



8-15-2006

# WMU Board of Trustees Special Meeting August 15, 2006

WMU Board of Trustees

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WMU Board of Trustees, "WMU Board of Trustees Special Meeting August 15, 2006" (2006). *WMU Board of Trustees Meetings*. Paper 75.

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Western Michigan University  
Board of Trustees  
Special Meeting - Formal Session  
August 15, 2006

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The Western Michigan University Board of Trustees was called to order by Chair Holden at 2 p.m., Tuesday, August 15, in Rooms 157-159, Bernhard Center, Western Michigan University.

Board members present: Chair Holden, Trustee Archer and Trustee Aseritis-via telephone, Trustee DeNooyer, Trustee Martin, Trustee Miller, Trustee Tolbert and Dr. Bailey (ex officio). Absent: Trustee Pero.

Recommendation re Dr. Bailey's Employment. Chairman Holden reported that he intended to make a motion to terminate Dr. Bailey's employment but first wished to make the following comments. He stated that this is not an action that the Board takes lightly or finds any pleasure in, but believe that action must now be taken--citing continued decline in enrollment, on-going budget deficits, lack of campus, faculty, community and trustee support, and finally, the graduate program review process.

He stated that the Board has tried to be as fair as possible. Over one week ago, he met with Dr. Bailey, along with Trustee Miller, to discuss terms and came to what they thought was a resolution. He said they were fully prepared to recommend one year salary, continued health care, transition for housing and transportation as well as a waiver allowing Dr. Bailey to retire in spite of limited time at the University. Dr. Bailey subsequently sought counsel (as she has every right to do) and advised us that our offer is unacceptable. We are not willing to recommend severance significantly beyond our initial terms which seemed more than fair at almost \$400,000.

Therefore, I move to terminate Dr. Bailey's employment agreement effective immediately, pursuant to Article II - 18, for unsatisfactory performance as reasonably determined by the Board and material breach of contract. As a transition, we propose paying her salary through the end of the month, continued health care through the end of the year, continued University supplied housing and continued use of a University supplied automobile through October 31, 2006. The motion was supported by Trustee Miller, and approved by a roll call vote of the Board, with five in favor and two absentions (Trustee Archer and Trustee Aseritis).

Chair Holden then moved to appoint an Interim President to guide the University while we develop a search team for our next President. He stated he was grateful to be able to nominate Dr. Diether Haenicke as our Interim President, effective immediately. The motion was supported by Trustee DeNooyer, and approved by a 7-0 roll call vote of the Board.

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Statement read by Dr. Bailey(attachment)

The meeting was adjourned at 2:25 p.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Betty A. Kocher".

Betty A. Kocher  
Secretary  
Board of Trustees

# WESTERN MICHIGAN UNIVERSITY

Office of the President



## **President Judith I. Bailey's Statement Board of Trustees Meeting August 15, 2006**

Since I came on board as President of Western Michigan University in June, 2003 we have worked together and accomplished much.

We have strengthened our position as a research university demonstrated by a 36% increase in research funding in three years. We created the Biosciences Research and Commercialization Center and the Western Michigan University Research Foundation, increased patents and disclosures by over 250%, acquired the WMU Downtown Research Science Center, and expanded our nationally recognized Business, Technology and Research Park. As a member of the Core Technology Alliance and Southwest Michigan First, we partnered with our state and region on economic development opportunities. Through generous donations, we established the W.E. Upjohn Center for the Study of Geographical Change and expanded our Michigan Basin Core Research Laboratory.

We have worked together, partnering with donors and the state, to create a welcoming and appropriate learning, living and recreational environment for our students. Since Fall 2003, we opened new facilities for the College of Engineering and Applied Sciences, the College of Health and Human Services and began construction on a new chemistry classroom building and the Richmond Center for the Visual Arts. We are in the process of renovating Brown and Kohrman Halls. WMU's newly renovated Welcome Center and Admissions Office will be a place where parents and students form positive impressions about WMU. The Bronco Express Service Office will be one of the several renovations in the Bernhard Center designed to improve the student experience. Others include the renovation of the Bookstore and improvement in athletic facilities in Lawson Arena, the tennis courts and the playing surfaces in Waldo Stadium and Read Fieldhouse.

Our commitment to improve student services is evidenced by the entire campus coming together to implement the Banner Student Information System on time and within budget – a feat which challenged all of us to remain focused and to learn new ways of working. Applying that same focused determination and teamwork, our new initiatives in web redesign and branding will be equally successful.

Earlier this year, I approved the Diversity Multiculturalism Action Plan, a presidential initiative announced in February 2004. This plan provides a roadmap of inclusion and understanding for our campus community.

We have among our colleagues Guggenheim Fellows, Fulbright Scholars; internationally recognized researchers, performing artists and named professors. Our number of Medallion Scholars is up for Fall 2006 and our commitment to Kalamazoo Promise students has made

WMU their university of choice. Our alumni are pursuing careers around the globe. WMU faculty are sought as partners in research and economic development, and as creative artists, scientists and conference keynote speakers around the world.

We have cheered our men's Bronco Basketball team to MAC Championships and traveled with them to the NCAA first round. We've stood together at Waldo Stadium to witness the biggest turnaround in MAC history and the second largest turnaround in the country in 2005. Our women Broncos won the Jacoby award and the gymnastics team, men's tennis and women's tennis teams won MAC championships in 2005. Our student athletes make each of us proud to be Broncos.

Others are willing to invest in our university and future. In December 2003, we completed our largest campaign, exceeding our goal of \$125m for a total of \$162m in the final six months. We continue to see investments in our future, with more than \$53m in gifts and pledges since 2003, giving us inspiration for our next campaign. And, in July 2006, we received the first state base appropriation increase since 2001, at 2.9%.

The past three years have also been difficult – stretching our ability to work together, forcing us to choose among competing goods –funding only the highest of priorities. We have made difficult decisions about people, programs, services and costs. We have lost over \$14m in state funding and while we have minimized the impact on academic programs, other programs and services have faced budget and personnel reductions of significant proportions.

Our enrollment has declined as we graduated large classes and replaced them with smaller ones. Enrollment has become our number one priority and after two years of redesign and investment, we have in place people and initiatives which, over time, will address the enrollment loss: a vice provost for enrollment management, new recruitment materials, the First Year Experience program – these will help recruitment and retention. But the one critical factor in increasing enrollment will be each faculty and staff member's individual personal and professional commitment to focus on student success. Recruiting, retaining and graduating students who build WMU's reputation as a quality, caring university will be the key to our success. All else must be set aside as each decision, each investment is focused on the individual student's success.

We have a multi-year plan to increase enrollment and balance the budget. It has many components – further cost savings, investments in marketing and branding, growth in high demand areas. Concurrent with the absolute necessity of balancing the budget and increasing enrollment are the challenges of beginning the next campaign, negotiating employee contracts, securing appropriate levels of state funding for our mission, and continuing the improvement of our learning and living facilities.

I believe that Western Michigan University deserves a president who has the skill and commitment to lead the university through this difficult period. I believe I am that person. There are those who disagree. I have a contract with the University. I expect that contract to be honored.

In closing, let me just say that it has truly been an honor and privilege to lead the university this far. I hope all of our efforts will ultimately secure a better future for the Western Michigan University community.