7-25-2012

WMU Board of Trustees Formal Session July 25, 2012

WMU Board of Trustees

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The Board of Trustees formal session was called to order by Chair Johnston at 12:30 p.m. on Wednesday, July 25, 2012, in Room 157-159, Bernhard Center.

Board members present: Chair Johnston, Vice Chair Carlson, Trustee Debel, Trustee Hettinger, Trustee Miller, Trustee Tolbert and President Dunn (ex officio).

Acceptance of the Agenda. The agenda was accepted as presented following a motion by Trustee Miller, supported by Trustee Tolbert.

Approval of the Minutes of the June 7 Formal Session. The minutes were approved as distributed on a motion by Trustee Hettinger, supported by Vice Chair Carlson.

Remarks by the Chair. Chair Johnston reported activity at the University as members of the campus community are busy preparing to welcome a new freshman class and thousands of returning upperclassmen. He noted that Fall Welcome for new students is just five weeks away with classes beginning shortly after that. During the summer, the University hosted three weeks of music camps with high school students from around the country. Chair Johnston said that these camps provide opportunities for members of the community to attend free performances downtown and in music venues here on campus. He reported that soon WMU, together with colleagues at K-College, will host the U.S. Tennis Association’s national boy’s championship, a seven decade old Kalamazoo tradition, bringing thousands of visitors to our city. He noted that student members of the Sunseeker solar racing team were one of only 11 teams from the best engineering colleges in the nation to complete the biennial American Solar Challenge. Chair Johnston said that Eric Bowman, a graduating senior from Portage, won the Frank Smith Trombone Solo Competition at the International Trombone Festival this summer in Paris for students up to age 25. Eric had performed recently at a Board meeting before leaving for Paris. Chair Johnston reported that these student accomplishments reflect the quality of this University and such quality is at the core of the fiduciary decisions we will make later in the meeting as we set the coming year’s budget and decide on tuition rates. Chair Johnston stated he knows he speaks for his fellow trustees when he stated we always want members of the University community and the public we serve to know how seriously these decisions are considered.

Remarks by the President. To begin his remarks, President Dunn introduced
Dr. James Kelly is a special guest who is visiting us. He is visiting his alma mater to familiarize himself about our School of Medicine as it develops.

Dr. Kelly is the Director of the National Intrepid Center of Excellence at Walter Reed Military Center in Bethesda. The center is focused on research, diagnosis and treatment planning to help members of the military with complex psychological health problems and traumatic brain injury. He is visiting here to show his interest and pleasure at seeing his alma mater creating a medical school. President Dunn said that Dr. Kelly has also alerted us to another WMU alumnus with whom he works, Major General Richard Stone, the U.S. Army’s Deputy Surgeon General. Both are working together to heal the invisible wounds of war. President Dunn said we are so very proud of them and their Bronco connection.

Dr. Dunn reported on his recent visit to Malaysia to celebrate our existing partnership there and forge some new ones. While there, they celebrated the 25th anniversary of our twinning partnership with Sunway College, now Sunway University. Western has 2,500 alumni in Malaysia, and entered into articulation agreements with four new schools. He reported that as a result to a trip to Turkey by several of our academic administration and international admissions specialists two additional articulation agreements were signed with engineering departments at Anadolu University and students from that university will join us at Western this fall.

Dr. Dunn reported that the University has been selected by the Office of Migrant Education in the U.S. Department of Education to receive a multi-year award that will result in about $2 million of funding over the next five years. The grant will provide support for first-year undergraduate students who are migrant or season farm workers or the children of such workers.

President Dunn closed his remarks with noting faculty and student accomplishments.

Remarks by the Western Student Association President Sean Nicholl and Graduate Student Advisory Committee Chair Britne Adams. President Nicholl and Chair Adams reported on activities and future plans for their organizations.

Remarks by the Faculty Senate President. Dr. Rantz, spoke of plans for the Faculty Senate for the upcoming year.

Services and Resource Agreement-Western Michigan University and Western Michigan University School of Medicine (WMed). On a motion by Trustee Miller, supported by Trustee Debel, with Trustees Hettinger and Tolbert abstaining because of conflict of
interest, the Board of Trustees approved the agreement and authorized
the treasurer/assistant treasurer to take all actions necessary to effectuate
this agreement. Under the terms of the Services and Resources Agreement
between the University and WMEd, the University agrees to perform a
number of support services, subject to and in accordance with the reason­
able direction and control of WMEd. In consideration for receiving these
services and resources, WMEd agrees to compensate the University on an
annual basis a fee which will be negotiated and agreed upon.

Revised Operating Cash Investment Policy Statement. On a motion by
Trustee Hettinger, supported by Trustee Tolbert, the revised policy,
as presented by Vice President VanDerKley, was approved. (on file
in Board office).

Resolution re Authorizing Unsecured Line of Credit. The resolution
as reviewed by Vice President VanDerKley was approved, following
a motion by Trustee Miller, supported by Trustee Debel. (on file in
Board office)

Fall 2012 On-Campus Tuition and Required Fee Rates, Following a
motion by Trustee Miller, supported by Trustee Tolbert, and a 6-0
roll call vote, the Board of Trustees approved an increase in tuition
and required fee rates, effective fall semester 2012 (Attachment A)
In keeping with past practice, it was noted that there will be increase
in student financial aid to help offset the increase in tuition.

Extended University Programs Tuition Rate, On a 6-0 roll call vote,
following a motion by Trustee Tolbert, supported by Trustee Hettinger,
the Board of Trustees approved the following tuition rates, effective
fall semester 2012:

Online Courses—WMU undergraduates 100% online courses will be
assessed tuition in accordance with the on campus student undergraduate
lower level tuition rate per credit hour ($316.03)
Maintain a $60 per credit hour fee for 100% online undergraduate courses

EUP Location Courses – Increase tuition by 3.91%, which amounts to $378.66
per credit hour for undergraduate courses and $535.39 per credit hour for
graduate courses for all regional location and graduate online courses and/or
programs offered through Extended University Programs (continue with the
$20 per class technology fee for these face to face and graduate online classes.)

2012/13 General Fund Operating Budget. The Board of Trustees approved
the University budget following a motion by Trustee Debel, supported by
Trustee Tolbert, and a 6-0 roll call vote. (Attachment B)

Sale of BTR Property. On a motion by Trustee Hettinger, supported by Trustee Miller, The Board of Trustees authorized the Treasurer/Assistant Treasurer to complete the necessary documents for the sale and conveyance to Mophie, LLC of the 4.28 acre BTR Park parcel, unit 30 (Attachment C). As reviewed by Associate Vice President Miller, the price per acre is consistent with previous BTR Park parcel sales. The site will be home to an approximately 35,000 square foot facility to be occupied by an advanced engineering and technology firm.

Consent Items. Following a motion by Trustee Tolbert, supported by Trustee Hettinger, the following consent items were approved – Revised Audit Committee Charter, Internal Audit Department Charter, Lease Agreement-Blue Atlantis, Inc., Bernhard Center, Lease Agreement Extension – Megee Printing, Bernhard Center, Personnel Report, Academic Programs, Gift Report, Grant Report.

The meeting was adjourned at 1:40 p.m.

Respectfully submitted,

[Signature]

Betty A. Kocher
Secretary, Board of Trustees
WESTERN MICHIGAN UNIVERSITY
Recommendation re 2012/13 Tuition and Required Fees

Fall or Spring Semester Rates
(Effective with Fall Semester 2012)

<table>
<thead>
<tr>
<th>Resident</th>
<th>Non-Resident</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate - Lower</td>
<td>Undergraduate - Lower</td>
</tr>
<tr>
<td>$4,569 Flat Rate for 12 - 15 credits</td>
<td>$11,209 Flat Rate for 12 - 15 credits</td>
</tr>
<tr>
<td>$316.03 per credit hour for 1 - 11 credits</td>
<td>$775.28 per credit hour for 1 - 11 credits</td>
</tr>
<tr>
<td>$4,569 plus $316.03 for each credit hour over 15</td>
<td>$11,209 plus $775.28 for each credit hour over 15</td>
</tr>
<tr>
<td>Undergraduate - Upper</td>
<td>Undergraduate - Upper</td>
</tr>
<tr>
<td>$5,048 Flat Rate for 12 - 15 credits</td>
<td>$12,481 Flat Rate for 12 - 15 credits</td>
</tr>
<tr>
<td>$349.27 per credit hour for 1 - 11 credits</td>
<td>$863.24 per credit hour for 1 - 11 credits</td>
</tr>
<tr>
<td>$5,048 plus $349.27 for each credit hour over 15</td>
<td>$12,481 plus $863.24 for each credit hour over 15</td>
</tr>
<tr>
<td>Graduate</td>
<td>Graduate</td>
</tr>
<tr>
<td>$479.57 per credit hour</td>
<td>$1,015.75 per credit hour</td>
</tr>
</tbody>
</table>

Summer I or Summer II Session Rates
(Effective with Summer I Session 2013)

<table>
<thead>
<tr>
<th>Resident</th>
<th>Non-Resident</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate - Lower</td>
<td>Undergraduate - Lower</td>
</tr>
<tr>
<td>$316.03 per credit hour</td>
<td>$775.28 per credit hour</td>
</tr>
<tr>
<td>Undergraduate - Upper</td>
<td>Undergraduate - Upper</td>
</tr>
<tr>
<td>$349.27 per credit hour</td>
<td>$863.24 per credit hour</td>
</tr>
<tr>
<td>Graduate</td>
<td>Graduate</td>
</tr>
<tr>
<td>$479.57 per credit hour</td>
<td>$1,015.75 per credit hour</td>
</tr>
</tbody>
</table>

Required Fees (On-Campus Only)

<table>
<thead>
<tr>
<th>Enrollment*</th>
<th>Student Assessment Fee</th>
<th>Sustainability Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>$393.00</td>
<td>$21.00</td>
<td>$8.00</td>
</tr>
<tr>
<td>$199.25</td>
<td>$21.00</td>
<td>$4.00</td>
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</table>

Total $422.00

<table>
<thead>
<tr>
<th>Full-Time</th>
<th>Part-Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 Cr. Hrs. &amp; Up</td>
<td>1 - 4 Cr. Hrs.</td>
</tr>
</tbody>
</table>

Required Fees

<table>
<thead>
<tr>
<th>Enrollmen*</th>
<th>Student Assessment Fee</th>
<th>Sustainability Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>$197.00</td>
<td>$10.50</td>
<td>$4.00</td>
</tr>
<tr>
<td>$211.50</td>
<td>$114.25</td>
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Required Fees

<table>
<thead>
<tr>
<th>Enrollment*</th>
<th>Student Assessment Fee</th>
<th>Sustainability Fee</th>
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</thead>
<tbody>
<tr>
<td>$383.00</td>
<td>$21.00</td>
<td>$8.00</td>
</tr>
<tr>
<td>$228.25</td>
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<td></td>
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</table>

Total $422.00

<table>
<thead>
<tr>
<th>Full-Time</th>
<th>Part-Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>4 Cr. Hrs. &amp; Up</td>
<td>1 - 3 Cr. Hrs.</td>
</tr>
</tbody>
</table>

* The Enrollment Fee is a single per capita assessment which covers: Health Center Operations Fee; Technology Fee, covering information systems services for students; Facility Fee, for auxiliary building debt requirements; Recreation Fee, for recreation building debt service and building operations; and Infrastructure Fee, for deferred maintenance projects.

Differential Tuition**
(Resident and Non-Resident)

<table>
<thead>
<tr>
<th>Haworth College of Business</th>
<th>College of Fine Arts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate - Upper Only</td>
<td>Undergraduate - Lower and Upper</td>
</tr>
<tr>
<td>$584 Flat Rate for 12 - 15 credits</td>
<td>$730 Flat Rate for 12 - 15 credits</td>
</tr>
<tr>
<td>$41.72 per credit hour for 1 - 11 credits</td>
<td>$52.15 per credit hour for 1 - 11 credits</td>
</tr>
<tr>
<td>$584 plus $41.72 for each credit hour over 15</td>
<td>$730 plus $52.15 for each credit hour over 15</td>
</tr>
</tbody>
</table>

**The differential tuition rate is in addition to the on-campus and Extended University Programs tuition and fees.
Western Michigan University
Estimated General Fund Beginning Board Budget
Fiscal Year 2012/13

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2011/12 Estimated Board Budget</th>
<th>Changes</th>
<th>2012/13 Estimated Board Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Appropriations - Base</td>
<td>$93,168,300</td>
<td>$2,150,000</td>
<td>$95,318,300</td>
</tr>
<tr>
<td>Tuition - On and Off Campus</td>
<td>$250,855,716</td>
<td>2,541,900</td>
<td>253,397,616</td>
</tr>
<tr>
<td>Investment Income</td>
<td>$1,097,942</td>
<td>0</td>
<td>1,097,942</td>
</tr>
<tr>
<td>Indirect Cost Recovery</td>
<td>$3,500,000</td>
<td>0</td>
<td>3,500,000</td>
</tr>
<tr>
<td>Records Initiation Fee</td>
<td>$2,100,000</td>
<td>0</td>
<td>2,100,000</td>
</tr>
<tr>
<td>Special Fees</td>
<td>$1,376,788</td>
<td>0</td>
<td>1,376,788</td>
</tr>
<tr>
<td>All-Other</td>
<td>$770,605</td>
<td>0</td>
<td>770,605</td>
</tr>
<tr>
<td>Departmental Revenue</td>
<td>$934,274</td>
<td>-6,233</td>
<td>928,041</td>
</tr>
<tr>
<td>Total Revenue</td>
<td>$353,803,625</td>
<td>$4,685,667</td>
<td>$358,489,292</td>
</tr>
<tr>
<td>Instruction</td>
<td>$169,155,167</td>
<td>$709,160</td>
<td>$169,864,327</td>
</tr>
<tr>
<td>Research</td>
<td>$4,058,863</td>
<td>9,078</td>
<td>$4,067,941</td>
</tr>
<tr>
<td>Public Service</td>
<td>$2,731,386</td>
<td>-117,519</td>
<td>2,613,867</td>
</tr>
<tr>
<td>Academic Support</td>
<td>$38,973,267</td>
<td>886,621</td>
<td>39,859,888</td>
</tr>
<tr>
<td>Student Services</td>
<td>$22,881,164</td>
<td>102,948</td>
<td>22,984,112</td>
</tr>
<tr>
<td>Institutional Support</td>
<td>$29,101,302</td>
<td>266,118</td>
<td>29,367,420</td>
</tr>
<tr>
<td>Operation and Maintenance of Plant</td>
<td>$35,989,202</td>
<td>568,134</td>
<td>36,557,336</td>
</tr>
<tr>
<td>Student Financial Aid</td>
<td>$50,913,274</td>
<td>2,261,127</td>
<td>53,174,401</td>
</tr>
<tr>
<td>Subtotal</td>
<td>$184,648,458</td>
<td>$3,975,507</td>
<td>$188,624,965</td>
</tr>
<tr>
<td>Total Expense</td>
<td>$353,803,625</td>
<td>$4,585,667</td>
<td>$358,489,292</td>
</tr>
<tr>
<td>Excess Expenditures or Income</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Estimated 2012/13 Final Balance</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>
Services and Resources Agreement — Western Michigan University and Western Michigan University School of Medicine (WMed)

The third goal of the University’s research plan is to advance WMU as a major research university. To do so, WMU investigates, develops, and offers new professional programs, as well as expands our research endeavors and intellectual inquiries to meet the needs of society. A specific strategy for this goal was the establishment of a public-private partnership based school of medicine. The University, Bronson Healthcare Group, Inc., and Borgess Health have formed and incorporated WMed. As a result, the University and WMed will enter into a written agreement for the University to provide administrative, operational, and other services for WMed at the request of WMed.

Under the terms of the Services and Resources Agreement between the University and WMed, the University agrees to perform a number of support services, subject to and in accordance with the reasonable direction and control of WMed. In consideration for receiving these services and resources, WMed agrees to compensate the University on an annual basis a fee which will be negotiated and agreed upon. The fee shall be paid at the beginning of each University fiscal year to compensate the University for services and resources rendered in the upcoming fiscal year. WMed will also reimburse the University for salary and related benefit costs associated with any University employee assigned to provide services to WMed. WMed shall also work cooperatively with the University to continually explore and pursue opportunities of mutual interest and benefit, such as (but not limited to) collaborative proposals for research grants, research opportunities for University’s faculty members, collaborative marketing endeavors, and promoting Western Michigan University in academic and commercial venues.

The Services and Resources Agreement between the University and WMed shall continue for a term of one year and thereafter, for successive one-year periods unless terminated by mutual agreement of the University and WMed or upon 60 days prior written notice from either party. This Agreement may be amended from time to time by mutual agreement of the University and WMed.

It is recommended that the attached the support Services and Resources Agreement between the University and WMed to be approved.

Recommended Action

The Board of Trustees approves the Services and Resources Agreement between Western Michigan University and the Western Michigan University School of Medicine. Furthermore, either the Treasurer or Assistant Treasurer are authorized to take all actions necessary to effectuate this Agreement.
SERVICES AND RESOURCES AGREEMENT
WESTERN MICHIGAN UNIVERSITY SCHOOL OF MEDICINE
AND
WESTERN MICHIGAN UNIVERSITY

THIS AGREEMENT is made effective July 1, 2012, between WESTERN MICHIGAN UNIVERSITY SCHOOL OF MEDICINE, a Michigan nonprofit corporation ("WMed"), and THE BOARD OF TRUSTEES OF WESTERN MICHIGAN UNIVERSITY (the "University"), a Michigan constitutional body corporate.

Background

The University, a Michigan constitutional body corporate, Bronson Healthcare Group, Inc., a Michigan nonprofit corporation, and Borgess Health, a Michigan nonprofit corporation, have formed and incorporated WMed. The University and WMed wish to enter into this agreement for the University to provide administrative, operational, and other services for WMed at the request of WMed.

NOW, THEREFORE, in consideration of the foregoing and the terms and conditions set forth below, the parties agree as follows:

Terms And Conditions

1. Services Provided by the University. The University hereby agrees to provide to WMed the following services and resources, as requested by WMed and agreed to be provided by the University:

   a. Management and leadership services in connection with its formation and operation.

   b. Administrative and operational services.

   c. Services regarding requirements and options for accreditation, financial aid and Medicare/Medicaid.

   d. Accounting services such as periodic financial and regulatory reporting, asset/liability management support, financial analysis, accounts payable service, tax accounting and planning, general ledger account reconcilement, and overall accounting policy and guidance, or any other accounting services mutually agreeable to both parties.

   e. Staff assistance for projects, events, commercialization efforts, mailings, meetings, public relations, and other activities.

   f. Collaboration with WMed and sharing of the University’s expertise in all relevant fields as requested by WMed and to the extent agreed to by the University.

   g. Funds management services directly or through the Western Michigan University Foundation or the University, such as investment portfolio analysis, transaction
processing, reporting, investment accounting services, investment management, account reconcilement, asset/liability management services, accounting services, and special reports upon the Foundation’s request.

h. Assistance with relationships with insurance carriers, financial institutions, companies, individuals, and other organizations.

i. Services regarding finance and legal matters.

j. Debt management services.

k. Access through the University’s website, directly or as a link.

l. If permitted by the University’s licensing agreements, use of information technology and library contracts, resources and facilities.

m. Administrative services and expertise regarding research grants and contracts.

n. All other services as may be agreed to by the parties.

From time to time, WMed and the University may agree to designate employees of the University to also serve as officers of or agents contracted to WMed who will provide services to WMed. The University shall continue to pay the salary and other compensation and the cost of all benefits to or for each such employee serving.

2. Term and Termination. This Agreement shall continue for a term of one (1) year from the above date and thereafter, for successive one (1) year periods unless terminated by mutual agreement of the parties or upon sixty (60) days prior written notice from either party.

3. Reimbursement; Other Contracts. WMed shall reimburse the University for the salary and other compensation and the cost of all benefits to or for each such employee assigned to WMed or providing services to WMed. WMed and the University may negotiate and enter into other contracts for services and resources on terms mutually agreeable to both parties.

4. Gift Funds Restricted for WMed’s Use. The University has received gifts designated for use by WMed, which gifts will be provided to WMed for its purposes as needed thereby and if available.

5. Fees for Services and Resources. In consideration for receiving the above described services and resources, WMed agrees to compensate the University on an annual basis a fee which will be negotiated and agreed upon. This sum shall be paid at the beginning of each University fiscal year to compensate the University for services to be rendered in the upcoming fiscal year. Payment of the fee for services and resources shall be performed by the University in the manner deemed appropriate by the University to effectuate the compensation for the services and resources provided. The University may elect to forego any fee.
In further consideration of University providing the services and resources described herein, WMed shall work cooperatively with University to continually explore and pursue opportunities of mutual interest and benefit, such as (but not limited to) collaborative proposals for research grants, research opportunities for University’s faculty members, collaborative marketing endeavors, promoting Western Michigan University in academic and commercial venues, providing information and advice to Western Michigan University students about admission requirements to Western Michigan University School of Medicine, and mutual fundraising activities benefiting both entities.

6. Assignment. The University may assign its rights or delegate its duties under this Agreement only upon receiving prior approval from WMed. WMed may assign its rights or delegate its duties only upon receiving prior approval from the University. In addition, the University may appoint, at its own discretion, various individuals to provide the services described herein.

7. Notice. All notices, demands, and requests required or permitted to be given under the provisions of this Agreement shall be in writing and shall be deemed given (a) when personally delivered to the party to be given such notice or other communication, (b) on the business day that such notice or other communication is sent by facsimile, which facsimile shall promptly be confirmed by written notice by U.S. Mail, (c) on the third business day following the date of deposit in the U.S. mail if such notice or other communication is sent by certified or registered mail with return receipt requested and postage thereon fully prepaid, or (d) on the business day following the day such notice or other communication is sent by reputable overnight courier, to the following, or to such other address as the parties may designate in writing:

The University
Western Michigan University
1903 West Michigan Avenue
Kalamazoo, MI 49008
Attn: Sandy Steinbach, Assistant Treasurer

WMed:
Western Michigan University School of Medicine
300 Portage Street
Kalamazoo, MI 49007
Attn: Hal B. Jenson, M.D., Dean

8. Miscellaneous. This Agreement contains the entire agreement between the parties hereto with respect to services to be provided by the University to WMed. This Agreement may be amended as provided herein and otherwise, from time to time, by mutual agreement of the parties hereto. The invalidity of any portion of this Agreement shall in no way affect the balance hereof. This Agreement shall remain in effect until termination.
9. **Choice of Law and Jurisdiction.** This Agreement shall be governed by the laws of the State of Michigan, without regard to conflict of law provisions. Each party hereto hereby irrevocably submits to the jurisdiction of the Michigan Court of Claims, for the purposes of any proceeding arising out of this Agreement, or the subject matter hereof.

THE BOARD OF TRUSTEES OF WESTERN MICHIGAN UNIVERSITY

By: 

Sandy Steinbach, Assistant Treasurer

WESTERN MICHIGAN UNIVERSITY
SCHOOL OF MEDICINE

By:

Hal B. Jenson, M.D., Dean
Western Michigan University
Board of Trustees

PERSONNEL REPORT

ACADEMIC

Administrative Reappointment
Dawn Gaymer, Associate Provost, Extended University Programs, effective October 1, 2012.

Administrative Appointments
Ben Atchison, Interim Chair, Department of Occupational Therapy, effective June 25, 2012.
Gary Bischof, Interim Chair, Department of Family and Consumer Sciences, effective July 2, 2012.
Steven Carr, Chair, Department of Computer Science, effective July 15, 2012.
Christopher C. Cheatham, Chair, Department of Human Performance and Health Education, effective July 1, 2012.
Susan Freeman, Chair, Gender and Women's Studies, effective July 1, 2012.
Donald Meyer, Chair, Department of Economics, effective July 1, 2012.
Margaret Recchia, Chair, Department of Foreign Languages, effective August 1, 2012.

Administrator Return to Faculty
Paul Engelmann, Professor, Department of Industrial and Manufacturing Engineering, effective July 1, 2012.
Joseph Pellerito, Associate Professor, Department of Occupational Therapy, effective June 25, 2012.
Cynthia Running-Johnson, Professor, Department of Foreign Languages, effective August 1, 2012.

Appointment - with Tenure
Steven Carr, Professor, Department of Computer Science, effective July 15, 2012.
Appointments - Tenure Track
Elyse M. Connors, Assistant Professor, Department of Blindness and Low Vision Studies, effective August 19, 2013.

Roxanna Duntley-Matos, Assistant Professor, School of Social Work, effective August 20, 2012.

Appointments - Term
Larry Buzas, Faculty Specialist II - Professional Specialist, Department of Educational Leadership, Research and Technology, effective August 20, 2012 through August 18, 2013.

Sarrah Cook, Faculty Specialist II - Clinical Specialist, School of Interdisciplinary Health Programs, effective August 20, 2012 through August 18, 2013.

Brian Fuller, Faculty Specialist II - Clinical Specialist, School of Interdisciplinary Health Programs, effective August 20, 2012 through August 18, 2013.

Andrea Grant-Friedman, Faculty Specialist I - Lecturer, Department of Sociology, effective August 20, 2012 through August 18, 2013.

Rob Heffron, Faculty Specialist I - Clinical Specialist, Department of Physician Assistant, effective July 1, 2012 through June 30, 2013.

Cynthia A. Hutchinson, Faculty Specialist I - Clinical Specialist, Department of Physician Assistant, effective July 1, 2012 through June 30, 2013.

Toby Ellen Kahn-Loftus, Assistant Professor, Department of English, effective August 20, 2012 through August 18, 2013.

Romona B. Lewis, Assistant Professor, Department of Educational Leadership, Research and Technology, effective August 20, 2012 through August 18, 2013.

Michele McGrady, Assistant Professor, Department of Physician Assistant, effective June 25, 2012 through June 30, 2013.

Javier Montefort-Sanchez, Assistant Professor, Department of Mechanical and Aeronautical Engineering, effective August 20, 2012 through August 18, 2013.

Grace Orlando, Faculty Specialist II - Clinical Specialist, School of Interdisciplinary Health Programs, effective August 20, 2012 through August 18, 2013.

Joel Phillips, Faculty Specialist I - Clinical Specialist, Department of Occupational Therapy, effective June 25, 2012 through June 30, 2013.
Appointments – Term (Cont.)
Amanda G. Sikarskie, Assistant Professor, Department of History, effective August 20, 2012 through August 18, 2013.

Cynthia Visscher, Faculty Specialist I – Lecturer, Department of Comparative Religion, effective June 25, 2012 through June 30, 2013.

Change of Department Affiliation
Brian Tripp, Associate Professor, Department of Biological Sciences, effective August 20, 2012.

Timothy Ready, Associate Professor, Department of Sociology, effective August 20, 2012.

Appointments – Adjunct
Daniel Walker, Adjunct Assistant Professor, Department of Chemistry, effective summer II 2012 through summer I 2015.

Resignations
Pingbo Tang, Assistant Professor, Department of Civil and Construction Engineering, effective July 15, 2012.

Promotions
James W. Penner, Assistant Professor, Department of Accountancy, effective August 20, 2012.

Todd White, Assistant Professor, Department of Accountancy, effective August 20, 2012.

NON-ACADEMIC
Retirements
Maxine Gilling, Senior Research Associate, Gear Up Learning Centers, effective July 31, 2012.

William Green, Director, Pharmacy, Sindecuse Health Center, effective June 13, 2012.

Linda Rowen, Office Assistant, Department of Psychology, effective July 31, 2012.

David Smith, Director, University Publications, Office of University Relations, effective June 30, 2012.

July 25, 2012