



**WELCOME** to the 2021  
College of Arts and Sciences

# State of the College

Dr. Carla M. Koretsky, Dean  
November 8, 2021

Dr. Koretsky's presentation will begin at 11 a.m.

For those who are viewing the presentation remotely,  
you can text questions during the Q&A to:  
(269) 861-3939

The presentation will also be recorded and posted on the CAS website.  
Find it at: [wmich.edu/arts-sciences/2021-state-college-address](http://wmich.edu/arts-sciences/2021-state-college-address)



## **Pete Stuurwold**

Department of Chemistry

### **Dean's Appreciation Award**





## **Dr. Michael Famiano**

Department of Physics

### **Dean's Appreciation Award**





## **Dr. Sally Hadden**

Department of History

### **Dean's Appreciation Award**





## **Dr. Thomas Kostrzewa**

Global and International Studies

### **Part-Time Instructor Excellence In Teaching Award**





## **Susan Standish**

Department of Sociology

### **Undergraduate Advising Excellence Award**





## **Dr. Michael Ryan**

Department of Economics

### **Undergraduate Advising Excellence Award**







## **Dr. Leah Omilion-Hodges**

School of Communication

**Faculty Achievement Award in  
Research and Creative Activity**







## **Dr. Steven Bertman**

Institute of the Environment and Sustainability

### **Faculty Achievement Award In Teaching**





## **Dr. Amy Naugle**

Department of Psychology

**Faculty Achievement Award  
In Professional and Community  
Service**





## **Dr. Angie Moe**

Department of Sociology

**Women's Caucus**

**Gender Scholar Award**





## **Nina Morris**

Department of Geological and  
Environmental Sciences

### **Diversity and Inclusion Student Writing Prize**



## **David Birkam**

School of Communication

### **Diversity and Inclusion Student Writing Prize**

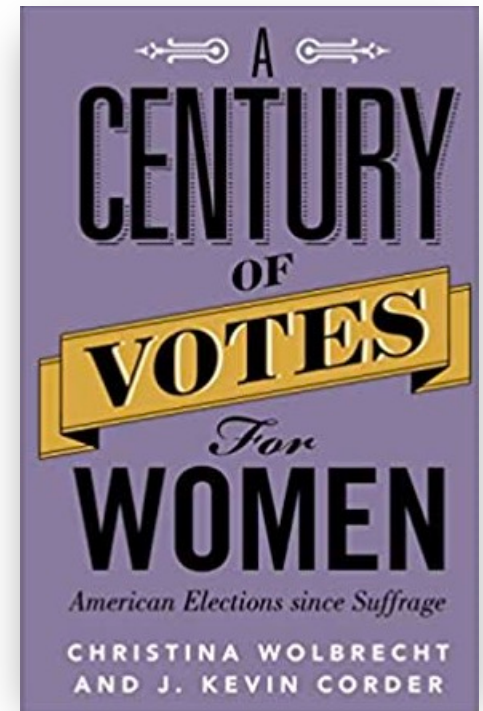




**Dr. J. Kevin Corder**, Professor of Political Science & co-author **Dr. Christina Wolbrecht**

**2021 Victoria Schuck Award**

American Political Science Association  
Best Book on Women & Politics





**Dr. Michael Famiano,**

Professor & Chair of Physics

**2021 Fulbright Scholar Alumni Ambassador**



**FULBRIGHT**





**Dr. James Butterfield,**

Professor of Political Science

**APLU 2021 Michael P. Malone International Leadership Award**







## **Dr. Chien Juh-Gu**

Professor of Sociology

**Finalist for 2020 Rosabeth Moss Kanter  
International Award**

**"Bargaining with Confucian Patriarchy: Money,  
Culture, and Gender Division of Labor in  
Taiwanese Immigrant Families"**



**The Rosabeth Moss Kanter Award  
for Excellence in Work-Family Research**



**Dr. Germán Zaráte Sánchez,**

Associate Professor of Spanish

**2020 American Association of University Supervisors,  
Coordinators and Directors of Language Programs  
(AAUSC) Innovation in Language Program Direction:  
Racial/Social Justice and Inclusivity Award**

**2021-22 Fulbright Scholar**





**Dr. Alisa Perkins,**

Associate Professor of Comparative Religion

**2021 Whiting Public Engagement Grant**

**whiting**  
FOUNDATION



**WESTERN MICHIGAN UNIVERSITY**  
College of Arts and Sciences  
Institute for Intercultural  
and Anthropological Studies

**Monique Haley,**

Assistant Professor of Dance and of  
Intercultural and Anthropological Studies

**Black Mixtape recognition of “Culture Loop”**



**Dr. Autumn Edwards,**

Professor of Communication

**2020 Women in Robotics**

**30 Women In Robotics**

**You to Need to Know About**





NATIONAL  
ENDOWMENT  
FOR THE  
HUMANITIES

## **Dr. Jana Schulman and Dr. Bob Berkhofer**

Director and Deputy Director, Medieval Institute

### **National Endowment for the Humanities**

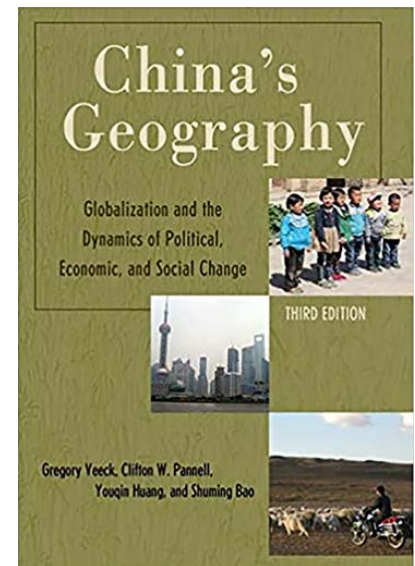
### **“Law and Culture in Medieval England”**



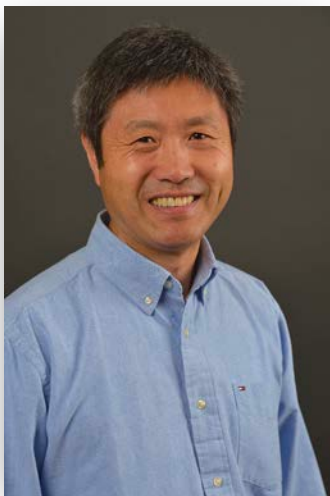
**Dr. Gregory Veeck,**

Professor of Geography, Environment, and Tourism

**China's Geography ranked #9 on best-selling regional geography e-books of all time**







**Dr. Qiji (Jim) Zhu,**  
Professor of Mathematics

**2020 Communities In Schools Champ Award**



**Communities  
In Schools**

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Kalamazoo



**Dr. Denise Keele,**

Associate Professor of Environment and Sustainability and  
Political Science

**Michigan Climate Action Network Award**





## Graduate Student Awards and Honors



**Mohammed Hashim,**

Ph.D. Candidate, Geological and Environmental Sciences

**Schlanger Ocean Drilling Fellowship Award**

**Best Student Talk @ Midwest Geobiology Conference**



**Thomas Weinandy,**

Ph.D. Candidate, Economics

**Three Minute Thesis Competition Finalist @ Midwest Association of Graduate Schools Conference**



**Tabitha Mpamira,**

Ph.D. Candidate, Psychology

**2021 Female Founders Alliance Advocate Award**



## Graduate Student Awards and Honors



**Ronnie Miller,**

Ph.D. Candidate, Sociology

**Fulbright Research Award**

**American Center for Mongolian Studies Field  
Research Fellowship**



**Alberto Cintron-Colon**

Ph.D. Candidate, Biological Sciences

**2020 Yale Ciencia Academy Fellow**

**2021 Puerto Ricans in STEM Mentoring Fellow**



# Undergraduate Student Awards and Honors

## **Quinn Heiser,**

Department of Geography, Environment and Tourism

**2021 United States Geospatial  
Intelligence Foundation Scholar**



## **Kale Bennet,**

Department of Biological Sciences

**Senior Scholar Athlete from National  
Collegiate Hockey Conference**



## **Michael Caliendo,**

Department of Biological Sciences

**MAC Distinguished Scholar Athlete  
William V. Campbell Semifinalist**





# 2021 Arts and Sciences Medallion Scholars



**Zabi Najafi**  
Political Science  
Wyoming, MI



**Jossalyn Rogalski**  
Biology  
Dowagiac, MI



**Nancy Chau**  
Biomedical  
Sciences  
Grand Rapids, MI



**Abby Adams**  
Anthropology  
Livonia, MI







# 2021 Arts and Sciences Foundation Scholars



## **Jaqueline Chavarria**

Kalamazoo, MI  
Criminal Justice Studies

## **Tania Vasquez**

Grand Rapids, MI  
History

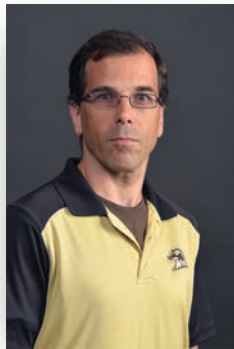


*Foundation Scholars*

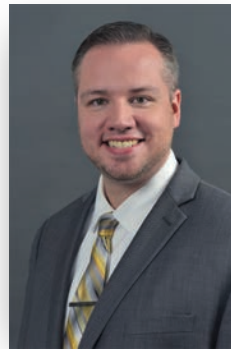




# New Arts and Sciences Chairs and Directors



**Dr. Michael Famiano**  
Department of Physics



**Dr. Jonathan Baker**  
Department of Psychology



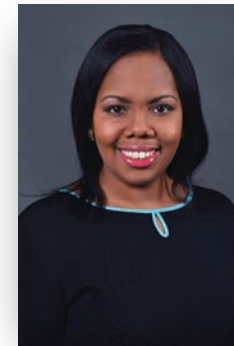
**Dr. Pablo Pastrana-Perez**  
Department of Spanish



**Dr. Jeffrey Terpstra**  
Chair, Department of Statistics



**Dr. Kathleen Baker**  
Acting Chair, Department of  
Geography, Environment and Tourism



**Dr. Staci Perryman-Clark**  
Institute of Intercultural and  
Anthropological Studies



## WMU Service Anniversary Recognition

**Dr. Mercedes Tasende, 30 years of Service**

Department of Spanish

**Dr. Linda Borish, 30 years of Service**

Department of History

**Dr. Lisa Baker, 30 years of Service**

Department of Psychology

**Dr. Don Meyer, 30 years of Service**

Department of Economics

**Dr. R.V. Krishnamurthy, 30 years of Service**

Department of Geological and Environmental Sciences

**Dr. Sung Chung, 35 years of Service**

Department of Physics

**Dr. Wayne Fuqua, 45 years of Service**

Department of Psychology



## Faculty and Staff Retirements

**Elizabeth Bradburn, 16 years**

Department of English

**Jeannine Hamilton, 24 years**

Department of English

**Kathryn Wright, 25 years**

Department of Geological and Environmental Sciences

**Mary Lou Brooks, 27 years**

Geography, Environment and Tourism

**Don Schreiber, 32 years**

Department of Chemistry

**Sean Bashaw, 33 years**

Department of Chemistry

**Lauretta Eisenbach, 34 years**

Anthropology/Medieval Institute





## In Memoriam: Mark Wheeler

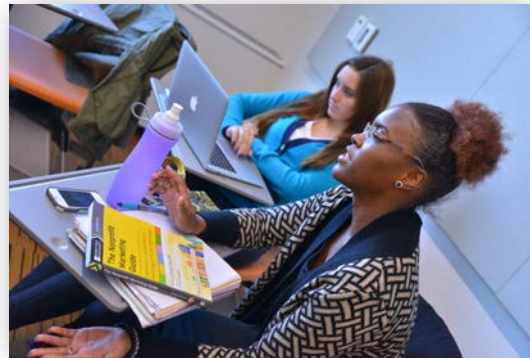


Professor of Economics  
31 years of service



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

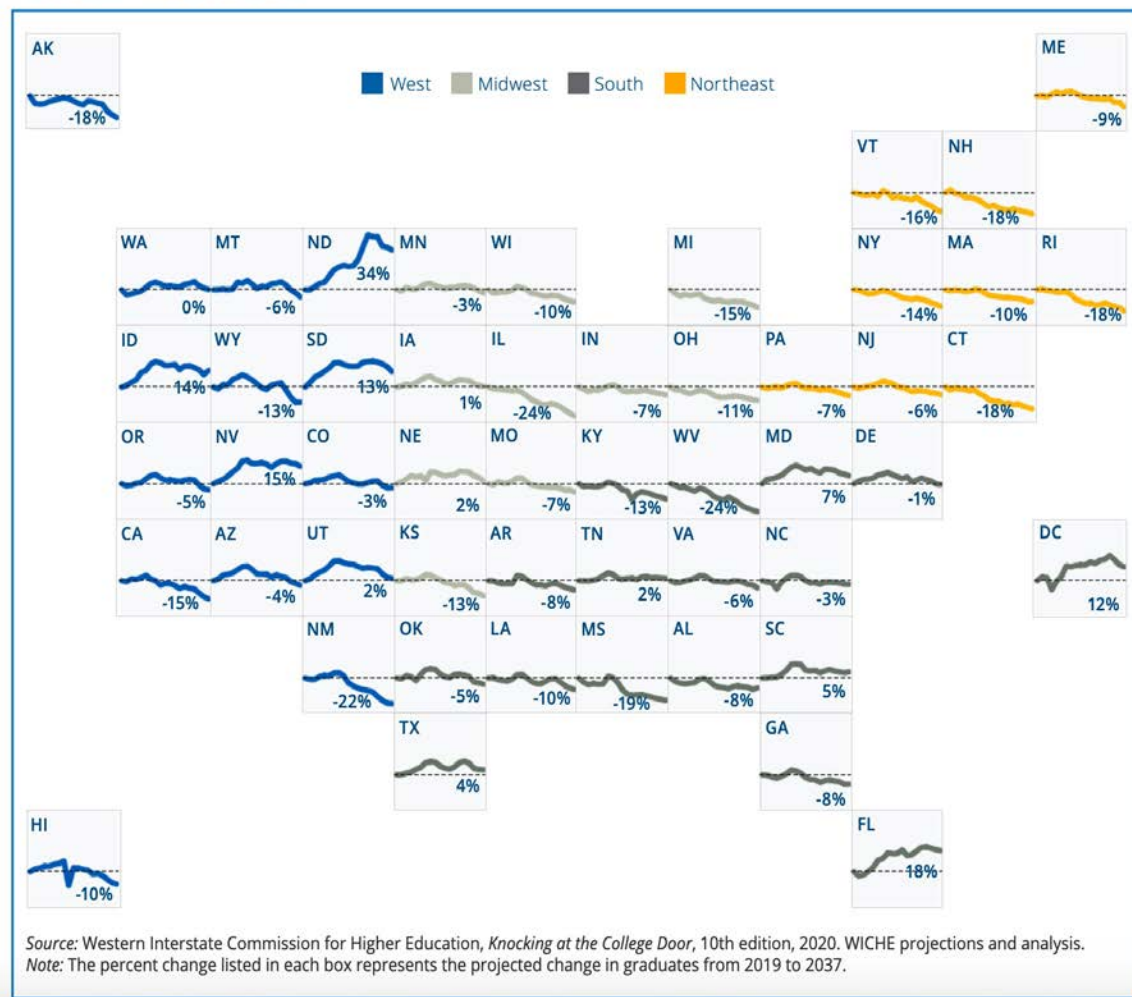
**Dr. Carla M. Koretsky, Dean**





# MI Demographics

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



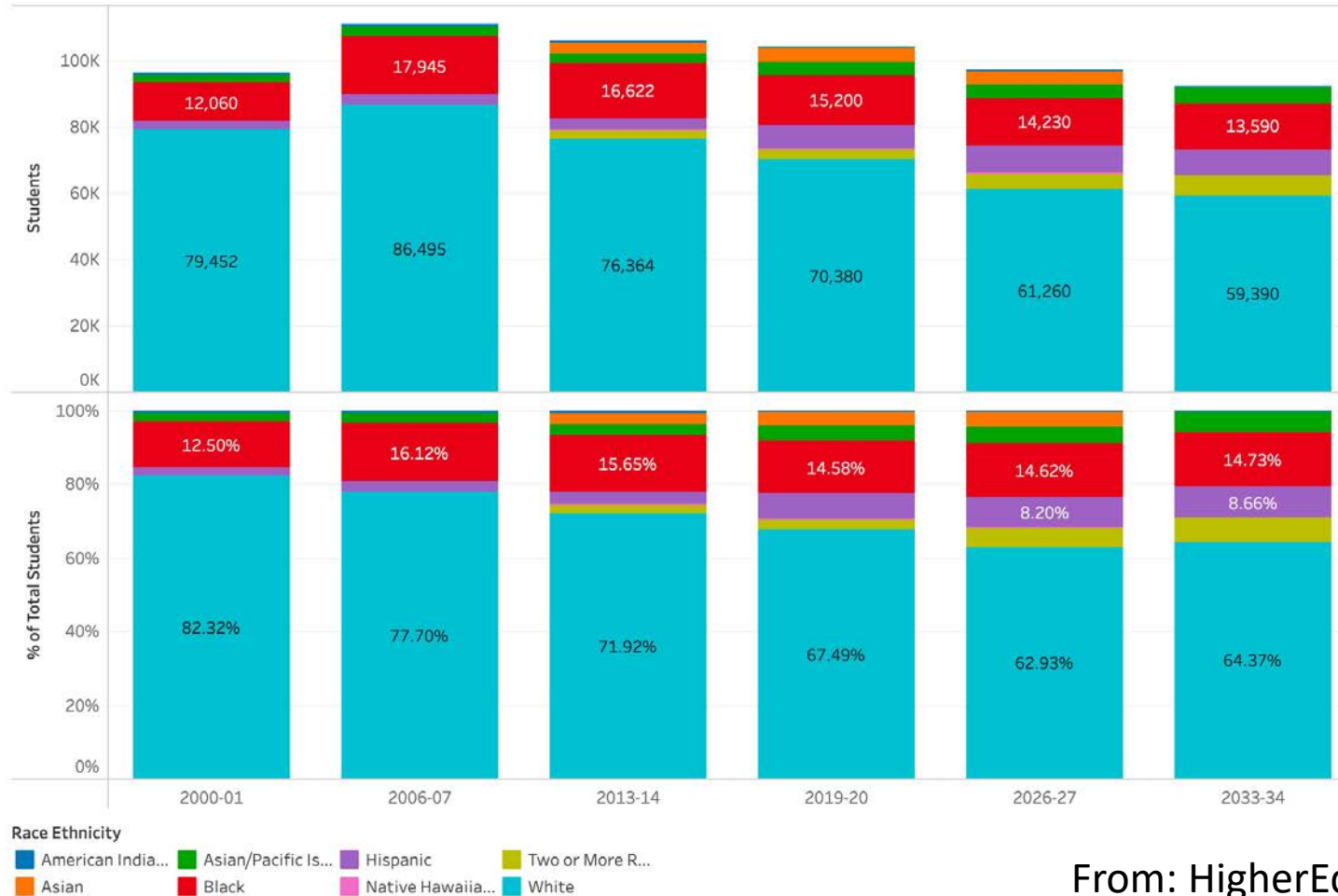
MI: -15% projected change in HS Grads from 2019 to 2037





# MI Demographics

Public High School Graduates: Counts and Percent of Total, Selected Years

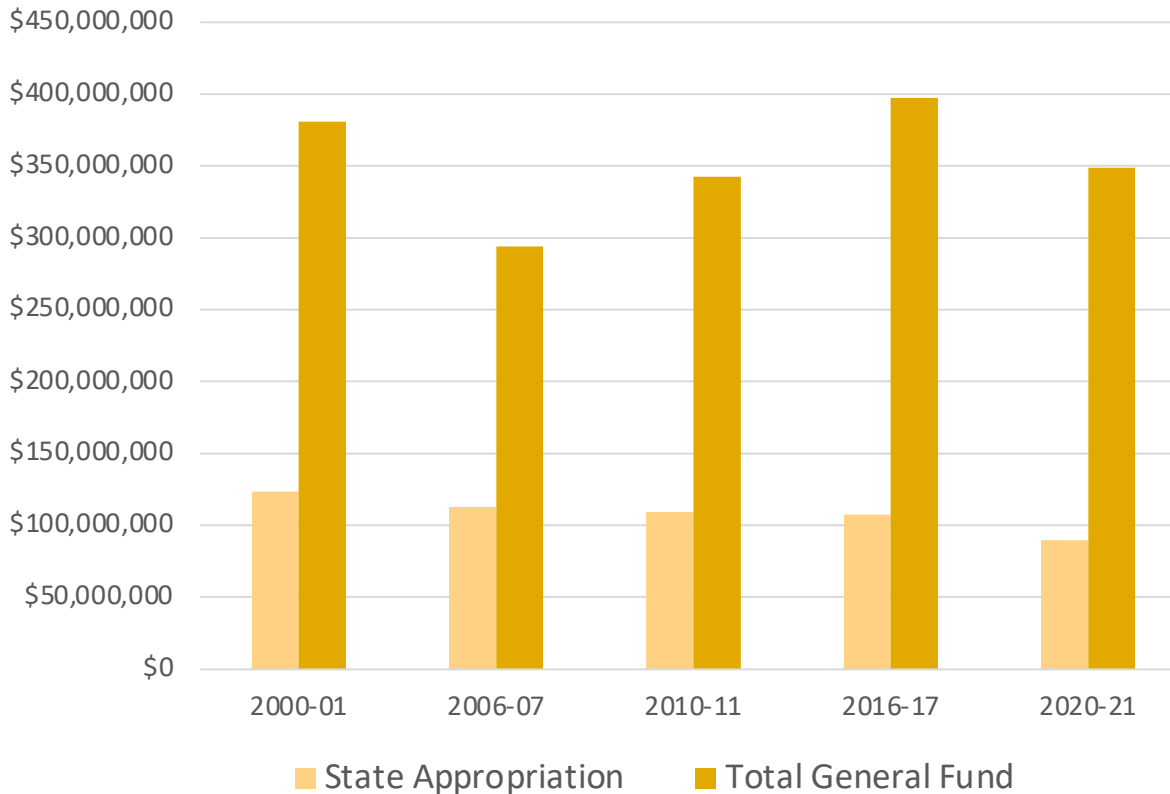


From: HigherEdDataStories.com  
(Based on WICHE Dec. 2020 Data)





# WMU Budget



## State Appropriation

### % of Total:

2000-01: 32.5%

2006-07: 38.4%

2010-11: 31.9%

2016-17: 27.0%

2020-21: 25.8%

## Real Dollars

### State

### Appropriation:

-52% since 2000

-31% since 2010

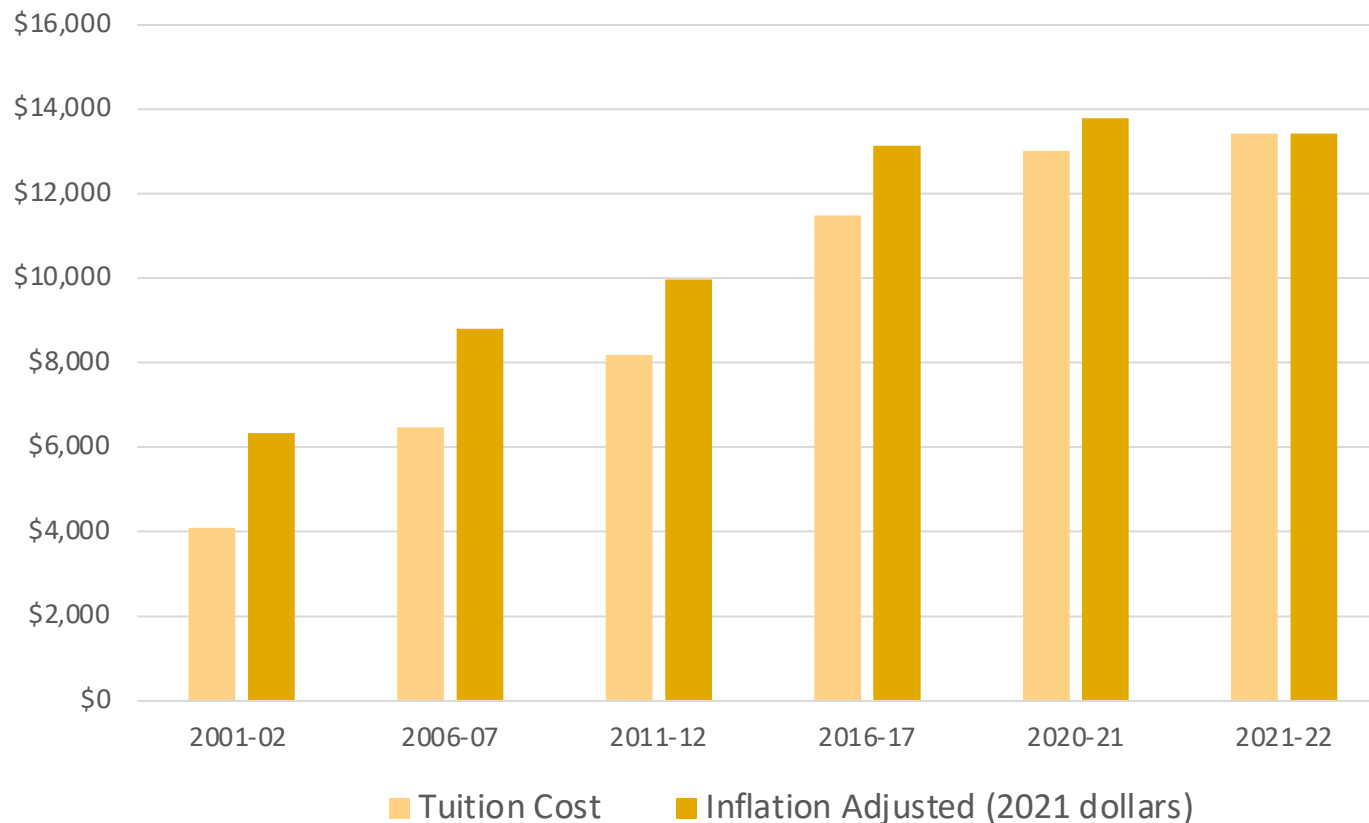
-22% since 2016

Source: WMU Budget Summaries



# Rising Tuition Costs

Undergraduate, In State Tuition



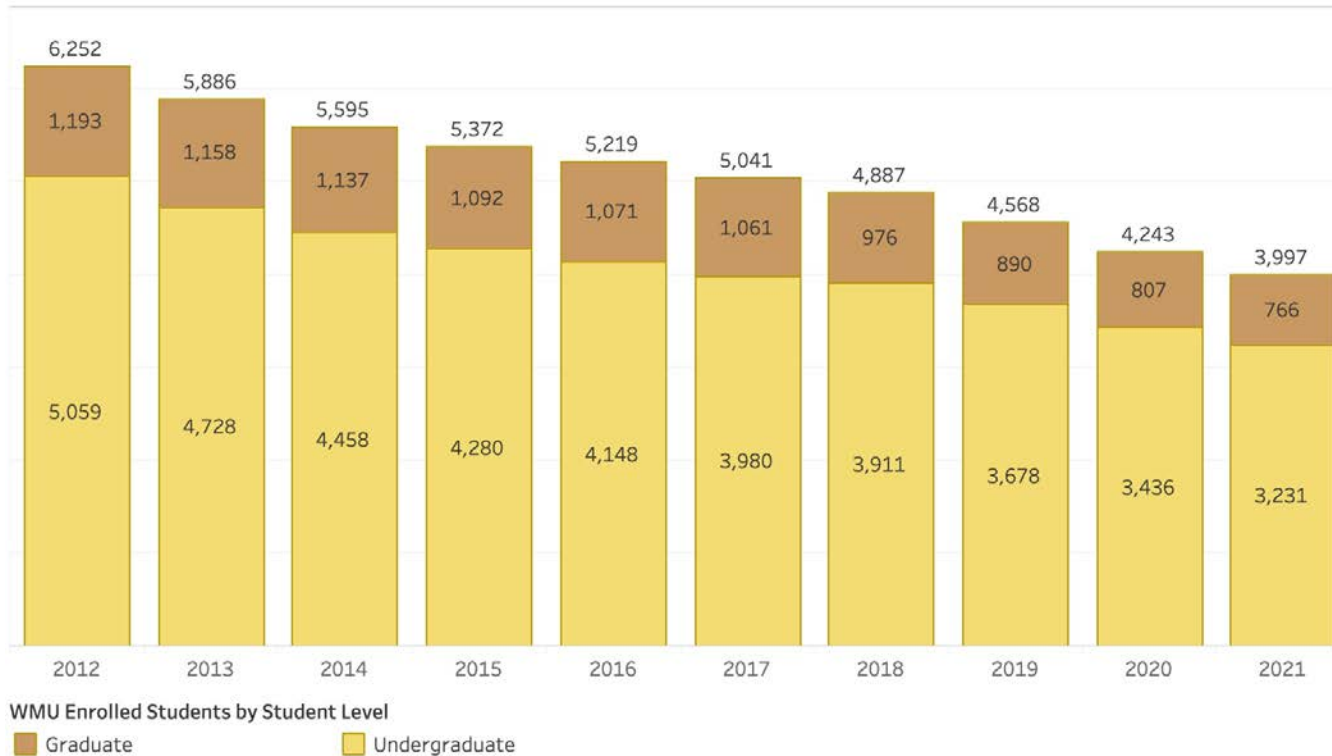
**Real Tuition  
Cost:  
+25.7% in 10  
years**



# Declining Enrollment

## College of Arts and Sciences

WMU Enrolled Students by Student Level - Fall Terms



**1 year change: -5.8%**  
**Prior 5 year change: -23.4%**  
**Prior 10 year change: -37.8%**

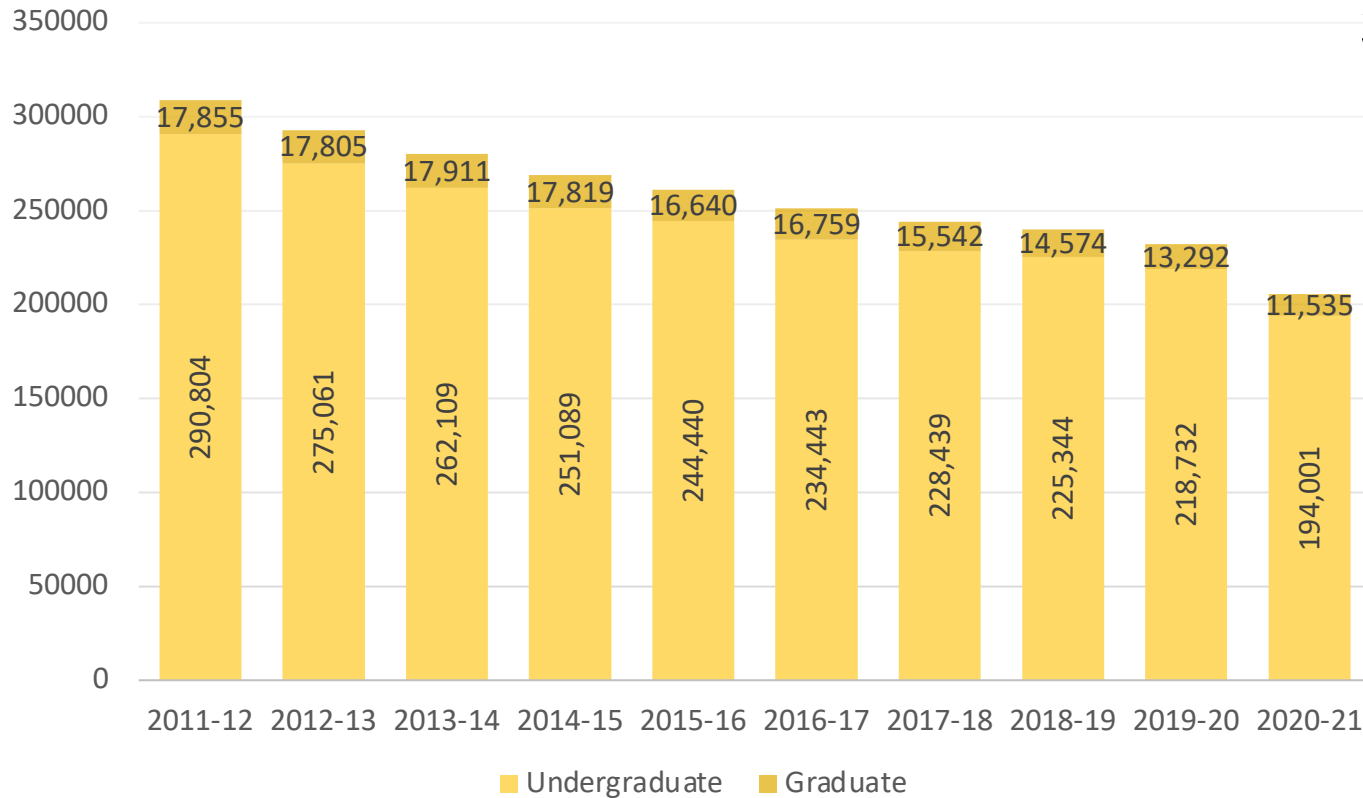
Source: WMU Institutional Research



# Declining Student Credit Hours

## College of Arts and Sciences

### STUDENT CREDIT HOURS



1 year change: -11.4%

5 year change: -21.2%

10 year change: - 36.0%

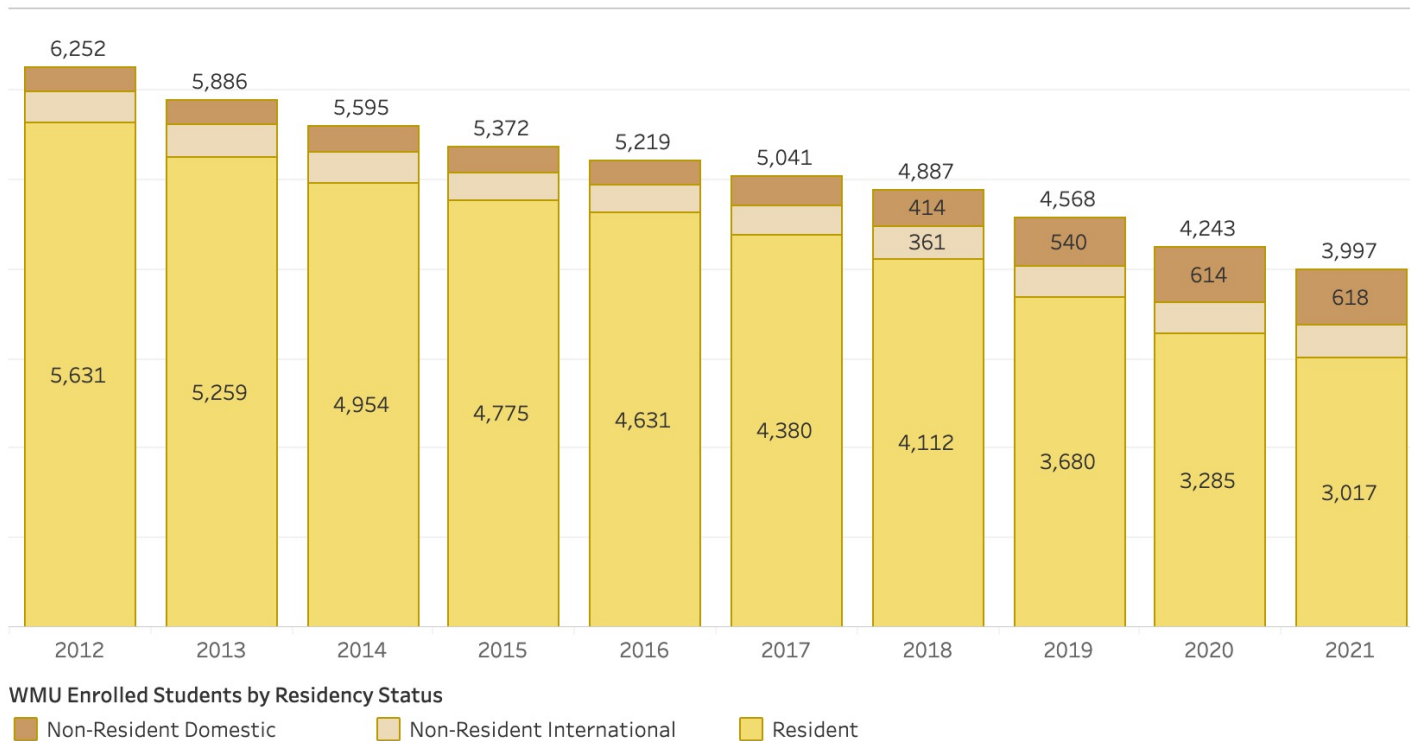
Fall 2020 to 2021 change:  
- 13.6%



# Enrolled Student Residency

## College of Arts and Sciences

WMU Enrolled Students by Residency Status - Fall Terms

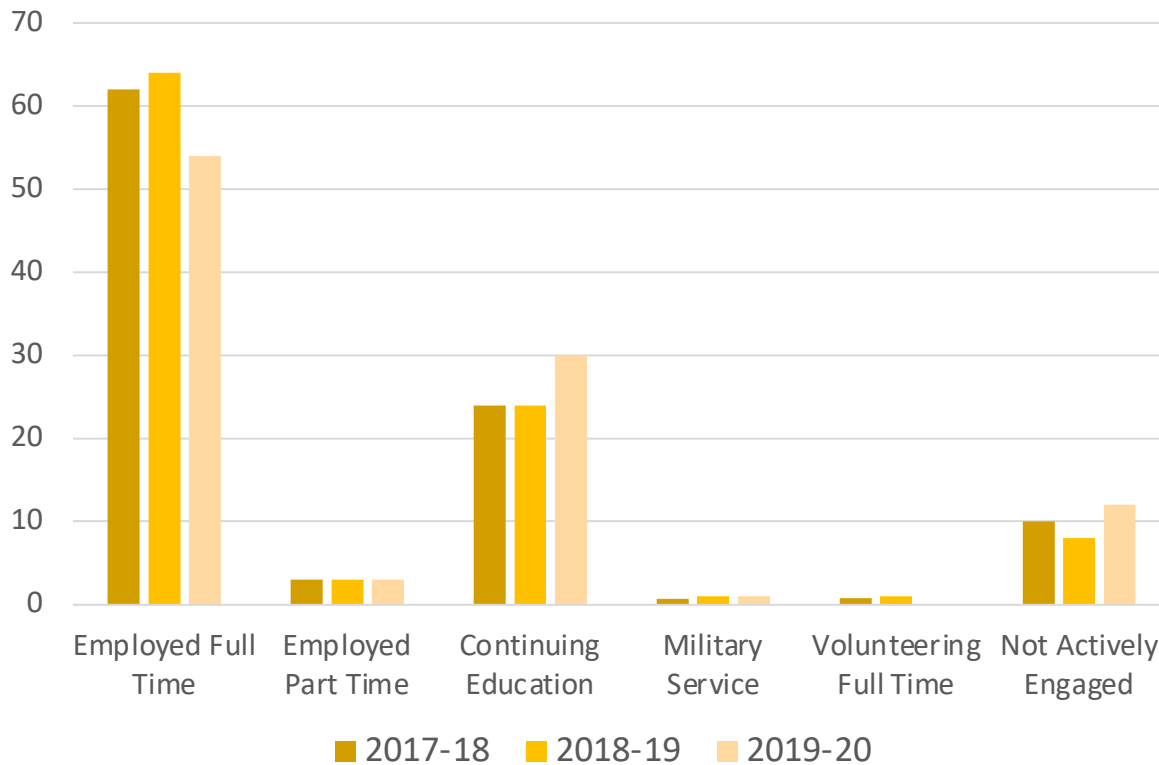


Source: WMU Institutional Research



# Post-Graduation Activity

## College of Arts and Sciences



**98%** reported at least one instructor made them excited about learning

**89-91%** felt that their instructors cared about them as a person

**84%** were satisfied with their job



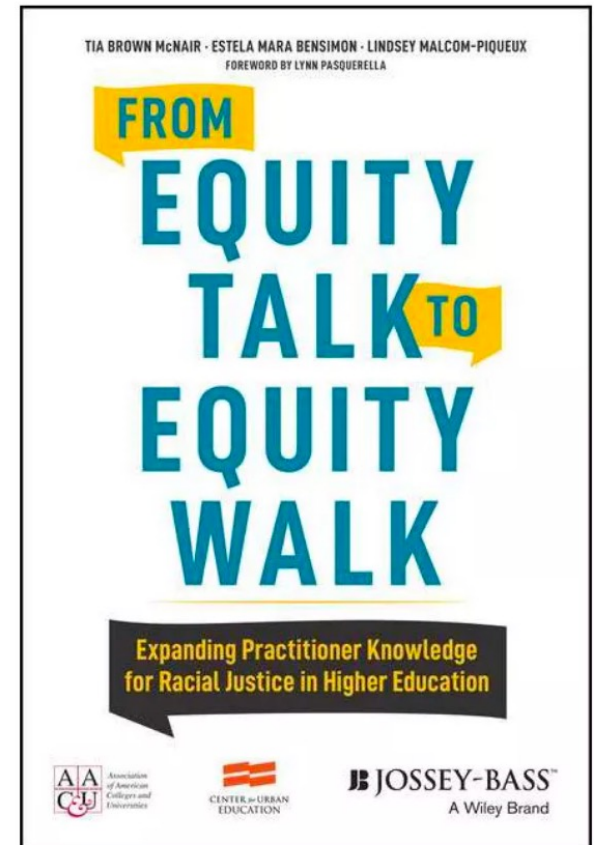
# Retention and Graduation Rates

## 2<sup>nd</sup> Year Retention Rates (2016-2020 cohorts)

- 75.7%, 77.4%, 78.0%, 72.6%, 77.9%
- Strategic Plan Goal for 2021: 80%

## 6-yr Graduation Rates (2009-2015 cohorts)

- 50.1%, 51.5%, 54.2%, 56.2%, 52.4%
- Strategic Plan Goal for 2021: 55%



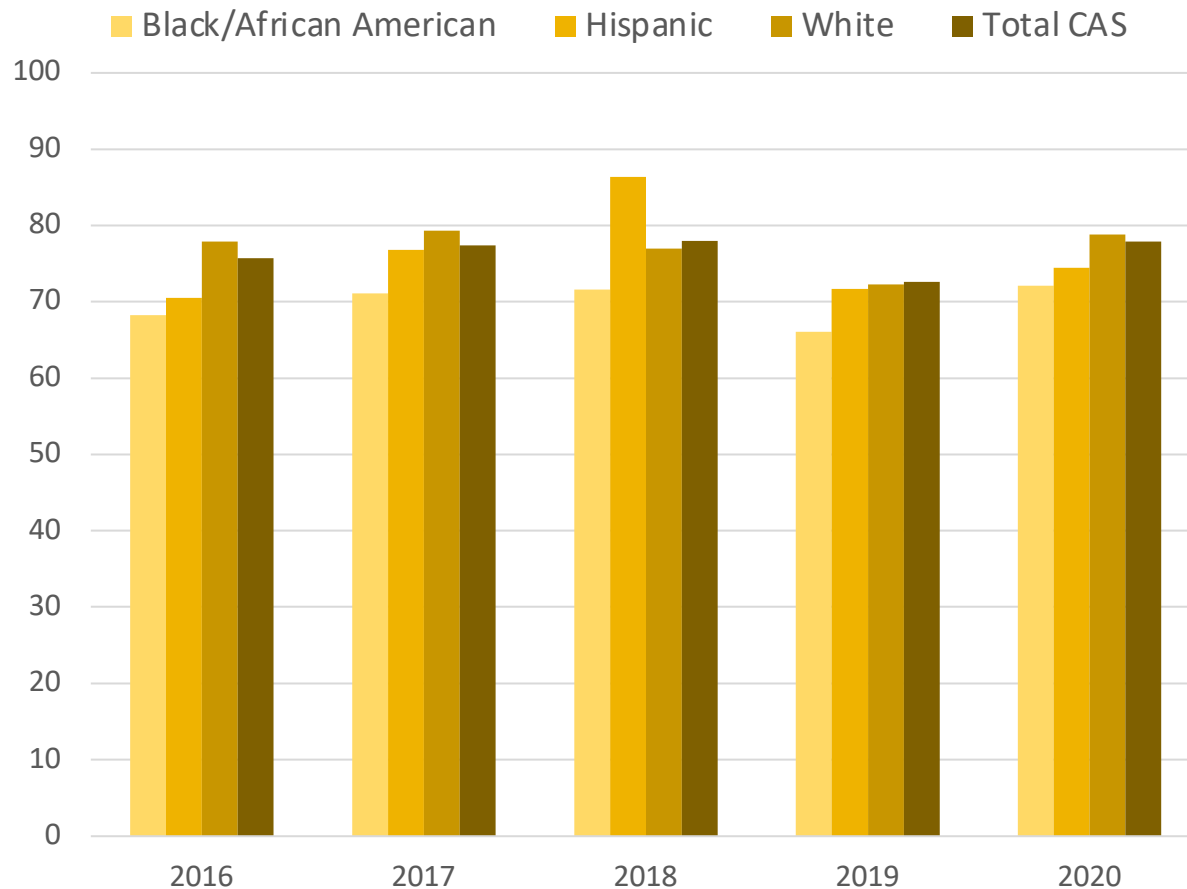




# Retention: Equity Gaps

## 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: 69.8%  
Hispanic: 76.0%  
White: 77.1%  
All CAS: 76.3%

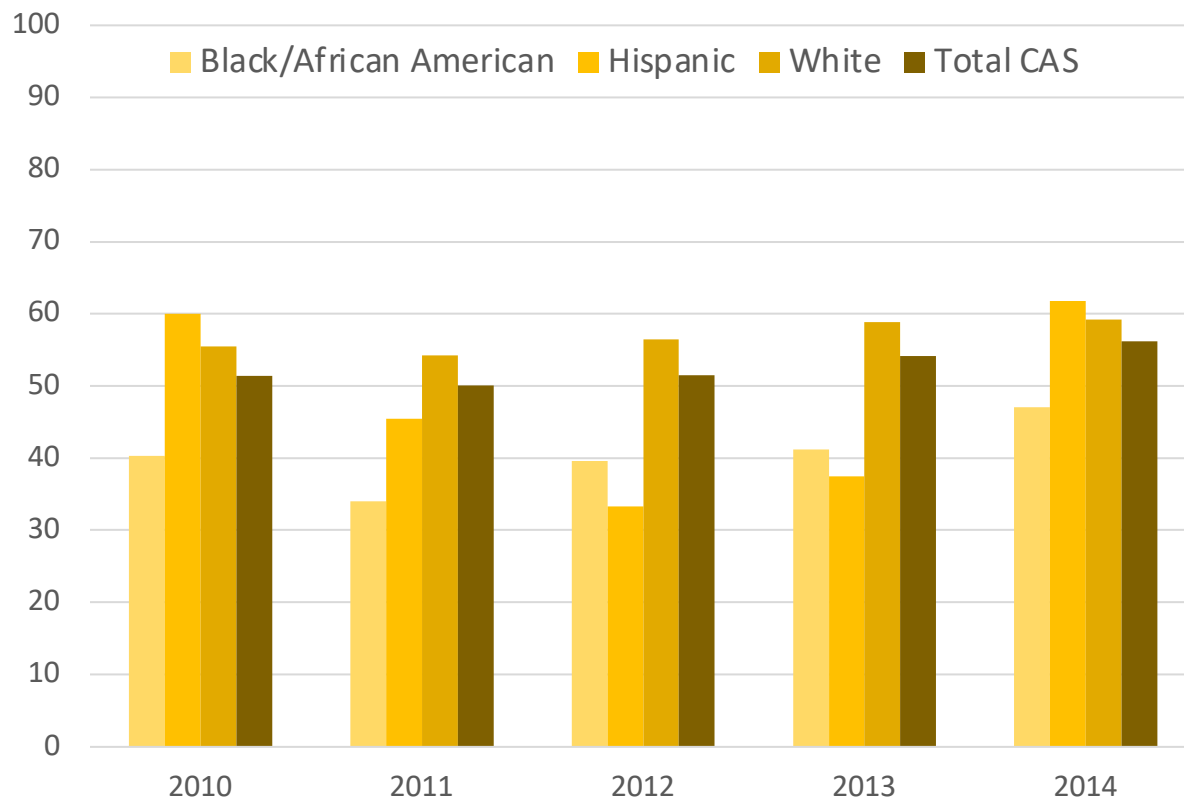
Source: WMU Institutional  
Research



# 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: 40.4%  
Hispanic: 47.6%  
White: 56.9%  
All CAS: 52.7%



# Retention and Graduation Rates

## Strategies to Date

- Midterm grade reporting (>2x in past 4 years)
- “Intrusive” academic advising/student success
- DEWI in 6 STEM Gateway Courses (G2C Initiative)
- Undergraduate Completion Scholarships
  - ~200 \$4K scholarships awarded from 2017-18 to 2019-20
  - 92% of recipients have now graduated





# Retention and Graduation Rates

## Future Opportunities?

- DEWI beyond STEM gateways, especially focused on equity gaps
- Departmental first year seminars
- Promoting a welcoming and inclusive culture
- Increased investment in undergraduate need-based financial aid
  - CAS will award >\$150K in undergraduate completion scholarships this year
- Investment in teaching technology (\$100K)
- Space and infrastructure improvements (\$100K)
- Laptop refresh for faculty and staff (\$225K)





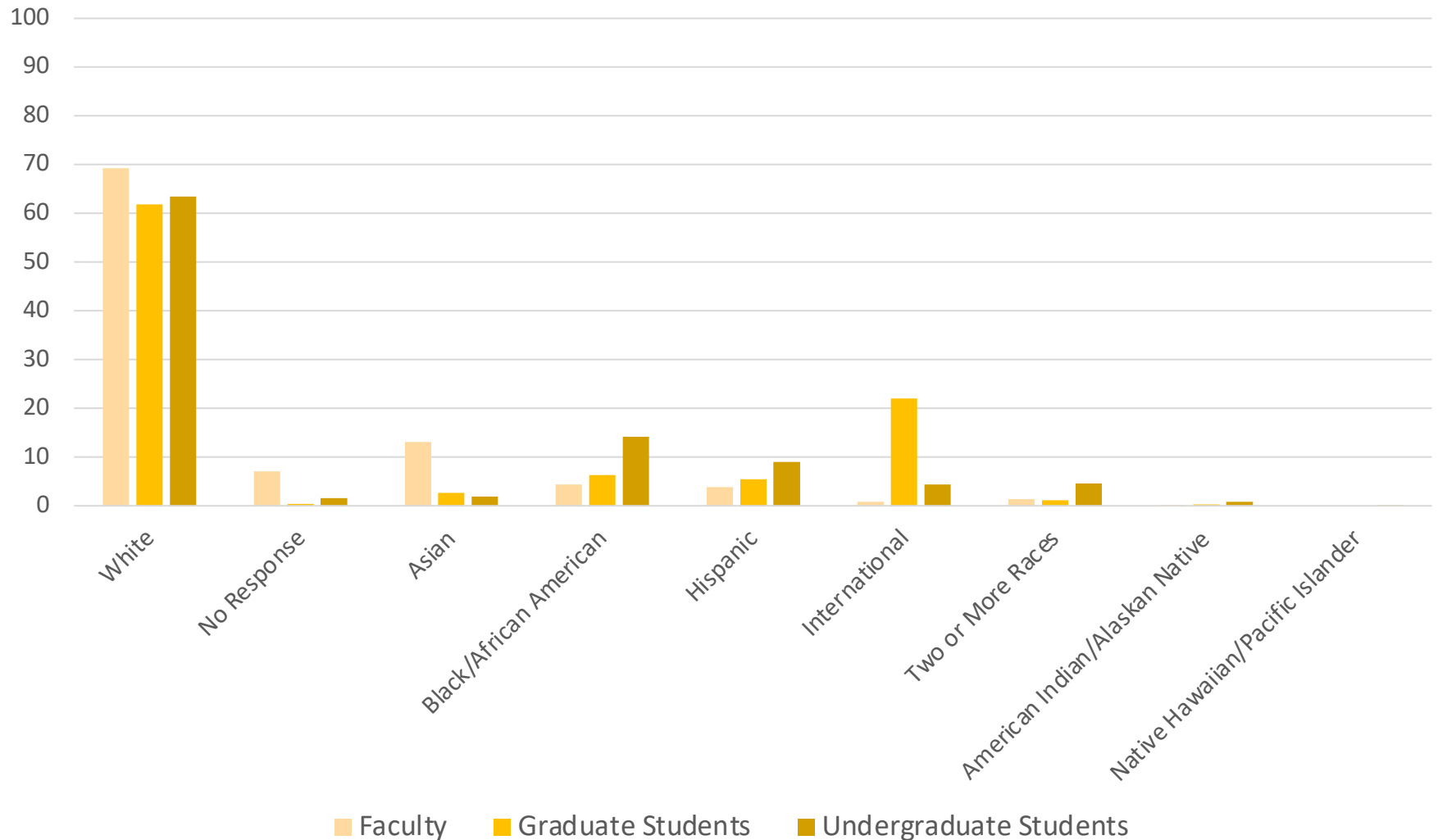
# Dunbar Renovation



- \$42.7M (\$30M from state)
- 90,900 sq feet
- Opening in fall 2023
- 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 conference/seminar rooms
- 9 office/study rooms
- Informal seating throughout
- Wellness room
- Lactation room
- Gender neutral restrooms
- Remote advising suite
- Media suite
- Dance studio
- 2 small green roofs
- Bicycle storage room
- Digital displays & physical display cases
- Minimum LEED Silver



# Race/Ethnicity of CAS Student & Faculty (Fall 2020)





# Inclusive Faculty Hiring

## **12 permanent faculty searches for fall 2022 hires:**

- **Assist/Assoc Prof**
  - Genetics/Genomics (BIOS)
  - Organic Chemistry (CHEM)
  - Native American Religion and Spirituality (CREL)
  - Creative Writing: Poetry (ENG)
  - Geological and Environmental Sciences (GEOS)
  - Industrial/Organizational Psychology (PSY)
  - Behavioral Analysis Psychology (PSY)
  - Statistics (STAT)
  - Film, Video and Media Studies (SoC)
- **Faculty Specialists**
  - 2 in Anthropology (IIAS)
  - African American History (IIAS/HIST)





# Inclusive Faculty Hiring

## ASPIRE-ICChange Inclusive Hiring Recommendations

- Dean-level hiring approval requires explicit DEI plans
- Inclusive job ad language, highlighting WMU & CAS commitment to DEI
- Required DEI statement from candidates
- Use of standard rubrics to evaluate candidates
- Intentional & broad recruiting
- Inclusive interview practices
- Consider demographic data of potential pool to ensure candidate pools are representative

## ASPIRE-ICChange Advisory Team Members

- Manuel Bautista, Jennifer Bott, Steve Butt, Christine Byrd-Jacobs, Gretta Clay, Claudia Fajardo-Hansford, Terri Goss Kinzy, Megan Grunert Kowalske, Carla Koretsky, Valerian Kwigizile, Candy McCorkle, Ben Ofori-Amoah, Heather Petcovic, Maarten Vonhof



**ASPIRE Institutional Change Initiative**  
Report and Recommended Strategies

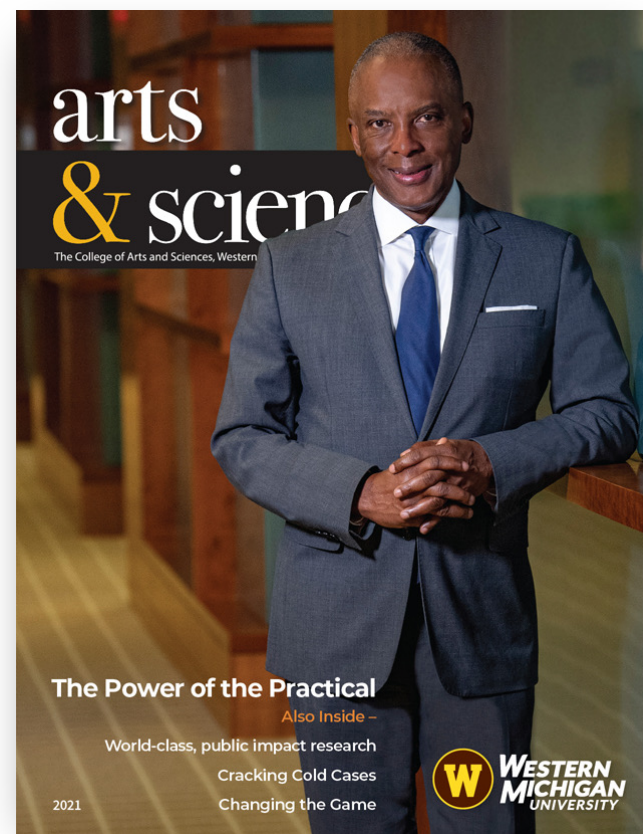




# Celebrating Public Impact Scholarship

## College of Arts and Sciences Annual Magazine

- Dreaming in Detroit (*Alisa Perkins, CREL*)
- Understanding the Effects of Media Consumption (*Sue Ellen Christian, SoC*)
- Promoting Advances in Quantum Biology (*Wendy Beane, BIOS*)
- Breaking the Habit (*Ricky Stull, CHEM*)
- Activist Scholarship for Equity and Justice (*Staci Perryman-Clark, ENG/IIAS*)
- Reducing Relapse in Patients Through Smartphone Technology (*Anthony DeFulio, PSY*)
- Unveiling Marginalized Communities (*Chien Juh-Gu, SOC*)
- Michigan State Police Cold Case Program (*Ashlyn Kuersten, SOC*)



**Anticipated Release In  
Early December 2021**



# Investing in Graduate Education and Scholarship

## 2021-22 Strategic Investments

- 2022 Summer graduate research assistantships (\$300K)
  - Call for applications in spring 2022
- Thurgood Marshall Graduate Student Scholarships (\$225K)
  - In collaboration with Graduate College
- Need-based/emergency graduate student aid (\$100K)
- Space and infrastructure improvements (\$100K)
- Scholarly activities fund (\$200K)
- Start-up packages for new hires (\$550K)





# Ongoing WMU Initiatives

- Strategic Resource Management
- Interdisciplinarity
- University (and CAS) Strategic Plan
- Comprehensive Campaign







**Thank you!**

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