

CMU

CENTRAL MICHIGAN UNIVERSITY

Dean, College of Education and Human Services Position Profile

Central Michigan University (CMU) invites applications and nominations for the position of Dean of the College of Education and Human Services (EHS). CMU seeks a creative, inspiring, collaborative, and experienced leader with a record of scholarly accomplishment who can work with a dynamic faculty, staff, and administration.

Central Michigan University: An Overview

For more than 127 years, Central Michigan University has been committed to meeting the needs of students, communities, and businesses. CMU first opened its doors in 1892 as a normal school, aiming to meet the state's need for qualified educators and business leaders. Today, CMU has built upon those foundations and expanded its offerings to continue to meet the needs of our region, our state, our nation and the world.

Students enrolled at CMU take advantage of an essential liberal arts foundation and nationally acclaimed programs in areas ranging from the health professions and engineering to business and communications to science and technology. Our programs offer students both the technical and professional skills employers most need for the jobs of today and the careers of tomorrow.

The commitment to serve communities near and far has been a hallmark of the university for over a century and continues to drive our mission today.



CMU enrolls 16,770 students on its Mount Pleasant campus and more than 8,000 online or at locations across North America. Nearly 90 percent students on campus hail from Michigan. About 80 percent choose to stay in Michigan upon graduation, contributing to the well-being of its businesses, communities, residents, environment, and unique and diverse culture. The other 20 percent are sought by employers across the Midwest and nation and are valued for their leadership and their willingness to “roll up their sleeves” and work hard. They focus on finding collaborative, innovative solutions to the pressing issues of their communities.

At CMU, faculty and staff foster the transformative power of advanced learning while creating a sense of community — a hallmark trait that engages and includes more than 235,000 alumni around the world. Students, parents, and alumni alike speak of the feeling they had the first time they stepped on campus — a sense that they mattered and would be supported in finding their unique path forward.



CMU is among only five percent of U.S. universities in the highest two Carnegie research classifications. The research philosophy means even undergraduates, often starting their freshman year, work beside faculty being immersed in learning and discovery experiences that employers value. At the same time, CMU upholds the belief that a foundation in the liberal arts allows students to achieve more success in their careers, contribute more to their employers, and lead more fulfilled lives in their communities. Through the combined efforts of faculty, staff, alumni, and partners, CMU achieves its vision of being an inclusive community of scholars and a national leader in higher education, inspiring excellence and innovation. So, too, does it uphold its mission as a community committed to the pursuit of knowledge, wisdom, discovery, and creativity. CMU provides student-centered education and fosters personal and intellectual growth to prepare students for productive careers, meaningful lives, and responsible citizenship in a global society.

University Vision Statement

“Central Michigan University, an inclusive community of scholars, is a national leader in higher education inspiring excellence and innovation.”

Mission Statement

At Central Michigan University, we are a community committed to the pursuit of knowledge, wisdom, discovery, and creativity. We provide student-centered education and foster personal and intellectual growth to prepare students for productive careers, meaningful lives, and responsible citizenship in a global society.

Core Values

To achieve our mission, we adhere to the core values of integrity, respect, compassion, inclusiveness, social responsibility, excellence, and innovation.

Academics

CMU has seven colleges, which offer approximately 300 academic programs at the undergraduate, master's, specialist, and doctoral levels, including several in key areas of strength and emerging interest such as autism, biochemistry, clinical and school psychology, educational leadership, engineering, exercise and sport science, health services, global studies, music, neuroscience, physical therapy, public relations, and public service. CMU's academic excellence is found in programs that have been ranked among the best in the nation, and it has been a pioneer in distance education since 1972.

CMU's educational programs fall into seven colleges:

- [College of Business Administration](#)
- [College of the Arts and Media](#)
- [College of Education and Human Services](#)
- [The Herbert H and Grace A Dow College of Health Professions](#)
- [College of Liberal Arts and Social Sciences](#)
- [College of Medicine](#)
- [College of Science and Engineering](#)

CMU has a legacy of faculty who uphold a strong sense of community, teaching, and building relationships with students and alumni of all generations. CMU faculty are researchers and thought leaders who are acclaimed for their scholarship and creative endeavors.

CMU complements its excellent academics with educational experiences inside and outside the classroom; these hands-on opportunities empower students, and as a result, they find their career path and contribute to the world around them.



The university also is nationally recognized for programs that support and educate active military members and veterans. In fact, CMU serves the largest number of GI Bill beneficiaries of any of Michigan's 15 public universities.

CMU offers students more than 150 opportunities to study abroad. Options range from faculty-led experiences to year-long exchange programs with partner universities. Students see the world, experience new cultures, hone language skills, explore career opportunities, and develop new levels of independence and self-awareness.

CMU has a strong history of interdisciplinary work and collaboration. One recent example is the creation of the Interdisciplinary Center for Community Health and Wellness, which pulls resources from five CMU colleges to prevent disease and promote health through education, outreach, and service-learning. CMU is committed to interdisciplinary work to enhance the experience of their students and develop them into broad-minded professionals ready to

address some of today's most important issues, and make a valued contribution in our rapidly changing world.

Leadership

CMU students graduate with leadership skills. They have access to more leadership programming at CMU than their peers at any other university in the state and arguably, in the nation. They expand their skills, their sense of personal impact and their compassion for others through the [Sarah R. Opperman Leadership Institute](#), [Honors Program](#), and [Mary Ellen Brandell Volunteer Center](#). The [Alternative Breaks](#) program ranks first in Michigan and third in the nation in both number of volunteer trips taken and participants. Last year, volunteered on campus, at sites around the community, across Michigan and in several states. Students participated in activities such as tutoring children, building homes, and stocking food pantries, logging more than 54,000 hours of service.

In addition, the President's Cabinet has approved [six leadership standards](#) to maintain and strengthen the hallmark culture and guide the actions of leaders across campus. These standards show that CMU leaders are team builders, thoughtful and open communicators, and service-oriented. These standards set the expectation that CMU leaders are proactive, responsible and accountable, courageous and effective, as well as focused on students and passionate about CMU. Nearly all supervisors have participated in training on the standards.

Diversity

CMU is a diverse community of learners and educators. In 2018, a new chief diversity officer was appointed to develop strategies to make the campus a more welcoming, inclusive, and supportive place. The [Office of Institutional Diversity, Equity and Inclusion](#) and programs such as Multicultural Academic Student Services, Native American Programs, and LGBTQ Services provide the campus with educational programming and engaging events.

Saginaw Chippewa Indian Tribe



The Saginaw Chippewa Indian Tribe (SCIT) and CMU have a strong historic and cooperative relationship that enhances the quality of life for citizens of the region. The partnership has fostered educational initiatives, cultural events and speakers, and extensive Native American educational resources for the campus and tribal communities. Leaders from CMU and the Saginaw Chippewa Tribal College share master syllabi in core general education courses which provides easy transfer for tribal college students who wish to complete their studies toward a baccalaureate degree at CMU. CMU

provides more Native American tuition waivers than any other university in the state.

Building upon their joint pledge to support educational efforts and advance an appreciation of global indigenous peoples many projects have emerged. This includes hosting a United Nations-funded international conference on indigenous issues in higher education and developing the Niijkewehn Mentoring Program. This program is the only one offered in the nation in which Native American

college students mentor Native American youth through a variety of cultural, educational, and recreational activities.

Athletics – NCAA Division I Mid-American Conference

CMU men and women compete with 16 sports teams in the NCAA's Division I Mid-American Conference. CMU football's program has earned recognition for ethics and integrity. The field hockey team ranks second in the nation in team GPA, and the women's soccer team is nationally recognized. CMU's 400+ student-athletes are pursuing degrees in 68 majors. At CMU, the athletic participants are students first, and they take great pride in their scholarly contributions.



Strategic Plan

The University's strategic plan [Advancing Excellence: 2017 – 2022](#) was approved by the Board of Trustees on June 29, 2017. The plan focuses on three imperatives:

Imperative I: Nurturing Student Success: CMU provides a transformative education to prepare students for successful careers and fulfilling lives. Successful students complete their programs of study in a reasonable amount of time and are well prepared for careers and/or post-graduate study. Alumni perceive their CMU education as a sound investment.

Imperative II: Fostering Scholarly Activity: CMU encourages a scholarly environment that attracts and fosters talented and diverse students, faculty, and staff. Scholarship is essential to the intellectual life of a university and its accreditation. We embrace a broad view of scholarship, recognizing the value of theoretical and applied research, field-specific and interdisciplinary research, creative efforts, artistic performances, and pedagogical inquiry.

Imperative III: Strengthening Partnerships in Michigan and Beyond: CMU values community partnerships. We will emphasize partnerships with alumni, communities, corporations, government agencies, and non-profit organizations that lead to mutual growth and enhancement, starting with those in Michigan and going beyond to our country and the world.

The three imperatives are interdependent and required elements of a thriving university: outstanding faculty, students, and staff; a supportive environment; and an attitude of achievement and persistence. The imperatives reflect the reasons CMU exists; the strategies enable CMU to succeed. Each imperative also requires CMU to foster shared governance, diversity and inclusion, and fiscal and environmental sustainability.

About the President

Robert O. Davies was unanimously appointed by the Board of Trustees to serve as Central Michigan University's 15th president and began his official duties on September 1, 2018. Davies brings nearly 25 years of higher education experience to CMU. Before coming to CMU, Davies served as president of Murray State University in Murray, Kentucky. He previously was president of Eastern Oregon University. Prior, he served in leadership roles guiding university relations, alumni relations, and advancement programs.

Davies received a Bachelor of Science in Management degree from the University of Nevada, Reno. He also holds a Master of Business Administration in Finance and Marketing degree from the University of Oregon and a Ph.D. in higher education administration from The State University of New York at Buffalo. He attended the Harvard Seminar, both for new presidents and for experienced presidents, and earned a certificate in higher education leadership from Harvard University.

Mount Pleasant, Michigan

CMU is located in a classic, tight-knit college community in the heart of Michigan's Lower Peninsula. Home to 26,000 of Isabella County's more than 70,000 residents, Mount Pleasant offers a mix of outdoor features, family attractions and small-town life complemented by university culture. Mount Pleasant is just an hour or two from most of Michigan's destination spots, including Detroit, Grand Rapids, Lansing, Ann Arbor, sunset beaches on Lake Michigan and the acclaimed "Up North" communities, state parks and lakes.

There aren't many places like the city of Mt. Pleasant. It's a safe, relaxing environment that offers a small-town feel with all the activities and attractions of a city twice its size. As home to Central Michigan University, Mid-Michigan Community College, and two of the region's most heralded health



and hospital centers, Mt. Pleasant offers a vital and energetic lifestyle with amenities not often found in a community retaining a true "hometown" feel. Surrounded by lakes, rivers, forests, and healthy farmland, Mt. Pleasant offers its residents, businesses, and visitors a vibrant place to live, work, learn, and play.

Located in Michigan's Lower Peninsula, Mt. Pleasant has a rich and diversified history. Almost since the earliest days, the City's local government has been recognized throughout the state as an innovative yet sound and stable citizen-based service provider. The City's 26,000+ full-time residents have chosen one of the state's most "walkable" and safest communities where the arts are celebrated, parks are protected, and the entrepreneurial spirit is supported.

Integral to the community's history is the [Saginaw Chippewa Indian Tribe](#). The [Ziibiwing Center of Anishinabe Culture and Lifeways](#) is a distinctive treasure created to provide visitors with an enriching educational experience. The Tribe also offers cultural programs throughout the year allowing participants to learn more about the rich Native American heritage. The Soaring Eagle Hotel and

Casino complex has gained national recognition and brings top-notch comedians, musicians, and artists to its stage.

The beautiful four-season climate of Michigan combined with the abundance of lakes, the Chippewa River, and many streams make Mt. Pleasant a perfect destination for many outdoor activities. Beyond the "wilds," the Mt. Pleasant area also has 13 golf courses within 30 minutes from town. Ample farmlands and state lands support an abundance of wildlife including whitetail deer, wild turkey, and any number of bird species.

The City provides a wide range of recreational programs, including youth (soccer, golf, tee-ball, tennis) and adult (basketball, volleyball, softball, tennis) programming and many special events. Community organizations also sponsor hockey, baseball, youth softball, football, and skating programs. In addition, parks staff operate and maintain over 300 acres at 11 parks highlighting the Chippewa River. These parks allow residents and visitors ample amenities to picnic, bike, swim, fish, canoe, hike, or bird watch. The Isabella County Parks system adds another 900 beautiful acres, with opportunities for similar outdoor activity, as well as camping and cross-country skiing. For more information, visit the [City of Mount Pleasant website](#) or the [Mount Pleasant Area Convention and Visitors Bureau](#).

The College of Education and Human Services



The CMU [College of Education and Human Services](#) (EHS) leads the way in educator preparation and human service programs, where students, faculty, and staff learn to challenge, lead, and inspire the world. Students explore diverse fields through cutting-edge technologies, numerous internships, and robust study abroad programs. The EHS mission is to inspire, develop, and advance professionals through evidence-based and applied learning opportunities across global contexts. EHS offers more than 25 undergraduate programs and 15 master's and doctoral degrees to more than 1,700 undergraduate and more than 900 graduate students in the college. The college offers this quality education through six academic departments and 10 centers.

Academic Departments

- [Counseling & Special Education](#)

- [Educational Leadership](#)
- [Human Development and Family Studies](#)
- [Fashion, Interior Design, and Merchandising](#)
- [Recreation, Parks & Leisure Services Administration](#)
- [Teacher Education & Professional Development](#)

Academic Centers

- [Center for Clinical Experiences](#)
- [Center for Community Counseling & Development](#)
- [Center for Excellence in STEM Education](#)
- [Center for Merchandising & Design Technology](#)
- [Center for Student Services](#)
- [Child Development & Learning Laboratory](#)
- [Great Explorations in Math & Science](#)
- [Kromer Instructional Materials Center](#)
- [The Governor John Engler Center for Charter Schools](#)
- [Center for Leisure Services](#)

To view the programs offered through the College of Health and Human Services, click [here](#).

The College of Education and Human Services has about 137 faculty, including 99 who are tenure track. EHS's diverse faculty engage in research that recognizes the value of theoretical and applied research, is both field-specific and interdisciplinary and stretches across vast disciplines from early childhood education to visual merchandising, recreation, and interior design. In addition, EHS has 46 employees in the Center for Charter Schools and another 55 individuals who make up the staff of EHS.

Residential College

The Education and Human Services Residential College (ESHSRC) offers a supportive, friendly environment, coupled with carefully chosen requirements to help first-year students and transfer students make a smooth transition to CMU. Students can share their academic passions with others in this unique living-learning environment that offers opportunities to excel as individuals and as part of a team focusing on academics, volunteer service, and leadership and professional development.

Accreditation

The Teacher Education program is accredited by the Council for the Accreditation of Educator Preparation. In addition, other programs in EHS are accredited by: Council for Accreditation Counseling and Related Educational Programs, National Associate for the Education of Young Children, National Association of Schools for Art and Design, Council for Interior Design Accreditation, Council on Accreditation of Parks, Recreation, Tourism and Related Professions, and AdvanceED- Advance Education Inc. The dean should be familiar at a high level with accreditation requirements across relevant disciplines and programs and be committed to leading and supporting programs of excellence and accreditation.



Strategic Plan

In concert with the Central Michigan University Strategic Plan, [Advancing Excellence](#) 2017-2022, the EHS has developed a set of strategies focused on the critical imperatives outlined in the university plan. The College of Education and Human Services will focus on student success, scholarly activity, and partnerships in Michigan and beyond. The three key initiative outlined in the [EHS Strategic Plan](#) are:

Nurturing Student Success – EHS strives to provide a transformative educational experience for its students, one that supports diverse field experiences and study away domestic opportunities. EHS is focused on ensuring its students’ academic preparation is aligned with employability and professional expectations.

Fostering Scholarly Activity – EHS encourages a scholarly environment which aims to attract diverse students, faculty, and staff. EHS aims to increase its faculty’s engagement in the [Honors Program](#) activities, increase faculty collaboration and interdisciplinary research, and continue to expose students to research and creative endeavors through joint research projects and professional conferences.

Strengthening Partnerships in Michigan and Beyond – EHS will continue to build upon its Michigan partnerships in teacher education and human services. These clinical and community partnerships in the education and human service fields will strengthen EHS’s ties to the community, its alumni network, and further the interdisciplinary work EHS strives to promote through its centers.

The Role of the Dean of College Education and Human Services

General Duties

The dean of the College Education and Human Services is responsible for all operations of the college, providing leadership for undergraduate and graduate education on-campus, off-campus, and online. The dean is the chief academic officer of the college, reports to the provost/executive vice president, and is a member of the Council of Deans, Academic Senate, and Academic Planning Council.

The dean of EHS is responsible for ensuring that the college supports the initiatives in the current [CMU strategic plan](#). Consequently, the dean of EHS is expected to work collaboratively with the heads of other units to develop and implement CMU-wide plans designed to improve student success. The fundamental charge of this leadership position is the creation of an educational environment that places student success at the forefront. By leveraging collaborative, experiential learning opportunities with faculty, clinical partnerships in teacher education as well as community partnerships within the human services industry, the dean will ensure that graduates are equipped with the most current skills and field experience needed to succeed upon graduation.

The dean will support the [Leadership Standards](#) of Central Michigan University and foster a culture that inspires excellence. The Leadership Standards define how leaders at CMU lead and treat others. CMU and EHS have a strong sense of community, which drives a collaborative culture. It is the dean’s responsibility to seek input, be a thoughtful and open communicator, and continuously encourage and support the growth and development of students, faculty, and staff.

The dean is the public face of the College of Education and Human Services at CMU. The dean will possess a strong understanding of the education and human services industry today, understanding the PK-12 educational landscape of Michigan and supporting, addressing and contributing to the broader community needs and development. The dean will possess the capacity to leverage Central Michigan University's existing strengths while developing visibility and prestige in the college's diverse programs. The dean will effectively manage the competing needs of college stakeholders, and its six departments while continually challenging students, faculty, donors, and external partners to elevate the level of collaboration and communication amongst each constituency.

The successful candidate will be expected to lead strategic and long-range planning efforts and work with others to implement change, including: raising standards for student and faculty performance; recruiting new faculty who are committed to strong scholarship and teaching; fostering faculty development; increasing relevant and prominent scholarship and external grant activity; encouraging, strengthening, and broadening alumni and community relations; advancing the college's successful development/fundraising portfolio; and promoting international partnerships. The dean is also expected to advance diversity and facilitate interdisciplinary collaboration both within the college and between it and the other CMU colleges.

In addition, below are a few priorities the next dean will focus upon:

Position Priorities

Create a collaborative vision for EHS's future

The dean will be an energetic champion of and advocate for all the departments of EHS and with the faculty, students, and staff help build a shared strategic vision for the college's future.

By unifying the college under a single vision, the dean will encourage a collaborative, supportive, inclusive, and innovative environment.

Grow enrollment

The next dean must ensure the growth, retention, and strengthening of the student body in part to address recent enrollment challenges, which include a declining high school graduate population within Michigan. The dean will provide leadership for recruiting efforts and will ensure that EHS is actively identifying and enrolling strong cohorts in all of its departments.

Invest in and support research and scholarship

Building on the clear strengths of current faculty, the College of Education and Human Services will need to find creative means to support, strengthen, and diversify scholarly contributions. Promising directions may include identifying and building upon multidisciplinary research opportunities, soliciting greater resource support from both internal and external funding, and diversifying workload expectations. This challenge and opportunity are keenly felt in all areas, as faculty seek to find the right balance between serving their students and advancing their disciplines.

Stimulate innovative, collaborative and interdisciplinary work

Identify innovative and energizing opportunities for cooperation and collaboration among the college's students, faculty, staff, and administrators in order to take advantage of the diversity of programs and deepen the sense of pride in shared accomplishments within the college. Because of EHS's reach within CMU, this cooperation, collaboration, and transparency is extended to CMU's other colleges, by keeping them informed of changes happening at the state educational level.

Create an environment supporting diversity and inclusion

Contribute to CMU's commitment to diversity and inclusion. Central Michigan University has worked effectively in recent years to significantly expand the diversity of its students, faculty, and staff, but the need for continued progress in this area remains an important goal. The dean will proactively seek to recruit, retain, support, and mentor excellent and diverse faculty and staff. The dean will ensure that the college's climate is one in which all are welcome, and all can thrive.

Support and strengthen external partnerships

The dean will invest time in nurturing and developing relationships with alumni, community, and educational partners in support of the College of Education and Human Services. This includes supporting and implementing innovative programs and partnerships designed to engage external stakeholders in the education of CMU students. In focusing on supporting the mutually beneficial experiential learning and talent development opportunities that EHS has created, the next dean will continue to solidify its impact on the larger regional community while providing a rich learning environment for its EHS students. In addition, the dean will build and foster these relationships to garner philanthropic support for the priorities of the college and the larger university.

Duties and responsibilities

The dean of the College of Education and Human Services at Central Michigan University will:

- Develop and articulate a compelling vision for the college consistent with the university's overall vision and mission.
- Serve as an advocate for the departments and programs comprising the college, and develop and support new undergraduate and graduate programs that contribute to a broad understanding and appreciation for all areas within the college.
- Demonstrate a commitment to academic excellence, attracting a diverse and academically talented student body, and raising standards of performance and retention.
- Identify, pursue, and secure a variety of new avenues for student success, including (but not limited to) internships, study abroad opportunities, corporate recruitment initiatives and more.
- Promote the importance of multicultural and international perspectives in the classroom, scholarship, and service; advance diversity and facilitate interdisciplinary collaboration throughout the college, campus, and community.
- Work with department chairs to successfully recruit, retain, and foster professional development of a diverse faculty that is strongly committed to excellence in teaching, research, and service.
- Promote, identify, and secure faculty and student consulting and teaching projects with educational and community partners in the pursuit of mutually beneficial relationships and experiential learning opportunities.

- Develop and maintain successful relationships with private and public funders to advance research and other functions.
- Strengthen and grow alumni and community relations, and increase private support.
- Cultivate, solicit (in coordination with the vice president for advancement), and steward alumni, friends, corporate and foundation donors.
- Provide sound fiscal leadership and serve as a fiscally responsible steward of university resources.
- Work productively within the parameters established by the several collective bargaining agreements with members of the faculty and staff.
- Collaborate on the development and application of personnel policies and procedures within the college; and ensuring compliance with same.
- Set, by example, the highest standards of personal and professional integrity.
- Encourage, strengthen, and broaden relations with alumni and the community.
- Promote international partnerships.
- Advance diversity and inclusion.
- Support and be responsible for accreditation efforts across all relevant disciplines and programs in the college.
- Oversee various centers within the college and across campus, including the Governor John Engler Center for Charter Schools.
- Serve as the administrator in charge of the Professional Education Unit.
- Ensure the success of professional advisors.

Required Qualifications

Candidates for the dean of the College of Education and Health Services position at Central Michigan University will possess the following qualifications:

- Academic credentials in a discipline and academic achievements appropriate for appointment as a tenured full professor in a department within the college.
- A strong record of administrative accomplishments and successful academic leadership.
- Strong budgeting and financial planning experience.
- A record of innovation in developing programs and pedagogy including the use of technology.
- A strong record of advocacy for diversity and inclusion.
- Demonstrated commitment to shared governance.
- Evidence of effective oral, written and interpersonal communication skills.
- Demonstrated commitment to advocacy for the academic disciplines represented within the college.
- Understanding of and demonstrated commitment to public higher education at both undergraduate and graduate levels.

Preferred Qualifications

- Commitment and experience in recruiting diverse populations and enhancing the recruitment and retention of students.
- A successful record of securing external funding, including both alumni and corporate/foundation support.

- Experience establishing and maintaining collaborative relationships within a university, community, and profession.
- Demonstrated professional experience with PK-12 schools, and/or demonstrated professional experience in human service and professional fields represented in the college.
- Interest in promoting and fostering distance, online, and international education programs.
- Demonstrated experience working in a collective bargaining environment.

Applications and Nominations

The search committee will begin reviewing applications immediately. For consideration, please send all nominations and application by Oct. 31, 2019. Requested application materials include a letter of interest, curriculum vitae and five professional references. All applications, nominations, and inquiries will remain confidential until finalists are identified for campus interviews. References will not be called until after candidates have been selected for interviews, and then only after the applicant has given explicit permission.

Please submit inquiries, nominations, and application materials to:



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CMU, an AA/EO institution, strongly and actively strives to increase diversity and provide equal opportunity within its community. CMU does not discriminate against persons based on age, color, disability, ethnicity, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weight (see <http://www.cmich.edu/ocrie>)