



7-23-2010

WMU Board of Trustees Formal Session July 23, 2010

WMU Board of Trustees

Follow this and additional works at: http://scholarworks.wmich.edu/trustee_meetings



Part of the [Higher Education Administration Commons](#)

WMU ScholarWorks Citation

WMU Board of Trustees, "WMU Board of Trustees Formal Session July 23, 2010" (2010). *WMU Board of Trustee Meetings*. Paper 33.
http://scholarworks.wmich.edu/trustee_meetings/33

This Minutes is brought to you for free and open access by the Western Michigan University at ScholarWorks at WMU. It has been accepted for inclusion in WMU Board of Trustee Meetings by an authorized administrator of ScholarWorks at WMU. For more information, please contact maira.bundza@wmich.edu.



WESTERN MICHIGAN UNIVERSITY
BOARD OF TRUSTEES
FORMAL SESSION
JULY 23, 2010

The Board of Trustees formal session was called to order by Trustee Tolbert on Friday, July 23, 2010, at 11:15 a.m., West Ballroom, Bernhard Center.

Trustees present: Chair Tolbert, Vice Chair Archer (via telephone), Trustee Asmonga-Knapp, Trustee Carlson, Trustee Johnston, Trustee Martin, Trustee Miller, and President Dunn (ex officio).

Acceptance of the Agenda. The agenda was accepted as amended (to include the Michigan State Employment Association [MSEA] Labor agreement) following a motion by Trustee Miller, supported by Trustee Carlson.

Approval of the Minutes. The minutes of the April 15 formal session and the May 5 and May 26 conference call formal sessions were approved as distributed following a motion by Trustee Miller, supported by Trustee Martin.

Recommendation re Fall 2010 On-Campus Tuition and Required Fee Rates. As moved by Trustee Archer, supported by Trustee Miller, on a 6-1 roll call, with Trustee Martin opposed, the Board of Trustees approved the tuition and required fee schedule for fall 2010 (attachment A). As noted by President Dunn, the University remains tenth in tuition costs among the state's fifteen public universities and that with tuition increases additional financial aid also becomes available for need and merit-based packages.

Recommendation re Extended University Programs Tuition. On a motion by Trustee Miller, supported by Trustee Asmonga-Knapp, following a 6-1 roll call vote with Trustee Martin opposed, the Board of Trustees approved changes in tuition and fees (Attachment B) for both online courses and EUP location courses.

Recommendation re General Fund Operating Budget. The Board of Trustees, on a 7-0 roll call vote following a motion by Trustee Martin, supported by Trustee Johnston, approved an estimated general fund operating budget (Attachment C) for the 2010-11 fiscal year that began July 1. As reviewed, the balanced budget exceeds the previous year's budget by \$21 million and includes \$3 million in budget reductions that are being implemented across the University.

Apartment Rental Rates and Name – New Complex. As presented by Vice President Anderson the new complex under construction is similar to those available in the broader community but also offer the conveniences of on-campus living. Applications for fall 2011 will be accepted beginning in September 2010 with rates competitive with comparable apartments in the community.

Rental Schedule (per month)

1 bedroom unit	\$675
2 bedroom unit	\$460
3 bedroom unit	\$415
4 bedroom unit	\$390

Following a motion by Trustee Martin, supported by Trustee Miller, the apartment rate schedule was approved

Complex Name – Vice President Anderson reported that broad input re the naming of the complex was gathered from the University community, especially students. Western View was the name recommended for the Phase I buildings since they will be located on the west edge of the main campus, allowing the residents to overlook much of the west campus. She noted that the Western View will be the first undergraduate student housing built on the west campus in nearly half a century, with Phase II scheduled to begin within the next four years. Four three-story buildings are being constructed in Phase I, encircled by Knollwood Avenue, the Trimpe Building, Kohrman Hall and Western Avenue. The buildings will feature brick facades with a traditional look. The name Western View was approved by the Board of Trustees after a motion by Trustee Carlson, supported by Trustee Asmonga-Knapp.

Voluntary Retirement Incentive Plan. As detailed by Vice President Rinker, the Board of Trustees, on a motion by Trustee Miller, supported by Trustee Carlson, approved the plan and authorized the Treasurer/Assistant Treasurer to take all action necessary to make the plan effective. Vice President Rinker noted due to the lower than expected positive response to the State's MPSERS retirement program, the University is recommending an incentive retirement plan. Employees will qualify for the plan -- 1)if they meet WMU retirement eligibility criteria, 2)they are a regular continuing full-time Western Staff Compensation System Employee (Grades 10-22), 3)if they did not elect to participate in the State's program. The employee must provide the intent to retire and elect the program by August 31, 2010, and the requested retirement date fall between October 1, 2010 and January 31, 2011. The incentive will be calculated based on the number of complete years of service and the current annual benefits base rate, with incentive payment of a minimum gross amount of \$10,000 and a maximum gross amount of \$40,000.

Residence Policy for Admission and/or Tuition and Fee Purposes. On a motion by Trustee Asmonga-Knapp, supported by Trustee Carlson, the Board of trustees rescinded the current residency policy and adopted the proposed policy (attachment D), effective fall semester, as outlined by Vice President Rinker. Included in the new policy is a residency provision for veterans' first semester at the University.

Whistleblower Policy Involving University Property and Financial Resources. As reviewed by Vice President Rinker, the Board of Trustees, on a motion by Trustee Miller, supported by Trustee Asmonga-Knapp, approved the adoption of the policy (attachment .E). He indicated that the University wishes to proactively encourage all employees and other individuals acting on behalf of /or providing services to the University to report in good faith facts they perceive as being a violation of law and/or University policy, or rules. As part of the action, the Board also authorizes the administration to make appropriate changes to other University policies, statements, contracts and practices as applicable in order to be consistent with the policy

Michigan State Employees Association (MSEA) Labor Agreement.. The Board of Trustees, on a motion by Trustee Miller, supported by Trustee Asmonga-Knapp, authorized, contingent on the signing of a side letter, the Administration to implement the 2010-2013 agreement between WMU and the MSEA (Power Plant Employees). As noted by Vice President Rinker highlights of the agreement include a 1% wage increase across the board for each year of the contract, changes in contract language reflecting work days and classifications, adoption of the same health plan (Blue Cross/Blue Shield self-funded PPO) as offered to other WMU employee groups, and adoption of the language for University closure that applies to other employee groups.

Consent Items. As moved by Trustee Johnston, supported by Trustee Miller, the following consent items were approved: Personnel Report, Gift Report, Grant Report, Spindler Hall Lease, Adams Outdoor Advertising Land Lease Agreement, and Academic Program Changes.

Remarks by the Chair. Chair Tolbert thanked all those in attendance and said he wants the entire University community to know how seriously the Board takes the actions approved today. He stated the trustees have to balance their responsibility for the financial soundness of the University with the concern for student well being and the need to keep tuition and financial aid at levels that make it possible to serve every qualified student. He recalled that when he was a student at WMU some 35 years ago the state provided more than 2/3 of the University's budget., remembers the much lower tuition rates, and spoke of the direct correlation between the loss of such state support and the rates students pay today. Chair Tolbert stated that Michigan must find a way to reinvest in its higher education infrastructure.

He talked of some of the events since the Board last met, highlighted by the appearance of President Obama at our University Arena where he delivered the commencement address to Kalamazoo Central High School graduates. Chair Tolbert spoke of orientation sessions for 8,000 incoming freshmen and transfer students and their families and a variety of music and sports camps hosted on campus.. He noted the dedication of the Diether H. Haenicke Memorial Garden located near Waldo Library—the idea was conceived by the WMU Landscaping crew who planned the garden and filled it with plants native to both Michigan and Germany.

Remarks by the President. President Dunn stated he wished to echo Chair Tolbert's comments about tuition and all of the work and careful thought that has gone into achieving a balance that will preserve the quality of our University and still maintain access for the students we serve. He said that no recommendation or decision is made without much discussion and that discussion always centers on what is in both the short and long-term interest of our students.

President Dunn spoke of 71 long-time staffers taking advantage of the State of Michigan retirement offer to members of MPSERS. He noted that with their retirements goes many years of institutional wisdom and wished them well in their well-earned post-university lives. He reported new firms opening area offices in the Business Technology and Research Park. He spoke of accomplishments of faculty, staff, and students. President Dunn wished Bud Bender well as he retires as Vice President for Development after 13 ½ years of service. He also noted the appointments of John Wheeler, Dean of the College of Education, and Kay Palan, Dean of the Haworth College of Business.

Remarks by the WSA President and GSAC Vice Chair. Aaron Booth and Michelle McWilliams both spoke on the future plans of their organizations.

Remarks by the Faculty Senate President. Former president John Jellies introduced the new Faculty Senate President Peter Krawutschke who said he was looking forward to serving again as president of the Senate.

Operating Cash Investment Performance and Annuity and Life Income Funds Reports. Update provided by Vice President Rinker.

Public Comments. There were no requests to address the Board.

Adjournment. The meeting was adjourned at 12:25 p.m.

Respectfully submitted,



Betty A. Kocher
Secretary
Board of Trustees

WESTERN MICHIGAN UNIVERSITY
Recommendation re 2010/11 Tuition and Required Fees

Fall or Spring Semester Rates

(Effective with Fall Semester 2010)

Resident	Non-Resident
Undergraduate - Lower	Undergraduate - Lower
<ul style="list-style-type: none"> • \$4,091 Flat Rate for 12 - 16 credits • \$282.92 per credit hour for 1 - 11 credits • \$4,091 plus \$282.92 for each credit hour over 16 	<ul style="list-style-type: none"> • \$10,035 Flat Rate for 12 - 16 credits • \$694.04 per credit hour for 1 - 11 credits • \$10,035 plus \$694.04 for each credit hour over 16
Undergraduate - Upper	Undergraduate - Upper
<ul style="list-style-type: none"> • \$4,520 Flat Rate for 12 - 16 credits • \$312.68 per credit hour for 1 - 11 credits • \$4,520 plus \$312.68 for each credit hour over 16 	<ul style="list-style-type: none"> • \$11,174 Flat Rate for 12 - 16 credits • \$772.78 per credit hour for 1 - 11 credits • \$11,174 plus \$772.78 for each credit hour over 16
Graduate	Graduate
<ul style="list-style-type: none"> • \$429.32 per credit hour 	<ul style="list-style-type: none"> • \$909.31 per credit hour

Summer or Summer II Session Rates

(Effective with Summer I Session 2010)

Resident	Non-Resident
Undergraduate - Lower	Undergraduate - Lower
<ul style="list-style-type: none"> • \$282.92 per credit hour 	<ul style="list-style-type: none"> • \$694.04 per credit hour
Undergraduate - Upper	Undergraduate - Upper
<ul style="list-style-type: none"> • \$312.68 per credit hour 	<ul style="list-style-type: none"> • \$772.78 per credit hour
Graduate	Graduate
<ul style="list-style-type: none"> • \$429.32 per credit hour 	<ul style="list-style-type: none"> • \$909.31 per credit hour

Required Fees

REQUIRED FEES (On-Campus Only)

Per Semester

Enrollment*
 Student Assessment Fee
 Sustainability Fee
 Total

Full-Time	Part-Time
5 Cr. Hrs. & Up	1 - 4 Cr. Hrs.
\$383.00	\$194.25
\$21.00	\$21.00
\$8.00	\$8.00
<hr/> \$412.00	<hr/> \$223.25

Per Session

Enrollment*
 Student Assessment Fee
 Sustainability Fee
 Total

Full-Time	Part-Time
4 Cr. Hrs. & Up	1 - 3 Cr. Hrs.
\$192.00	\$97.25
\$10.50	\$10.50
\$4.00	\$4.00
<hr/> \$206.50	<hr/> \$111.75

* 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.

Online Courses:

- Effective Fall 2010, Western Michigan University undergraduate 100% online courses will be assessed tuition in accordance with the on campus resident undergraduate - lower level tuition rate per credit hour (\$282.92).
- Implement a \$60 per credit hour fee for 100% online undergraduate courses and remove the \$20 per course technology fee for 100% online undergraduate courses.

EUP Location Courses:

- Increase tuition by 6.9%, which amounts to \$340.25 per credit hour for undergraduate courses and \$481 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).

Western Michigan University
Estimated General Fund Beginning Board Budget
Fiscal Year 2010/11

	2009/10 Estimated Board Budget	Changes	2010/11 Estimated Board Budget
<u>Revenue</u>			
State Appropriations - Base	\$109,616,000	-\$416,000	\$109,200,000
Tuition - On & Off Campus	205,360,823	21,063,415	226,424,238
Investment Income	1,097,942	0	1,097,942
Indirect Cost Recovery	3,000,000	500,000	3,500,000
Special Fees	1,376,788	0	1,376,788
All Other	770,605	0	770,605
Departmental Revenue	869,905	3,500	873,405
Total Revenue	\$322,092,063	\$21,150,915	\$343,242,978
<u>Expense</u>			
Instruction	\$152,796,134	\$10,060,798	\$162,856,932
Research	\$3,889,944	\$177,548	\$4,067,492
Public Service	2,865,382	2,448	2,867,830
Academic Support	38,271,503	158,213	38,429,716
Student Services	22,906,299	285,167	23,191,466
Institutional Support	27,997,026	1,670,375	29,667,401
Operation & Maintenance of Plant	35,017,051	690,707	35,707,758
Student Financial Aid	40,134,278	6,310,920	46,445,198
Subtotal	\$171,081,483	\$9,295,378	\$180,376,861
Total Expense	\$323,877,617	\$19,356,176	\$343,233,793
Excess Expenditures or Income	-1,785,554	1,794,739	9,185
State Stimulus-One-time Supplemental Funds	1,785,554	-1,785,554	0
Estimated 2010/11 Final Balance	\$0		\$9,185

Western Michigan University
Residency Policy – for Admissions and/or Tuition and Fees Purposes

The governing board at each university in Michigan has the authority to establish a residency policy for admissions and/or tuition and fee purposes. Therefore, residency policies will vary between institutions and are independent of those used by the State to determine residency for purposes such as income and property tax liability, driving and voting.

Any Western Michigan University student may apply for in-state resident status for any semester/session in which they are enrolled in on campus courses by completing a residency application in accordance with University procedure.

Since a student normally comes to Western Michigan University for the primary purpose of attending the University rather than to establish a domicile in Michigan, one who enrolls in the University as a non-resident shall continue to be deemed a non-resident, unless and until the student demonstrates that his/her previous domicile has been abandoned and a Michigan domicile established.

Domicile is defined as the place where an individual's true, fixed and permanent home and principle establishment is and to which the individual returns whenever absent from the University. Twelve consecutive months of physical presence immediately preceding the first day of classes is a strong indicator of domicile.

A. Residence of Student

A student may be considered domiciled in Michigan if the student is in continuous physical presence in this state for one year (12 consecutive months) immediately preceding the first day of classes of the term for which resident status is sought and intends to make Michigan his/her permanent home and has no domicile elsewhere. The year of continuous presence is never the only criterion used for determining in-state residency status and, by itself, will not qualify a student for residency status for tuition paying purposes at Western.

B. Residence of Parents

The domicile of a dependent student is presumed to be the same as that of the student's parents. Regardless of whether the parent is the student's custodial parent, a dependent student with one or both parents domiciled in Michigan, according to Western's Residency Policy, is presumed to be eligible for resident status as long as the student has not taken steps to establish a domicile outside of Michigan or any other action inconsistent with maintaining a domicile in Michigan.

The domicile of a dependent student's legal guardian(s) has the same evidentiary effect as that of a dependent student's parent(s), and references to parents in this policy shall include legal guardians, only when the student is the dependent of the legal guardian, and such guardianship has been established due to complete incapacity or death of the student's natural parent(s). A parent's inability to provide funds necessary to support a college education does not qualify as complete incapacity.

A dependent student who is living in Michigan and who is, according to Western's Residency Policy, permanently domiciled in Michigan would maintain resident status if the parents leave Michigan provided: (1) the student has completed at least the junior year of high school prior to the parent's departure; (2) the student remains in Michigan, enrolled as a full-time student in high school or an institution of higher education and (3) the student has not taken steps to establish a domicile outside Michigan or any other action inconsistent with maintaining a domicile in Michigan.

C. Residence of Spouse

The residence of a student who otherwise would be classified as a non-resident will follow that of his/her spouse if the spouse qualifies as a resident for tuition-paying purposes.

D. Michigan High School Enrollment and Graduation

A Michigan high school graduate who completes his/her senior year at a Michigan high school, remains physically present in Michigan immediately following high school graduation to the first day of classes of the term in which the student is enrolled in on campus courses, and provides the required State of Michigan tax documents of parent(s) or guardian(s) (for dependent student) or student (if independent) qualifies as a resident student for tuition and fee purposes at Western.

E. Returning Veterans

Western Michigan University supports returning WMU students, transfers, or new students who are veterans by providing the Returning Veterans Tuition Assistance Program (RVTA). All returning veterans will be classified as Michigan residents for tuition purposes after their first semester.

F. Individuals Holding Visas

International students attending on a student visa of F1, J1, or M1 and H (work) visas are in Michigan on a temporary basis. By definition, these students are not able to establish a permanent domicile in Michigan and should not apply for Michigan resident tuition unless they qualify for residency under another provision of this policy such as residence of spouse.

Persons entitled to reside permanently in the United States may be eligible to obtain resident status. These individuals must still prove that they have established a Michigan domicile as defined in this policy. Currently, individuals will qualify under this classification only if they hold and can provide one of the following 1) a fully processed Permanent Resident Alien Card or passport stamp verifying final approval by the filing deadline established for the applicable term 2) an I-94 card with "Refugee" designation; or 3) an A, E (primary), G or I visa.

G. Migrant Worker (Seasonal/Agricultural Employment)

If an independent student, or the parent of a dependent student, has been employed as a migrant worker in Michigan for a minimum of two (2) months each year for three (3) of the five (5) years prior to the date of the proposed in-state classification or for a minimum of three (3) months each year for two (2) of the five (5) years prior to the date of the proposed in-state classification, the student shall be classified as a resident. Proof and verification of employment is required. A migrant worker in Michigan is defined as one who travels to Michigan to pursue agricultural or related industry employment.

H. In-State Tuition Rates Required by Law

Western Michigan University will comply with all state and federal laws that require a student to be classified as a Michigan resident for the purpose of tuition and fees.

I. Misrepresentation and Falsification of Information

Students who provide false or misleading information or who intentionally omit relevant information on their admissions application or the residency application or any other document relevant to residency eligibility may be subject to disciplinary and/or legal measures. Decisions made based upon misrepresented or falsified information may be revoked.

J. Appeal Process

Any student may appeal the decision on their residency application by following the prescribed appeal process. Failure to comply with the procedure shall constitute a waiver of all claims to reclassification or rebates for the applicable semester/session. The student will receive a written response on the appeal request. The decision on the residency appeal shall be the final recourse within the University.

K. Required Documentation

A student must provide the following documentation when applying for residency.

- A copy of their valid Michigan driver's license and/or a copy of the Michigan driver's license of the person(s) upon whom the applicant is basing the claim to resident eligibility.
- Verification of U.S. citizenship or of visa status if the applicant was born outside of the United States. This verification may be based upon information already provided by the student to the University through the admission process.
- Any other documentation requested by the University that is deemed necessary to support the applicant's claim to residency eligibility.

When applicable, applicants claiming in-state residency will be asked to provide documentation verifying the 12-month consecutive domicile requirement of Western's policy. Types of documentation that may be requested include proof of employment, proof of Michigan personal income taxes being withheld, copies of recent Michigan and federal tax returns and W2 or 1099 forms, and enrollment verification at a Michigan school, if applicable. Additional documentation may also be requested. The application procedure for residency specifies additional detail on the nature of documentation that is required. In addition, the documentation provided must apply to the person(s) upon whom the applicant is basing the claim to resident eligibility.

L. Initial Residency Classification

A student enrolling at Western for the first time shall be classified as a resident or non-resident for tuition paying purposes. The student is responsible for reading the Residency Policy and to register under the proper residency classification. Admissions reviews the residency classification at the time of application. If an application does not denote residency status, a status of non-resident will be assigned. If an applicant indicates Michigan residency on the admissions application and Admissions questions this status then the applicant will be classified as a non-resident. Additionally, if an applicant previously attended Western as a non-resident and reapplies for admission, he/she will be classified as a non-resident at the time of readmission. Questions raised regarding a student's Michigan residency do not necessarily mean that the student will be ineligible for in-state residency. It simply means that the student's circumstance must be documented by completing an application for a change in residency status.

M. Establishing a Michigan Domicile

The circumstances and activities described in sections A through H above may demonstrate Michigan domicile, though not conclusive or exhaustive, they may lend support to a claim of eligibility for resident status.

The following circumstances, standing alone, shall not constitute sufficient evidence of domicile to effect classification of a student as a resident under these regulations; however, they do provide some supporting evidence.

- A Michigan's driver license
- Enrollment in a Michigan educational institution
- Michigan employment
- Payment of Michigan income or property taxes
- Ownership of property in Michigan
- 12-month lease in Michigan
- Presence of relative(s) in Michigan (other than parent(s) for dependent student)

N. Administration of the Policy

The Office of the Vice President for Business and Finance will administer this policy and is authorized to establish procedures to effectuate and interpret the Residency Policy. The Vice President and Associate Vice President for Business and Finance may grant residency status based upon the use of professional judgment in applying this policy.

Western Michigan University

Whistleblower Policy Involving University Property and Financial Resources

This Whistleblower Policy ("Policy") involving University property and financial resources applies to all employees, members of boards, contractors, volunteers, and other individuals acting on behalf of or providing services to Western Michigan University.

- I. Western Michigan University (the "University") encourages all employees, members of boards, volunteers, contractors, and other individuals acting on behalf of or providing services to the University (singly referred to as "Individual" and collectively as "Individuals"), acting in good faith, to report facts they perceive as being a violation of law and/or Western Michigan University policy or rules involving University property and/or financial resources; or misappropriation or gross abuse of University property and/or financial resources ("Report of Violation(s)").

This Policy is intended to encourage the disclosure to the appropriate officials relative to University property and/or financial resources so that prompt and appropriate action can be taken.

- II. The University is committed to protecting Individuals from interference in making a good faith Report of Violation under this policy and from retaliation as a result of such good faith reporting.
- III. Individuals may not retaliate against any other Individual who has made in good faith a Report of Violation. Individuals may not use or attempt to use authority or influence related to their University position or association to interfere with another Individual's rights to make a Report of Violation as provided for in this Policy.
- IV. Reporting and Additional Policy Requirements
 - a. False or Misleading Information or Report of Violation –Individuals who knowingly or with reckless disregard for the truth give false or misleading information in conjunction with a Report of Violation, or knowingly make a false Report of Violation, are not entitled to the protections of this policy, and shall be subject to appropriate disciplinary, law enforcement, and/or other action. Reports of Violation made pursuant to this policy that are not eventually substantiated yet are still made in good faith do not subject the reporting Individual to such disciplinary action.

- b. Retaliation Prohibited – In accordance with the provisions of applicable law, an Individual shall not be discharged, receive or be threatened with adverse employment action, or otherwise be retaliated against regarding the Individual's compensation, terms, conditions, location, or privileges of employment (individually or collectively referred to as “adverse personnel action”) on the basis that the Individual, or a person acting on behalf of the Individual, makes a good faith Report of Violation, or because an Individual is requested by a public body or court to participate in an authorized investigation, hearing, or inquiry, or a court action.

An Individual whom the University finds to have taken such retaliatory action against an Individual who has filed a Report of Violation is subject to action deemed appropriate by the University, which may include discipline up to and including termination from the University.

- c. Confidentiality – A Report of Violation may be submitted anonymously, but without sufficient information or a contact who can provide additional needed information, an investigation may not be able to be successfully concluded. Reports of Violation will be kept confidential except on a need to know basis and to investigate and take appropriate action in response to the Report of Violation as determined by the University.

- V. The President or his/her designee is authorized to enact procedures to implement this Policy and to make interpretations of this Policy in accordance with applicable law; University collective bargaining agreements; and other policies, rules, and requirements applicable to the University. Nothing in this Policy shall be interpreted to preclude anyone from reporting criminal matters to law enforcement agencies or exercising any reporting rights protected by applicable law.

- VI. To the greatest extent allowed by law and contract (including collective bargaining agreements approved by the Board of Trustees), all Individuals are required to cooperate and provide requested information to University personnel authorized under this Policy, or procedures enacted to implement this Policy, to investigate and determine the merits of Reports of Violation and complaints of Retaliation. Any Individual in violation of this Policy is subject to action deemed appropriate by the University, which may include discipline up to and including termination from the University.

Approved by the Western Michigan University Board of Trustees on _____