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

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

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

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

Lisa Baker
Department of Psychology
Excellence in Promoting Student Success Award

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

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

Kim Tembreull
Department of Psychology
Staff Excellence Award

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

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

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

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

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

Dr. Ricky Stull  
*Department of Chemistry*

National Science Foundation  
Career Award

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
Dr. Amy Damashek  
*Department of Psychology*  
American Psychological Association Fellow

Dr. Sally Hadden  
*Department of History*  
Fellow of the National Humanities Center

Dr. Lynne Heasley  
*School of Environment, Geography, and Sustainability*  
2023 Next Generation in Indie Book Awards Grand Prize Winner in Non-fiction for “The Accidental Reef and Other Ecological Odysseys in the Great Lakes”
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

**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

- $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

- Evan Kutzler
  Department of History

- Lindsey Jeffers
  Department of Spanish

- Alex Davies
  Department of Chemistry

- Kate Martini
  Department of Psychology

- Agatha Slupek
  Department of Political Science

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

- Andrew O’Hara
  Department of Physics

- 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

Stephanie Stanton
Administrative Assistant II
Biological Sciences

Kevin Bunkley
Administrative Assistant II
Department of History

Michael Tovias
Administrative Assistant II
Department of Economics

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%

Note: The percent change listed in each box represents the projected change in graduates from 2019 to 2037.
Declining Enrollment

College of Arts and Sciences

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%

Source: WMU Institutional Research
College of Arts and Sciences

Source: WMU Institutional Research
Retention and Graduation Rates

2nd 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

5-Year Average of 2nd Year Retention Rates:

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

Source: WMU Institutional Research
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%

Source: WMU Institutional Research
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
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.
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
• 3rd and 4th - 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.
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
- 3rd and 4th – 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
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
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*
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.
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
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