facility
- \$5M aggregate research
- \$3M annual budget



### Kalamazoo Autism Center

### Kalamazoo Autism Center

- \$4M to expand severe behavior services



# Willis F. Dunbar Hall Renovation



- \$42.7M (\$30M from state)
- 90,900 sq feet
- One large assembly room (150 seats)
- 4 large classrooms (75-80 seats)
- 7 medium classrooms (48-50 seats)
- 13 small classrooms (20-24 seats)
- 3 HyFlex classrooms
- 3 conference/seminar rooms
- 9 office/study rooms
- Informal seating throughout
- 2 wellness rooms
- Gender neutral restrooms
- CAS advising/recruiting suite
- SoC Media suite
- Dance studio
- 2 small green roofs
- Bicycle storage room
- Bird collision deterrent glass
- LEED Gold





## New Arts and Sciences Chairs and Directors



**Matthew Mingus**  
*School of Public Affairs  
and Administration*



**Monique Haley**  
*Institute for Intercultural and  
Anthropological Studies (acting)*



**Michael Ryan**  
*Department of Economics*



# New Tenure-Track Faculty



**Rodrigo Aranda**  
Department of Economics



**Kate Martini**  
Department of Psychology



**Deirdre Courtney**  
Institute of Intercultural and  
Anthropological Studies & School  
of Environment, Geography, and  
Tourism



**Evan Kutzler**  
Department of History



**Alex Davies**  
Department of Chemistry



**Andrew O'Hara**  
Department of Physics



**Lindsey Jeffers**  
Department of Spanish



**Agatha Slupek**  
Department of Political Science



**Gaurab Rimal**  
Department of Physics





## New Term Faculty



**Israel Orimoloye**

*School of the Environment, Geography,  
and Sustainability*



# New Arts and Sciences Staff



**Catherine Conners**  
Academic Advisor



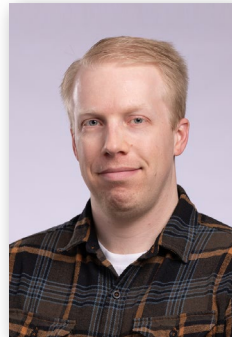
**Angela Corbitt**  
Academic Advisor



**Michael Tovas**  
Administrative Assistant II  
Department of Economics



**Stephanie Stanton**  
Administrative Assistant II  
Biological Sciences



**Kevin Bunkley**  
Administrative Assistant II  
Department of History



**Emily Carey**  
Administrative Assistant II  
Department of Psychology



**Nikki Roulo**  
Marketing Specialist  
Medieval Institute



## Faculty and Staff Retirements

40 YEARS

Wayne Fuqua, Department of Psychology

38 YEARS

Phil Egan, Department of English

34 YEARS

Jim Butterfield, Department of Political Science

29 YEARS

Susan Carlson, Department of Sociology

28 YEARS

Cheryl Fromman, College of Arts and Sciences Dean's Office

Celene Jackson, Department of Biological Sciences

Susan Standish, Department of Sociology





## Faculty and Staff Retirements

26 YEARS

Emily Hauptmann, Department of Political Science

25 YEARS

Michelle Kominz, Department of Geological and Environmental Sciences

20 YEARS

Jacinda Swanson, Department of Political Science

18 YEARS

Lisa Minnick, Department of English

17 YEARS

Udaya Wagle, School of Public Affairs and Administration





## In Memorium



**Michael Millar**  
*Department of Spanish*



# The State of the WMU College of Arts and Sciences: Achievements, Challenges and Opportunities

Dr. Carla M. Koretsky, Dean

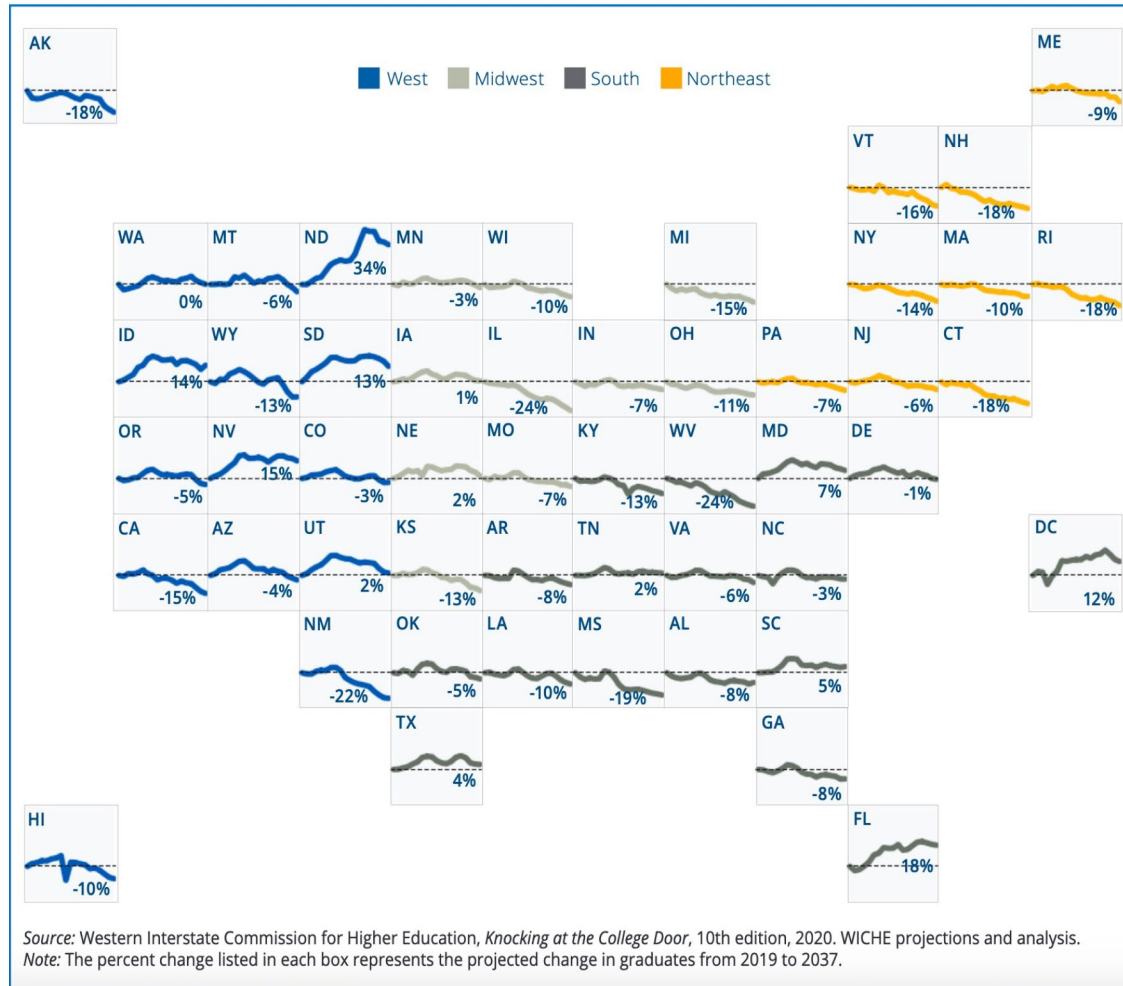






# MI Demographics

Figure 2b. State-by-State Projected Percent Change from Class of 2019 to 2037, Grand Total of Public & Private Schools



MI: -15% projected change in HS grads from 2019 to 2037

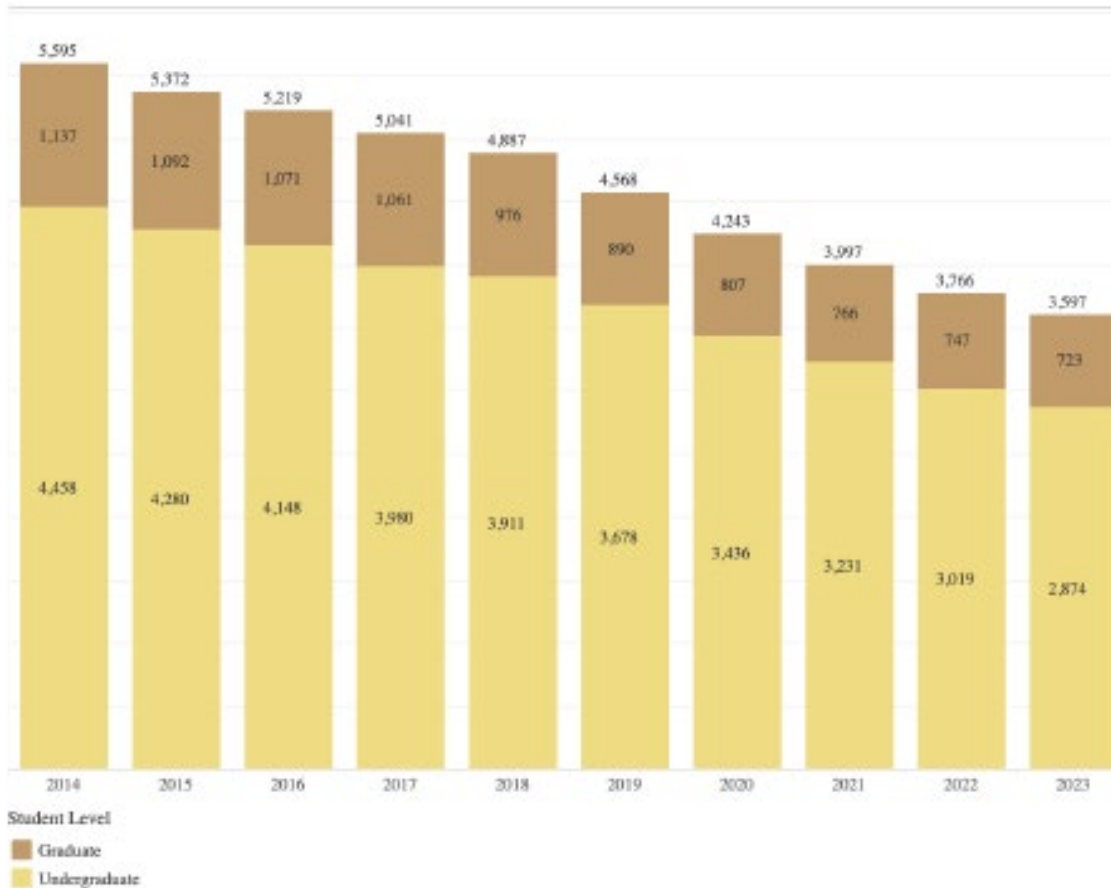
Actual 10 year change (public HS grads only)  
2008-09 to 2018-19: -8.7%



# Declining Enrollment

## College of Arts and Sciences

WMU Enrolled Students by Student Level (Primary Majors) - Fall Terms



CAS:

1 year change: -4.4%  
5 year change: -26%  
10 year change: -39%

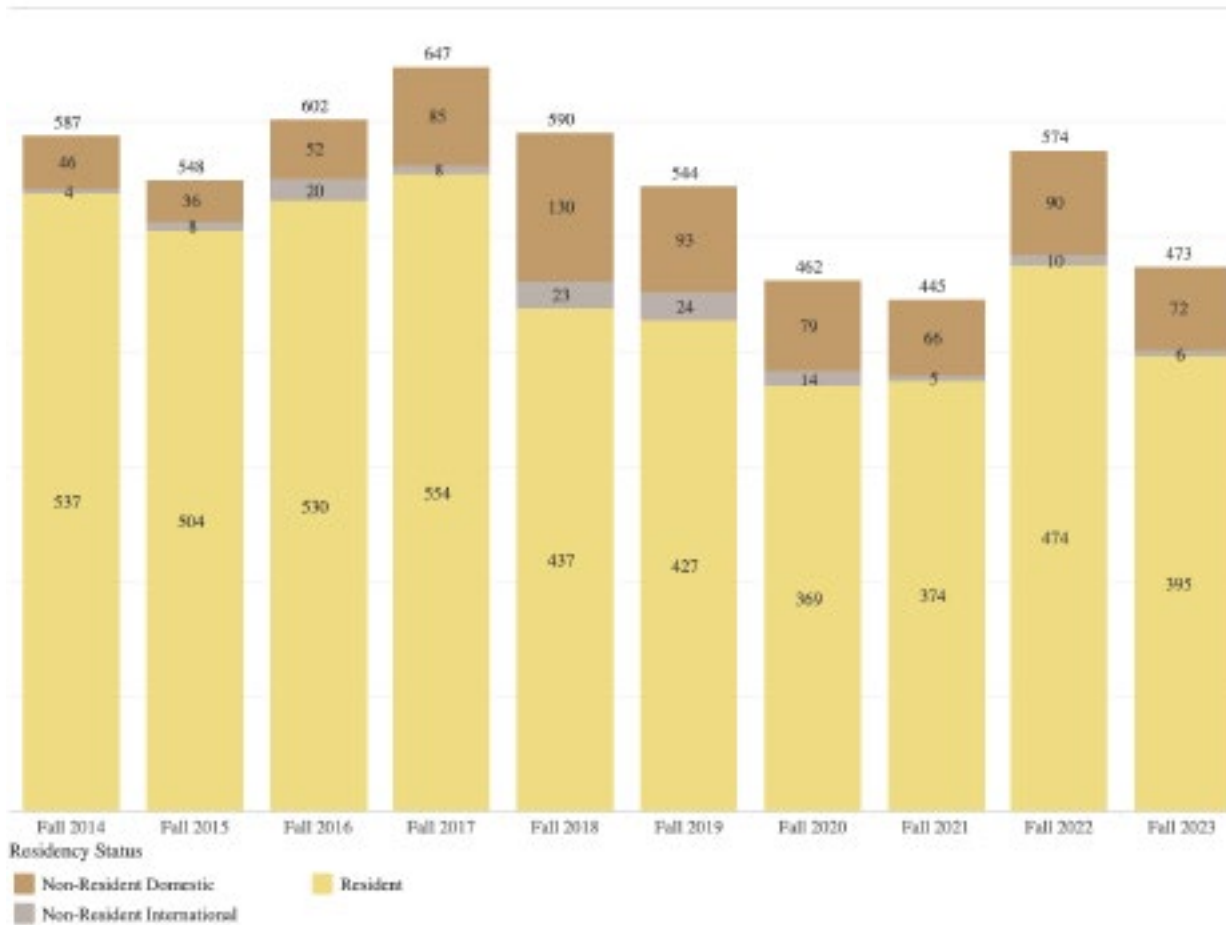
WMU:

1 year change: -1.5%  
5 year change: -22%  
10 year change: -28%



## College of Arts and Sciences

**WMU Enrolled Students by First Year**  
Full Time Student (FTIAC) and Residency (Primary Majors)- Fall Only



Source: WMU Institutional Research



## Retention and Graduation Rates

### 2<sup>nd</sup> Year Retention Rates (2016-2022 cohorts)

- 75.7%, 77.4%, 78.0%, 72.6%, 77.9%, 73.9%, **74.7%**
- Strategic Plan Goal for 2021: **80%**
- Note: fall-spring point-in-time retention +4.0% in January

### 6-yr Graduation Rates (2009-2017 cohorts)

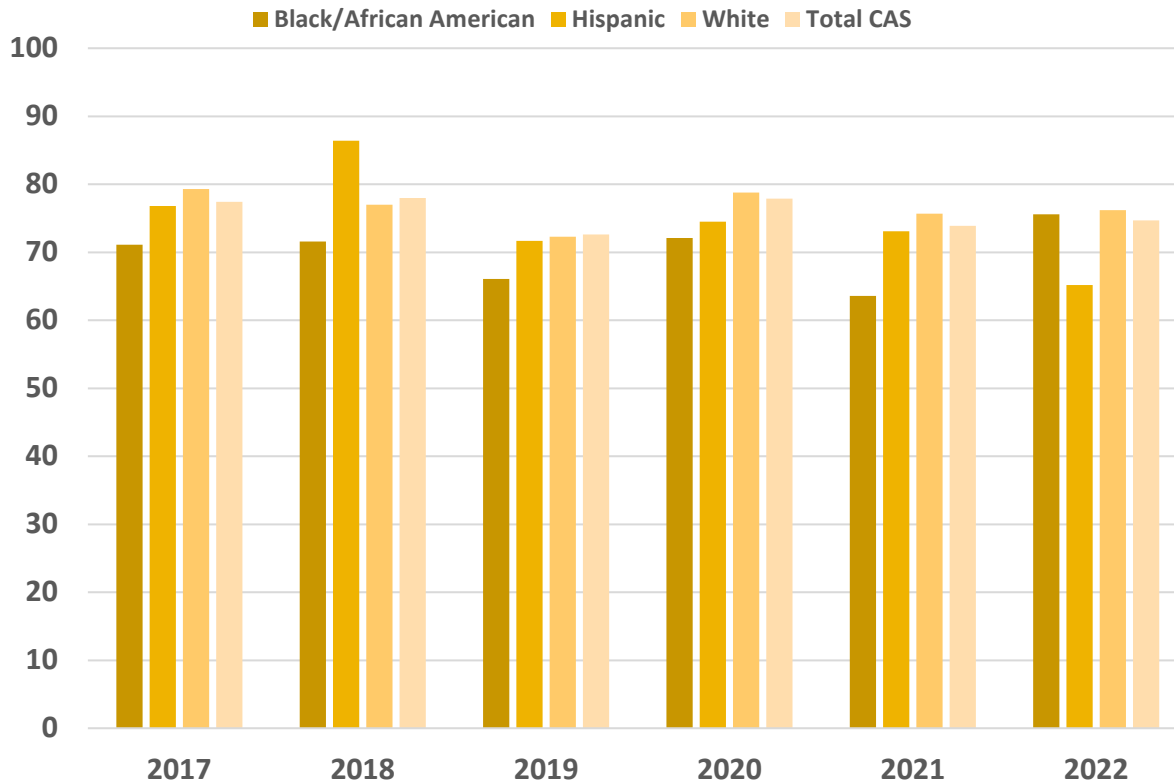
- 53.2%, 51.4%, 50.1%, 51.5%, 54.2%, 56.2%, 52.4%, 50.4%, **55.6%**
- Strategic Plan Goal for 2021: **55%**



# Retention: Equity Gaps

## College of Arts and Sciences

First Time in Any College Second Year Retention Rate



### 5-Year Average of 2<sup>nd</sup> Year Retention Rates:

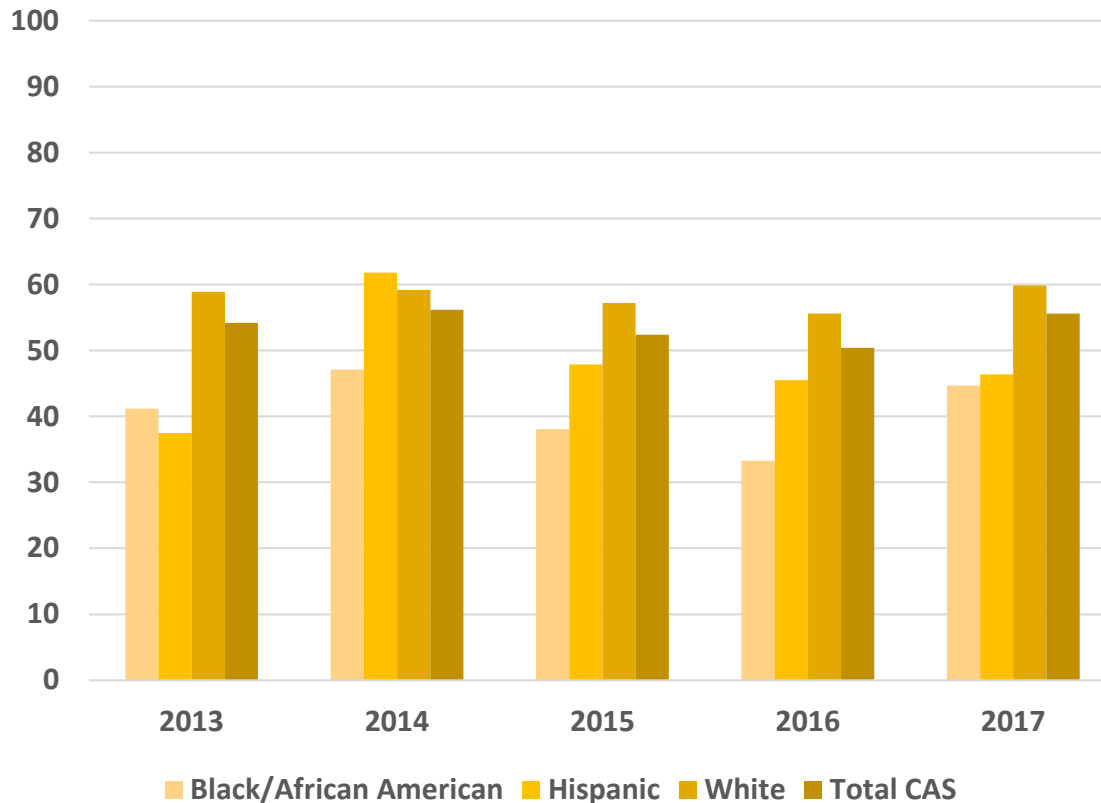
Black/African American: 70.0%  
Hispanic: 74.6%  
White: 76.6%  
All CAS: 75.8%



# 6-Year Graduation Rates: Equity Gaps

## College of Arts and Sciences

### First Time in Any College 6-Year Graduation Rates



### 5 Year Average 6-Year Graduation Rates:

Black/African American: 40.9%  
Hispanic: 47.8%  
White: 58.2%  
All CAS: 53.8%





# College of Arts and Sciences 2024-2028 Strategic Plan

## Planning Process

- Summer workshop with chairs and director's council
- Fall facilitated meetings with planning committee
- Draft plan posted for public comment
- Plan finalized in spring



*Not pictured: Thomas Kostrzewa*



# College of Arts and Sciences 2024-2028 Strategic Plan

## Guiding Principles

**Our Mission** Our mission in the College of Arts and Sciences at Western Michigan University 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

**Collaboration** We promote an atmosphere in which staff, faculty, students and community collaborate in their discovery, learning, and engagement.

**Creativity** We cherish intellectual vitality and innovation, driven by curiosity and critical thinking.

**Equity** We are committed to an inclusive and equitable community comprised of diverse faculty, staff and students.

**Integrity** We actively work to uphold an honest, transparent, and respectful environment.

**Intellectual Freedom** We advance intellectual freedom by promoting an open, civil exchange of diverse ideas in our inquiry, discovery, and learning.

**Student Success** We center students' needs in our academic planning, policies, and programs to enable learners to meet their educational goals.

**DEI Statement** The College of Arts and Sciences is dedicated to fostering diversity, equity, and inclusion that positively impacts the experiences and retention of students, faculty, and staff. We create a welcoming environment that allows everyone to be successful.



# College of Arts and Sciences 2024-2028 Strategic Plan

**Goal 1 (Academic Excellence): Through outstanding teaching, learning, and discovery experiences, we empower one another to develop the skills and knowledge to make a positive difference in the world.**

- Empower faculty and staff to provide learning experiences that equip students with the skills and knowledge to succeed in life.
- Provide comprehensive support to retain and graduate a diverse student body while steadily eliminating disparities in graduation rates.
- Engage every College of Arts and Sciences student in experiential education.
- Restructure administration and programs within and across academic units to promote enrollment, increase administrative efficiencies, and deepen areas of excellence, especially those that are innovative, interdisciplinary and collaborative.



# College of Arts and Sciences 2024-2028 Strategic Plan

## Examples of Goal 1 (Academic Excellence) Strategies:

- Expand faculty-led, course-based internship models
- Organize a college-wide social event for students each semester and encourage academic units to organize social events for their students
- Integrate experiential learning (course-embedded undergraduate research; thesis or dissertation research; service-learning; practicums; clinicals; and/or internships) into every College of Arts and Sciences undergraduate and graduate program
- Create a faculty-led task force to provide recommendations regarding potential restructuring of academic units and to re-envision existing programs to promote innovation, interdisciplinarity, cross-cutting activities, and other mutually beneficial collaborations



# College of Arts and Sciences 2024-2028 Strategic Plan

## Measures of Success

### Goal 1. Academic Excellence

- 6-year graduation rate
- 2nd-year retention rate
- 3<sup>rd</sup> and 4<sup>th</sup> - year persistence rates
- Student participation in experiential learning



# College of Arts and Sciences 2024-2028 Strategic Plan

## Goal 2 (Diversity, Equity, Inclusion, and Belonging):

We create and sustain a community that nurtures a sense of belonging, embraces diversity in all of its dimensions, and is welcoming and accessible to all.

- Develop a shared understanding of a diverse, inclusive, equitable, and compassionate culture.
- Recruit and hire outstanding faculty and staff who reflect and support the diversity of our student community.
- Retain and support the equitable success of a flourishing faculty and staff.
- Recruit and enroll a diverse student body while steadily eliminating disparities in access.



# College of Arts and Sciences 2024-2028 Strategic Plan

## Examples of Goal 2 (Diversity, Equity, Inclusion, and Belonging) Strategies:

- Provide ongoing professional development opportunities for chairs and directors focused on developing and supporting workload equity and a diverse, inclusive, equitable, and compassionate culture
- Disseminate the College of Arts and Sciences inclusive faculty hiring guide and provide ongoing training and proactive support for faculty searches
- Provide ongoing support for a writing circles program for faculty
- Expand dual enrollment programs





# College of Arts and Sciences 2024-2028 Strategic Plan

## Measures of Success

### Goal 2. Diversity, Equity, Inclusion, and Belonging

- 2nd-year retention rate of first-generation and historically underrepresented students
- 3<sup>rd</sup> and 4<sup>th</sup> – year persistence rates of first-generation and historically underrepresented students
- 6-year graduation rates of first-generation and historically underrepresented students
- Percentage of faculty at each rank, staff, and administrators from historically underrepresented populations
- Yield of admitted undergraduate students\*
- Sense of wellbeing and safety of faculty, staff, and students as measured through the American College Health Association-National College Health Assessment and National Faculty and Staff Health Assessment
- Positive responses across all themes outlined in the Employee Engagement Survey



# College of Arts and Sciences 2024-2028 Strategic Plan

## Goal 3 (Research and Creative Scholarship):

**Working with and across traditional disciplinary boundaries, we cultivate a thriving environment of inquiry, research and creative activity.**

- Communicate and support a culture of research and creative scholarship.
- Enhance interdisciplinary research and creative scholarship.
- Increase gifts, grants, and contracts to support equitable access to resources needed to participate in outstanding research and creative scholarship.



# College of Arts and Sciences 2024-2028 Strategic Plan

## Examples of Goal 3 (Research and Creative Scholarship) Strategies:

- Create a communication campaign to highlight faculty/student research and creative activities
- Host networking events to identify and build collaborations and capacity in areas of excellence
- Provide professional development opportunities for graduate students to target external funding in support of graduate student and postdoctoral fellowships



# College of Arts and Sciences 2024-2028 Strategic Plan

## Measures of Success

### Goal 3. Research and Creative Scholarship

- Annual research expenditures
- Number of creative performances or exhibitions, publications, and presentations directed and curated by faculty, and undergraduate and graduate students
- National and international prizes, awards, honors, and fellowships earned by faculty and students\*



## College of Arts and Sciences 2024-2028 Strategic Plan

Goal 4 (Community Engagement): Through strategic partnership and mutual engagement, we share knowledge and expertise with and learn from our communities, from local to global.

- Increase alumni engagement and giving to support student and faculty success.
- Develop strategic international partnerships to increase student exchange, shared academic programs, and globally-engaged research.
- Foster mutually beneficial corporate, government, and nonprofit partnerships to increase engagement in and funding for research, creative activities, and experiential learning opportunities.



# College of Arts and Sciences 2024-2028 Strategic Plan

## Examples of Goal 4 (Community Engagement) Strategies:

- Establish young alumni and college-level alumni achievement awards
- Host an annual college event focused on College of Arts and Sciences study abroad opportunities
- Collaborate with the Office of Government Affairs and the Office of Advancement to identify and develop partnerships with corporate, government, and non-profit groups in support of experiential learning opportunities





# College of Arts and Sciences 2024-2028 Strategic Plan

## Measures of Success

### Goal 4. Community Engagement

- Student participation in experiential learning (service learning, co-curricular learning, volunteerism)
- Positive responses across all themes outlined in the Employee Engagement Survey
- Amount of annual new gifts and pledges\*
- Student and faculty participation in Study Abroad



**THANK YOU**