

President's Report to the Board of Trustees



September 27, 2018

New Faculty

CMU has welcomed 102 new faculty members in regular, medical, fixed-term and postdoctoral research positions since last fall – 65 full-time and 37 part-time. They are in the College of the Arts and Media (9), College of Business Administration (15), College of Education and Human Services (17), College of Health Professions (12), College of Liberal Arts and Social Sciences (10), College of Medicine (9), College of Science and Engineering (13), Libraries (1), Academic Affairs (1), and Athletics (15).

Convocation, Leadership Safari and Impact

More than 2,300 new freshmen and transfer students filled McGuirk Arena on Aug. 25 for CMU's New Student Convocation Ceremony. Speakers included Excellence in Teaching award winner Tom Kozal, a faculty member in the School of Health Sciences, and recent alumnus and former SGA President Chuck Mahone.

Leadership Safari celebrated its 22nd year with 1,820 first-year and transfer students. This flagship leadership development program involved 295 Sarah R. Opperman Leadership Institute students who volunteered countless hours as Safari Guides. Nearly 300 faculty, staff and senior officers also participated, joining the Safari teams for pizza and conversation Tuesday night.

The Office of Student Activities & Involvement and Multicultural Academic Student Services hosted the third annual Impact Program for students of color and those interested in diversity, multiculturalism and inclusion. During the 2.5-day pre-Leadership Safari experience, students participated in activities designed to support their acclimation to CMU and the community. This fall, 338 students participated — a 24 percent increase over last year. Some 125 CMU student volunteers served as mentors and members of the Impact planning team.

Audit Report

Central Michigan University again has received a clean, unmodified audit opinion with the highest level of assurance. Representatives from Plante Moran will discuss audit details during today's board meeting for fiscal year 2018, which ended June 30. Results include a \$22 million net position increase that helps offset — but does not fully cover — a \$36

million liability recorded for health care costs of the Michigan Public School Employees' Retirement System.

Bachelor of Science in Nursing Degree Completion Program

The BSN degree program is a post-licensure completion program launching in fall 2019. Students can complete the online program in 12 months if attending full-time. Kechinyere Iheduru, DNP, RN, CNE, CWCN is the inaugural director of nursing, and Bethany Brown, DNP, CNM, WHNP-C, EFM-C is the assistant director.

The online BSN classes are in process through the Center for Excellence in Teaching and Learning's course development program. In addition, handbooks, programmatic policies, marketing materials and a website are being developed.

The RN-to-BSN completion program will prepare students to become nursing leaders through systems thinking, research and service. It has the following goals:

1. Increase the number of nurses nationwide and locally prepared to meet the Institute of Medicine's goal of an 80 percent BSN-prepared nursing workforce by 2020.
2. Provide graduates with a strong foundation in nursing leadership, evidence-based practice, systems thinking and population health.
3. Increase the number of nurses eligible to apply for graduate degree education.

CMU has developed partnerships with Mid Michigan College and Montcalm Community College so far for this program.

Bachelor of Science in Business Administration Online

Development of the online BSBA is nearing completion for a major in general business administration with a concentration in applied business communication. The online degree will be available beginning fall 2019. Although some current students will benefit from taking some of their courses online, the program is being promoted to the more than 1.2 million individuals in Michigan who have some college credit but are yet to earn a degree. The College of Business Administration anticipates keen interest in the program and plans to develop additional BSBA majors as demand rises.

The college started its online Master of Science in Information Systems last fall. The growth in that program suggests what is possible for the BSBA:

- Fall 2017: 26 students started the online MSIS
- Spring 2018: 53 students
- Fall 2018: 111 students

The demand for online programs continues to grow. For example, CMU currently has 64 students in the face-to-face MBA program and 537 students pursuing the online MBA.

Counseling Center

In an effort to expand and enhance counseling services to students, the Counseling Center has hired two counselors and one support staff member since December. Additionally, the center's service model has been redesigned to include:

- Online counseling resources.
- Support groups and educational workshops.
- Expressive arts — stress and anxiety relief through hands-on activities and music.
- “Walk-in Wednesdays” — 20-minute consultations with counselors on a walk-in basis.
- The Stepped Care model of delivering and monitoring student wellness plans, which starts by delivering the most effective yet least resource-intensive interventions first. Wellness plans then are adjusted according to the needs of the student.

Multicultural Initiatives

- CMU's new Diversity, Equity and Inclusion Council will help lead initiatives and build collaboration across the university. It includes students and representatives appointed by all college deans and university vice presidents.
- Grants from an Inclusion Investment Fund will support promising new efforts and two Faculty Diversity Fellows.
- Two new staff members are spearheading diversity data analysis and managing diversity communications and strengthening interactive affinity groups involving faculty, staff and alumni.
- A new diversity, equity and inclusion web site is coming soon.
- CMU teams are attending national conferences, including as a new member of the Hispanic Association of Colleges and Universities, to gather innovative ideas and be inspired by best practices.
- We are developing strategies to diversify CMU faculty and staff to better reflect and support the continued diversification of the student body and to benefit from the excellence generated when individuals with different insights, life experiences and perspectives contribute to curriculum and operations.
- CMU also is actively collaborating with the tribe and town, as well as with new diversity efforts at The Dow Chemical Co.

Emergency Management

While our March 2 domestic violence incident was handled well, we received valuable feedback from our campus community in the weeks that followed. A number of staff spent the summer working on related emergency management issues. Progress includes:

- An update to CMU's emergency communications plan.

- A roles and responsibilities document for distribution to senior leadership team members in the event of an emergency situation.
- Access controls on the exterior of all residence halls and graduate housing and the interior of the Towers and East complexes. Thumb or push-button locks are installed in regularly scheduled classrooms and auditoriums across campus.
- Reaffirmation of the National Incident Management System as the basis for CMU's emergency management program. Staff in critical roles across campus participated in training sessions and tabletop exercises using this system.
- Improved education and training resources based on the Department of Homeland Security's ready.gov platform. A new emergency management web page will launch in October and support the campus community before and during emergencies such as weather-related closures, active shooters, bomb threats and hazardous materials incidents.

The emergency management efforts were led by staff from Facilities Management, the CMU Police Department, Environmental Health and Safety, Residence Life, and University Communications, with collaboration and input from across campus.

Fundraising Highlights

- Advancement and Alumni Relations had a successful push on CMU's 126th anniversary, with a record number of single-day donors (1,339) and dollars (\$142,128). Alumni from 44 states contributed on Sept. 13, which also marked the kickoff of the annual university campaign.
- Fiscal year 2018 marked the third consecutive year raising more than \$20 million.
- The capital campaign is at \$93 million of a \$100 million goal and is more than two years ahead of schedule.
- Nearly 30 giving records have been broken or established since the campaign began, including most donors, more than 20 gifts exceeding \$1 million, more than 100 gifts exceeding \$100,000, most endowment gifts and most naming gifts.
- Alumni Relations supported 130+ events nationwide in fiscal year 2018, with more than 12,000 participants.
- Notably, 43 percent of CMU alumni who attend events make a donation — compared to the national average of 4 percent. FIRE UP CHIPS!

Great Lakes Symposium

The 5th annual Great Lakes Science in Action Symposium is scheduled for Friday, Oct. 19, from 9 a.m. to noon in the Biosciences Building Auditorium. Congressman Dan Kildee, from Michigan's 5th Congressional District, will be the opening speaker. He will be followed by a panel discussion about Great Lakes public policy and its impact on the lakes, and a second panel about Great Lakes scientists and training the next generation.

College of Business Administration Dean Search

The College of Business Administration dean search is underway. Bob Martin, vice president for advancement, is chairing the search, with Ian Davison coordinating it.

Organizational Review Implementation

Committee I — Implementation of departmental changes is underway.

Committee II — As part of the provost's plan to reorganize the academic division:

- Pete Ross will serve as the executive director for curriculum and instructional support, overseeing curriculum, assessment, accreditation, the Center for Excellence in Teaching and Learning, e-learning, and the Academic Senate Office.
- The director of academic and professional programs and the Master of Science in Administration program are moving to the College of Education and Human Services.
- Ian Davison has been appointed interim senior vice provost for academic affairs. This new department will oversee the Honors Program, Academic Advising and Assistance, Community Engagement, Curriculum and Instructional Support, and International Affairs. In related moves,
 - Jane Davison will continue as acting dean of the College of Science and Engineering;
 - Pete Vermeire will continue as associate dean of CSE and add responsibilities as special assistant to the provost for academic financial management; and
 - David Patton will continue as acting associate dean of CSE.
- The Academic Effectiveness department has been eliminated.
- Affiliations and other agreements, Higher Learning Commission accreditation liaison duties and online/off-campus faculty assignment functions will be handled by Licensure and Regulatory Services.
- Academic Planning and Analysis (formerly the Office of Institutional Research) has assumed the marketing and feasibility review of proposals for new academic programs.
- Tony Voisin, associate vice president for student affairs, now provides administrative support for CM Life.

Additionally:

- Concha Allen has been appointed interim director of community engagement to prepare the application due in spring 2019 for the Carnegie Foundation community engagement classification and develop a strategic plan for community engagement.

- George Kikano, dean of the College of Medicine, also will serve as vice president for health affairs, responsible for coordinating all health-related clinical programs, including clinical clerkships and internships, health-related billing, and HIPAA compliance across the university.

Committee III — Work on the responsibility centered management budget model continues.

Recognitions

I would like to close my report today with a few recognitions.

At CMU, sustainability is central and includes recycling, waste reduction, environmental advocacy, and food recovery and composting. Students are always at the heart of these efforts. Some of them are with us today, and I invite them to stand.

Director of Facilities Operations, Jay Kahn, and students Matthew Belanger, Chase Delor and Amber Vanmeter are accepting the Sustainability Award on behalf of CMU students for the past 10 years. Not able to attend today is student Jessica Hunt-Ballou.

I am pleased to share that Associate Vice President of Facilities Management Jonathan Webb, who could not be with us today, along with Jay and Chase, recently traveled to Washington, D.C., to accept on CMU's behalf the Association of Physical Plant Administrators 2018 Sustainability Award. This is one of the most prestigious national awards CMU could win in sustainability and facilities operations.

The award highlights CMU's composting program and zero-waste kitchens that keep more than 350 tons of food waste a year from landfills. Instead, this organic waste is professionally composted and used on campus grounds to nourish greenery and other plant life.

Let us show our appreciation to the students, staff and leaders who make this happen. Congratulations!

I also want to recognize the College of the Arts and Media for taking on the role as Creative Action Partner at the Traverse City Film Festival. During this event, talented movie lovers are encouraged to submit "bumpers" to an annual contest where the top picks are screened before festival films.

Bumpers are 20- to 60-second short films played in lieu of commercials before the feature films during the festival. The top three bumpers are awarded cash prizes. This year, animation student Maggie Buerkle and broadcast and cinematic arts alumnus Don Blubaugh received top honors in the Bumper Awards.

Congratulations to Maggie and Don.

And finally, let us recognize a team of CMU staff members who have smoothed the way to online course creation with a system that has tripled the pace of development without increasing staff.

Here today is Pete Ross, executive director of curriculum and instructional support, to help acknowledge Jeremy Bond, interim director of eLearning at CMU's [Center for Excellence in](#)

[Teaching and Learning](#), along with colleagues Mingsheng Dai and Kendra Brown. Together, they won the 2018 Catalyst Award in training and professional development from the educational support company, [Blackboard](#).

Before CMU rolled out the upgraded course creation process, university instructors never had created more than 36 new online courses in an academic year. But in the pilot year of 2016-2017, faculty created more than 70 courses, and in 2017-2018, the number rose to nearly 100, with the start-to-finish time down from 145 days to 97 days.

The new system leads small groups of faculty through the process at three scheduled times a year, standardizing key steps, giving instructors a built-in support group and connecting them with partners such as a librarian, instructional designer, media producer and eLearning coordinator.

Help me in congratulating the team for this well-deserved award and for bringing courses online faster and better so CMU may expand our reach across Michigan and beyond.

Chair Weideman, that concludes my report.