
International Education Council

Minutes of 9 December 2021

Call to Order

The regular meeting of the Western Michigan University Faculty Senate International Education Council was called to order at 3:03 p.m. on 9 December 2021, virtually via Webex video conferencing by D. Eric Archer, chair.

Members in Attendance: D. Eric Archer, Ellen Breakfield-Glick, Joan Conway, Bradford Dennis, David Huffman, Shannon McMorrow, Michelle Metro-Roland, Ann Miles, Jun-Seok Oh, Anna Popkova, Xiaodan (Abby) Wang, Jim Whittles, Hanny Wuysang, Paulo Zagalo-Melo

Members Absent: Griffin Baginski

Ex Officio in Attendance: Matthew Mingus

Guests: Candy McCorkle, Vice President for Diversity and Inclusion

Quorum

A quorum was present.

Agenda

[MOTION] It was moved by Whittles, seconded by Dennis, to accept the agenda as presented. The motion carried unanimously.

Minutes

A correction was made to the attendance.

[MOTION] It was moved by Wang, seconded by Wuysang, to approve the minutes of 18 November 2021 as amended. The motion carried unanimously.

Reports of Officers

Chair Archer introduced substitute for Ellen Breakfield-Glick for the spring 2022 semester, Christina Fava.

Ex Officio Mingus, when asked reported that the council meetings will remain virtual for the rest of the academic year.

New Business

Chair Archer welcomed Vice President for Diversity and Inclusion Candy McCorkle. He asked about initiatives and priorities of the Office of Diversity and Inclusion (ODI). McCorkle provided her background. Priorities include increasing knowledge and awareness of Diversity, Equity, and Inclusion (DEI). She is excited that the new WMU-AAUP chapter agreement provides DEI training for faculty. Other priorities are to understand DEI work on the broader WMU campus. Various initiatives are being undertaken in WMU Essential Studies classes related to identity and privilege. ODI is offering workshops on microaggressions, implicit bias and understanding bias, cultural competence, and cultural humility. WMU has a Racial Justice Advisory Committee (RJAC) that has representation from every stakeholder group on campus. The RJAC has identified seven areas or identities where WMU has inequities. ODI recommends ways to create new structures and make action plans. Another area of engagement is with the Multicultural Affairs for Students director, Melissa Holman, who intends to better serve marginalized students. For example, WMU has difficulty retaining the African American male student population. In addition, WMU wants to provide better support for the mental health of underrepresented students. ODI wants to make the office space more inclusive and have a center for inclusion near the center of campus. There is conversation about including international students in all facets of campus. All students need to find a community. WMU needs a diverse faculty panel where students can hear stories and engage with a multitude of faculty backgrounds. There is a celebration of excellence in ODI where an alumnus provides the keynote lecture. International students really like engaging with other international students and

addressing students. Chair Archer shared a document about the ACE model for international student success. He also provided a PowerPoint presentation addressing hopes that would help guide the continuing conversation. McCorkle expressed interest in learning about ACE and reaching the needs of international students, being more intentional and impactful. McCorkle is cognizant that international students come from a very different educational system. WMU has the benefits of a large institution but the feel of a small liberal arts college. Students are more comfortable at WMU than at many larger institutions. WMU has already established an institutional commitment to our international students; now it must capitalize on that. Discussion was held. Miles asked how to increase individual engagement efforts on campus. McCorkle stated that WMU has a lot happening, but not everyone is aware of all that is happening and needs to leverage what is already happening. For example, WMU has a University committee and every college has a DEI committee. Athletics also has a commitment to DEI along with student affairs, the graduate college, and the Lee Honors College. McCorkle discussed the importance of including AFSCME representation on DEI efforts.

Chair Archer asked Metro-Roland to comment about concerns expressed by international students. Metro-Roland stated that it is not enough to add syllabi statements about integrity, etc. Faculty assume that the responsibility is that of the student, rather than being a teachable moment. It was stressed that faculty need to be polite and not ask publicly where a student is from, as students don't want to be singled out. McCorkle is including international students in multicultural meet and greet. Also, Multicultural Affairs looks at things very broadly. There needs to be some WMU Essential Studies courses to address perceptions. McCorkle noted that there needs to be a better understanding of systemic racism in the U.S. IEC could coordinate such efforts, as well as assisting RSOs to understand. Miles commented that faculty are seeing more names that are different on class rolls. Faculty need to take time to learn names and proper pronunciations. Faculty need to empower students to introduce themselves to those of different perceived status. Archer commented on how to address structural barriers such as need-based scholarships and whether international students apply for such scholarships in the new Scholarship Universe System, which requires FAFSA information. There needs to be an international scholar and inclusion working group to explore these issues and more. McCorkle thanked the council for the invitation and stated that she is available for further discussion.

Reports of Officers, Cont.

Chair Archer encouraged council members to review the ACE publication referring to *vide supra* as it includes helpful resources. Archer stated that Provost and Vice President for Academic Affairs Jennifer Bott made kind comments about her visit with the IEC at the most recent Faculty Senate meeting.

Ex Officio Mingus reported that a call for nominations for president and vice president of the Faculty Senate has been distributed. The Faculty Senate conducted its annual evaluation of WMU President Edward Montgomery, who responded, in part, [with a 30-minute PowerPoint presentation of major accomplishments](#). Mingus noted that domestic enrollment is down, while international enrollment is up.

Reports of University Representatives

Zagalo-Melo provided the Haenicke Institute for Global Education report. He stated that he and Chair Archer provided the Provost with remarks for her to comment related to internationalization at the most recent Faculty Senate meeting. HIGE is working with University Advancement to partner on the WMU Capital Campaign. Ideas are being developed that include greater support for programs in place. He also mentioned that WMU is changing the way it deals with sponsoring international partnerships. WMU needs to do more work with the Omani and Dominican governments. HIGE also contacted Merze Tate College to inquire about starting a pilot program related to exploratory advising and global engagement. There was no immediate interest from the Assistant Dean of Academic Advising, so there is a need to go back to Merze Tate College to continue the discussion. HIGE intends to remind colleges about H1B hires and their needs, to make the process flow better and occur in a timelier fashion. Twenty days is the minimum for this process; however, it can often take a month or more.

Metro-Roland provided an advocacy update. Two of the Afghan students received appointments at the U.S. Embassy in Islamabad, Pakistan. One was denied; the other was approved with the help of Congressman Fred Upton's office. Three other students still need assistance through the process. WMU

is researching the possibility of moving these students to Pakistan or Abu Dhabi in order to facilitate their visa application processes. One student, his wife, and 2 children will be arriving in January. There was an attempt to get more refugees (500) out of Afghanistan and to the U.S., but there were issues receiving approval with the U.S. State Department. Chair Archer asked if the departments are aware of these students. Metro-Roland will reach out to the departments.

Reports of Council/Committee Standing Committees

Zagalo-Melo provided the American Council on Education Internationalization Lab 2.0 report. He stated the ACE Lab 2.0 leadership team has met several times.

Zagalo-Melo provided a University Strategic Planning internationalization workgroup report and provided a PowerPoint summary of the workgroups ongoing efforts, which highlighted internationalization and interdisciplinarity, among many other important items. Zagalo-Melo stated there is a focus on similar topics, for example, interdisciplinarity and global learning. There is also a DEI focus, and study abroad has good representation, including both inbound and outbound study abroad. Other topics are internationalization and well-being, public health, and research and innovation.

Archer provided an update on the University Interdisciplinarity Initiative. The committee has established two working groups to review existing proposals and to encourage new proposals. Archer also reported that the committee has initially put the proposals into categories, for example, all things global.

Whittles stated that the Aviation committee had a new member join, Stephen Hasenick. It is anticipated that there will be yet another member to join the committee.

An IEC curriculum internationalization working group is being formed.

Unfinished Business

None.

New Business, Cont.

Chair Archer led a discussion regarding planning for the 20 January 2022 council meeting. He asked council members to please send questions/comments for Gwen Tarbox, Director of the Office of Faculty Development, to him.

Announcements

None.

Adjournment

[MOTION] It was moved by Whittles, seconded by McMorrow, to adjourn the meeting at 5:04 p.m. The motion carried unanimously. The International Education Council meets next on 20 January 2022 via Webex video conferencing.

Approval

Submitted by David Huffman, Secretary

Minutes approved on 20 January 2022.