12-12-2018

WMU Board of Trustees Formal Session
December 12, 2018

WMU Board of Trustees

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Western Michigan University
BOARD OF TRUSTEES

Wednesday, December 12, 2018

Closed Informal Session – 9:00 AM
Formal Session – 11:00 AM, Bernhard Center, Rooms 157-159

1. Acceptance of the Agenda – Rinvelt
2. Approval of the Minutes (November 7, 2018 Meeting) – Rinvelt
3. Remarks by the Chair – Rinvelt
4. Remarks by the President – Montgomery
5. Comments by the Faculty Senate President – Gershon
6. Comments by the Western Student Association President – Sanchez
7. Comments by the Graduate Student Association President – Pineda
8. Retention Success – Bott
9. Public Comments Regarding Action Items – Rinvelt

Action Items – Rinvelt

10. President Montgomery’s Performance Evaluation – Rinvelt
11. WMU Apartment Rates 2019-2020 – Anderson
12. Emeritus Status for Trustee Kenneth V. Miller – Schuemann

13. Consent Items – Rinvelt
   A. Personnel Report
   B. Curriculum Proposals
   C. One Day Liquor License Applications
   D. Operating Cash Investment Performance Report
   E. Annuity and Life Income Funds Performance Report

14. General Public Comments – Rinvelt

Supplemental and supporting agenda materials can be viewed at: http://www.wmich.edu/trustees
Proposed Meeting Minutes

November 7, 2018

The Board of Trustees (BOT) Formal Session was called to order by Chair Rinvelt at 11:10AM on Wednesday, November 7, 2018. The meeting was held in Heritage Hall Ballroom. Presiding were Chair Rinvelt, Vice Chair Bolger, and Trustees Chen-Zhang, Johnston, Kitchens, Miller, and Penn.

A motion to accept the November 7, 2018 BOT agenda was made by Trustee Kitchens, with a second from Trustee Penn. The motion passed unanimously.

A motion to accept the minutes as exhibited from the September 12, 2018 BOT meeting was made by Trustee Miller, with a second by Trustee Kitchens. The motion passed unanimously.

Remarks were provided by Chair Rinvelt – Attachment A followed by remarks from President Montgomery – Attachment B.

Faculty Senate President R. Gershon, Western Student Association (WSA) President J. Sanchez, and Graduate Student Association (GSA) President A. Pineda provided comments regarding their respective areas and their ongoing activities and initiatives relating to shared governance, promoting student involvement, and academic enrichment. See Attachment C for remarks by Faculty Senate President R. Gershon.

Vice President for Research T. Kinzy presented the Board with the Grant Reporting Revitalization strategy noting the new process for information delivery.

Assistant Professor of Biological Sciences D. Bloom provided the Board with an example of collaborative success in teaching, learning, and research regarding discovery around fish migration.

There was no indicated public interest in providing commentary regarding any Action Item.

As Action Items, Associate General Counsel J. Swartz proposed the Medical Chaperone Policy. A motion to accept the Medical Chaperone Policy was made by Trustee Miller, with a second by Trustee Kitchens. The motion passed unanimously.
Vice President for Business and Finance J. Van Der Kley recommended the Sale of Property involving 4522 Green Acres Drive, Kalamazoo. A motion to accept the Sale of Property, 4522 Green Acres Drive, Kalamazoo was made by Trustee Penn, with a second by Vice Chair Bolger. The motion passed unanimously.

A motion to approve the Consent Items was made by Trustee Johnston, with a second from Trustee Penn. The BOT unanimously approved the following Consent Items as exhibited: Personnel Report and Gift Report.

The BOT meeting ended at 12:16PM following a motion to adjourn by Trustee Penn, a second by Trustee Kitchens, and unanimous approval.

Respectfully submitted,

Kahler B. Schuemann
Secretary to the Board of Trustees
Western Michigan University
Good morning! Welcome, and thank you for being with us today. Last time we met, the semester had just kicked off, and now we're back during a fall semester in full swing. It's also great to meet again in Heritage Hall, one of the most impressive facilities on campus.

Hopefully you noticed the music playing in the background as we assembled. That was Gold Company's jazz band, something that will be a regular feature at our meetings.

As trustees, I can tell you that we've been busy. I'll share some highlights that also demonstrate the awesome work and important developments taking place at WMU.

Trustee Chen-Zhang and I were among the hundreds who attended the "Inform. Empower. Prevent. Let's End Campus Sexual Assault" summit in September. First Lady Sue Snyder has served as the chair for that initiative and WMU hosted this year. It was a very insightful event that has been important for raising awareness and promoting prevention.

Homecoming weekend last month, was, of course, full of activity—and a lot of fun. On the evening of Oct. 5, the interior of University Arena was almost unrecognizable as it was transformed to host the Night of Excellence, featuring the Distinguished Alumni Award, the University's highest alumni honor.

Three outstanding alumni were this year's recipients—Dawn Foods CEO Carrie Jones-Barber, award-winning journalist Ed Gordon and eminent brain cancer researcher Dr. James Olson. It was a great night.

That next evening, Trustee Penn attended the 50th anniversary celebration for the MLK Student Scholars Academy, another inspiring event. Hundreds of alumni who took part in that program
at some point in its long history traveled from near and far to mark a truly laudable milestone. Trustee Penn spoke at the event, and I know she really enjoyed the celebration.

Trustees also have been gratified to attend grand opening ceremonies for several projects significantly enhancing educational and job opportunities for our students.

Trustee Chen-Zhang and I were on campus for the opening of the Richmond Institute for Design and Innovation, home to our new Product Design and Innovation degree program. That facility and its tools are state of the art.

Also poised to advance student learning is the Haworth College of Business' newly updated sales lab—the Kaiser Sales, Negotiation and Leadership Lab. The lab is now larger, features new technology and will undoubtedly contribute to the success of our celebrated sales program.

Earlier this semester, Vice Chair Bolger was in Grand Rapids for the formal opening of the Advanced Manufacturing Lab at our downtown Grand Rapids location. The AMP Lab @ WMU was created to address the need for skilled labor in the manufacturing sector. It operates as a partnership between WMU, Grand Rapids Community College and West Michigan manufacturers. We expect great things.

Vice Chair Bolger also was in Grand Rapids for the West Michigan Policy Forum conference, a summit on education reform. Dr. Edward Montgomery was among the presenters. Appearing before more than 400 business and community leaders from throughout Michigan, Dr. Montgomery discussed higher education's role in preparing our citizens for a lifetime of opportunities.

He also introduced another conference speaker, former Florida governor Jeb Bush. They spent quality time discussing educational improvements for young students, including the imperative to boost reading comprehension at the third-grade level.

And I’d like to take a moment to thank Vice Chair Bolger for his leadership among university governing board members statewide. He played an instrumental role in organizing as well as
presenting at a meeting that brought together university trustees, regents and presidents from across Michigan.

Held at Oakland University, it was an opportunity for university leaders at public institutions to put heads together to discuss best practices, common experiences as well as the challenges facing higher education today. Thank you for representing this board among our peers at other state universities, and for your role in organizing the gathering.

And back on campus, three governing boards at WMU—this body, the Alumni Association Board of Directors and the WMU Foundation Board joined together for a Tri-Board Retreat.

We had a very preliminary but very enlightening discussion and subsequent conversation about launching a comprehensive campaign in the future. It was very appealing and productive to bring together these leaders who have a common mission—advancing WMU. Thanks to all who were able to participate.

I also want to mention that trustees were recently updated on the South Neighborhood redevelopment project. We expect that project to be a game changer for WMU. This prominent area of campus along Stadium Drive, east of Howard Street is slated for new student housing and a new student center. It will be a place where students will live, work and play.

There's a lot of planning underway and still needed, but I know from my conversations with students, it's what they want, it's what they need, and they are very excited about its potential.

With that campus neighborhood reimagined, we hope to serve our already-enrolled students well, but also attract new students for years to come.

Student enrollment is always top of mind and being monitored and analyzed by the administration and the board. Along with monitoring, we also want to be sure that we are effectively promoting the outstanding education this University has to offer as well as continuously working toward higher levels of excellence. It's what Broncos deserve.
Speaking of WMU excellence, I want to take a moment to recognize some of the achievements of our students. Three WMU students have earned prestigious scholarships from the National Grocers Association Foundation. Of 17 scholarships awarded nationally, WMU was the only institution to have more than one student recognized.

Those students are: Katherine Anderson, a senior studying food and consumer package goods marketing with a minor in business analytics. She was awarded a $4,000 scholarship. Erika Hejl (last name is pronounced "hail" as in hail to the chief), also a senior studying food and consumer package goods marketing and business analytics, received a $3,000 scholarship. Erika is the Food Marketing Association president and upon graduation has a full-time position lined up with J.M. Smucker Co.

And, lastly, senior John Schneidenbach was awarded a $10,000 scholarship. John is studying food and consumer package goods marketing. This is the second year in a row he has been awarded a scholarship from the National Grocers Association. Congratulations to all three students!
Good morning, all. Welcome back to Heritage Hall. Thank you, Chair Rinvelt, for those remarks.

University News

It's been a highly productive and exciting fall. As Chair Rinvelt noted, several long-in-development projects have launched and are bearing fruit. Evidenced by the advancements we're witnessing, this is a campus of dedicated, hard workers.

And we're also fortunate to have numerous individuals and organizations who believe strongly enough in this institution's mission to partner with us to achieve great things. We are grateful for and need more of that engagement.

Giving Day 2018, for instance, was an enormous success. Under the leadership of Development and Alumni Relations, the initiative raised $316,636 through 2,412 gifts.

Last year's giving total was $136,968 and 1,366 gifts. Compared to last year, WMU employees, students, friends and fans more than doubled their financial contributions. That's phenomenal.

Thanks to all who participated.

On Friday, I also was among those who gathered to formally mark the opening of the Robert S. Kaiser Sales, Negotiation and Leadership Lab in Schneider Hall. Students use this lab to practice selling scenarios in a realistic environment where they are recorded and can review their sales role-plays.
The lab was renovated and expanded through the generosity of Robert Kaiser, who is the founder and CEO of Gallagher-Kaiser Corporation, and an alumnus who graduated with a degree in industrial marketing.

As Dean Deshpande has said, the revitalized facility will result in next-level learning. Students in our sales and business marketing program are highly sought after and couldn't have a more impressive post-graduation success rate—100 percent engagement (employed, in graduate school or serving in the military within three months of graduation). Congratulations to Dean Deshpande and our heartfelt thanks to Robert Kaiser.

I also was pleased to celebrate the opening of the Richmond Institute for Design and Innovation where students in our product design program are being equipped to offer well-engineered designs to businesses seeking skill and innovation.

The Institute was made possible by generous corporate partners, friends and alumni of WMU—particularly Jim and Lois Richmond. We are profoundly grateful for their support. With it, the University was able to realize a vision that will serve our students, businesses and, ultimately, consumers superbly.

AAR Eagle partnership

Such partnerships add enormous value to the student experience. A recently announced collaboration involving the College of Aviation is another fitting example. A new partnership with a global provider of aviation services, the AAR corporation, is expected to enhance instruction for aircraft maintenance majors.
Known as the **AAR Eagle Career Pathway Program**, it will expand our aircraft maintenance, repair and operating supply instruction and include job shadowing and mentoring experiences. The collaboration also offers an opportunity for our students to be hired upon graduation.

Congratulations on this fantastic new development, **Dean Powell**.

As Chair Rinvelt suggested, the new **Amp Lab @ WMU**—the Advanced Manufacturing Lab—in Grand Rapids is meeting a real need for employers and potential employees. Students have access to the latest tools of industry and cutting-edge training leading to a certificate or an associate degree or a full-fledged bachelor's degree in engineering. The opportunity is there for students to **learn for the future and earn for today**.

**Accolades**

I'd also like to offer congratulations to several Broncos for personal achievements. • **Diana** (pronounced DEE-ana) **Hernández**, director of our division of multicultural affairs, received **El Concilio's** (Cone-Seal-E-OH) **2018 Quetzalcoatl Award** (**pronounced Ket-Zul-CO-AH-TUL**) in recognition of her stature as a professional Latinx (la-teen-ex) leader who has been working, contributing, supporting and advocating for the well-being of the Latinx community in Kalamazoo.

In announcing its award, El Concilio (formerly known as the Hispanic American Council) cited Director Hernández for her passionate support of the area's Latinx community as well as advocating for WMU's Latinx students. Under her leadership, WMU has secured two federal **College Assistance Migrant Program** grants totaling $4 million.

This grant program supports first-generation undergraduate students who are migrant or seasonal farmworkers.
In addition, Director Hernández has been selected as one of the Top 50 Latinas in Michigan by the governor-appointed Hispanic/Latino Commission of Michigan. The honor recognizes women who have had a commitment to lifelong learning and expansions of their own personal and professional resources. Well done, Director Hernández!

- I would also like to recognize Dr. Ola Smith, professor and chair of Department of Accountancy, for being elected vice chair of the Michigan State Board of Accountancy. In the field of accountancy, this is one of the highest oversight posts.

The board is responsible for the certification, licensure and regulation of certified public accounts and public accounting firms. The CPA is the most significant licensure for accountants in the U.S.

*Dr. Smith has remarked that, "The CPA is critical to protecting the public by providing sound financial reporting and ethical financial activities."

*The efforts I engage in with the board also inform my teaching, research and interactions with students who will become the next generation of accountants."* Our students are in good hands.

**Student Accolade**

Last week, I was at a reception honoring nearly 300 College of Education and Human Development student scholarship recipients, along with the many donors helping to fund those scholarships. The event put the spotlight on the stellar future educators enrolled at WMU.
Scholarships awarded topped $459,000. Our students and our donors are carrying forward a heritage that goes back to our very beginning as a teacher college.

Another group of students deserves our congratulations. A team of business students placed first overall in the Thomson Reuters Sales Competition, beating teams from Michigan State University, University of Toledo and Central Michigan.

The individual student winners were Stacy Zoeller, Adam Lesniak and Gabe Pelak, who placed first, fourth and fifth place, respectively, in a field of 25 competitors where WMU boasted three of the five finalists in the individual round. Way to go, Broncos!

VP for development and alumni relations candidate on campus

Finally, we're pleased to have three candidates for vice president for development and alumni relations visiting campus this month, including to offer presentations. I encourage the campus community to attend the presentations or view them online. Each presentation will be held in the North Ballroom of the Bernhard Center.

The first presentation is set for tomorrow at 1:30 p.m. Visit wmich.edu/vpdevelopment for details. My thanks to the search committee members, some of whom are present, for their efforts in this search thus far.
ATTACHMENT C

REMARKS TO WMU BOARD OF TRUSTEES
November 7, 2018
Richard A. Gershon

*See Attached Slide Deck
Western Michigan University
Faculty Senate

Board of Trustees
November 7, 2018

Richard A. Gershon, President
Western Michigan University Faculty Senate
Western Michigan University
School of Choice

- The Faculty Senate Executive Board recently met with President Edward Montgomery and Provost Jennifer Bott to discuss how the Faculty Senate can help shape the vision of WMU in terms of being a School of Choice.
- This represents opportunities in terms of:
  - Academic mission and course design
  - Admission standards
  - The role of graduate education at WMU
  - WMU Essential Studies
  - WMU’s relationship with the City of Kalamazoo
  - South Neighborhood campus redevelopment project
MOA-18/09
Creation of Service Learning Course Approval Procedures

At the November 1 Faculty Senate meeting the Senate approved MOA-18/09: Creation of Service Learning Course Approval Procedures.

Service Learning is putting academics into the community. Service learning can be defined as a mutually beneficial endeavor in which students work in the field to address community identified needs.

In the MOA, the Undergraduate Studies Council recommends creation of a formal procedure for approving service learning courses. The MOA will be provided to the Administration for review as of December 1.
President’s Survey

Yesterday, November 6th, the Faculty Senate launched the faculty appraisal for President Edward Montgomery with a return date of Monday, November 19th.

It is part of our shared governance process.

The revised survey is 20 questions in length, down from the previous 38. The completed survey results will be provided to the Board of Trustees and the President on November 30th.
Accessible Technology Committee

I recently attended the first meeting of the Accessible Technology Committee (ATC), convened by Associate Provost Chris Cheatham in consultation with Provost Jennifer Bott to address issues related to the Americans with Disabilities Act at WMU.

At issue, is the fact that students with disabilities (as well as the educators who teach them) cut across several different departments and divisions at this University, including Disability Services for Students, Extended University Programs, and the Office of Information Technology.

It is anticipated that this committee will be able to address the overlapping responsibilities of the DSS office, EUP, and OIT. The committee is now beginning the first stage of creating a mission and purpose statement. The ATC grew out of several reports and recommendations put forth by the Faculty Senate Academic and Information Technology Council.
E-Learning Standards

• The Faculty Senate Executive Board, on behalf of the Extended University Program Council, has recommended implementation a new set of E-learning Standards.

• The goal is to have an agreed upon set of standards for EUP when working with faculty in the development of new on-line courses. This is intended to formalize the process in terms of responsibilities for both EUP, as well as faculty and their respective departments.
WMU Essential Studies

- The WMU Essential Studies Course Review and Approval Committee has been seated and trained. This is the group that will actually review and evaluate the full set of course submissions.

- There have been 160 courses submitted for review to date. Of those, 10% are new courses and 50% are covering diversity and inclusion. There is, however, a significant need for more courses in the area of sustainability.

- The WMU Essential Studies Executive Advisory Committee has hosted 110 faculty at Navigating workshops. There are two remaining workshops on November 9 and 30.
Starting in April 2016, a project team was formed to rethink the student/family experience when visiting Western Michigan University for the first time. This project team, the WestCom Group, was comprised of representatives from different parts of the WMU campus. They were tasked to look at all aspects of the campus tour experience for students and their families.

Its charge was to find the best ways to tell WMU’s story. Specifically, the project team’s analysis and recommended strategies took the form of a 49-page written report that was submitted to the University’s senior administration in October 2016.

The Campus Planning and Finance Council has been tasked with developing some of the recommended strategies into a workable action plan.
PROPOSAL: President’s Compensation

Background

President Edward Montgomery’s employment agreement provides salary be reviewed at least annually and adjusted as determined by the Board of Trustees (BOT). Over the last three months, the BOT facilitated assessment of the President’s leadership performance which included a review and discussion of the Faculty Senate Presidential Evaluation and input from shared governance partners (Faculty Senate, Western Student Association, and the Graduate Student Association) and campus executive leaders (Cabinet members and Deans).

The president’s leadership accomplishments since his appointment in August, 2017 include:

- Motivated revitalization plans for the South Campus Neighborhood / Stadium Drive corridor to include a new Student Center beginning with the demolition of Elmwood Apartments

- Led President’s Cabinet in fiscal discussion and decision making resulting in the allocation of over $8M through the Budget Protocol Process, involving:
  - Allocation of an additional $3.9 M to Student Financial Aid and help desk support
  - $250,000 towards accommodations for students with hearing/visual impairments
  - Just under $1M to increase capacity in Development and Alumni Relations and Research
  - Over $1.7M towards new academic programs in Physical Therapy and Product Design
  - Over $1.5M towards Marketing and Strategic Communication and
  - $50,000 towards staff professional development and training programs;

- Envisioned the Transformational Initiative process and campus-wide proposal vetting by President’s Cabinet, leading to the selection of the Success at WMU Peer Mentoring Program and ESports Initiatives;

- Facilitated five national searches resulting in successful recruitment and hiring of executive leaders;

- Championed contribution to other public institutions in the State of Michigan by providing the template for Title IX guidelines and policy development, and hosted the First Lady’s Summit to End Sexual Assault in September, 2018;
• Collaborated with and provided engagement opportunities for local/state/federal business leaders and government officials to better understand the value-add of a degree from WMU across the lifespan and the subsequent impacts on quality of life and broader economies resulting in additional State Earmarked funding for the following programs:

  -$1.5M for the Unified Clinics, providing services for approximately 80,000 patient appointments annually for the region
  -$500,000 for the Seita Scholars Program in support of students who age out of the foster care system
  -$500,000 for the MI Geological Survey

Recommended Action

The Western Michigan University Board of Trustees recognizes and values the leadership accomplishments of President Edward Montgomery. It is recommended the President receive a two and one half percent (2.5%) merit increase. The President’s current salary per his August 1, 2017 hiring agreement is $450,000. With this performance increase, the President’s salary, until further action is taken by the BOT, will be $461,250, retroactively effective on July 1, 2018.
PROPOSAL: Apartment Rates 2019/2020

Background

All on-campus housing options continue to support and assist WMU in recruitment, retention, and student success efforts. All apartment complexes are operating at 98% occupancy for the fall 2018 semester.

Students living at Western View and the WMU Apartments benefit from the convenience of on-campus living, including easy access to classes, events, and services. As indicated below, approval is sought for standard, unfurnished units. Furnished and expanded units are available. The recommended rates for all complexes include water/sewer services, cable, trash removal, and security features. The WMU Apartments rates include all utilities.

It is important that students and families are provided a rate structure at this time so they can appropriately plan for next year’s housing needs.

Recommended Rates – Per Bedroom

<table>
<thead>
<tr>
<th>Western View</th>
<th>2018/19 Monthly Rates</th>
<th>Change %</th>
<th>Proposed 2019/20 Monthly Rates</th>
<th>Change $</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Bedroom</td>
<td>$764</td>
<td>3.5%</td>
<td>$791</td>
<td>$27</td>
</tr>
<tr>
<td>2 Bedroom</td>
<td>$562</td>
<td>3.5%</td>
<td>$582</td>
<td>$20</td>
</tr>
<tr>
<td>3 Bedroom</td>
<td>$485</td>
<td>3.5%</td>
<td>$502</td>
<td>$17</td>
</tr>
<tr>
<td>4 Bedroom</td>
<td>$481</td>
<td>3.5%</td>
<td>$498</td>
<td>$17</td>
</tr>
</tbody>
</table>

| Goldsworth Valley  | 2 Bedroom             | 0%       | $394                          | $0       |
| Stadium Drive      | 2 Bedroom             | 3.0%     | $406                          | $12      |

Recommended Action

It is recommended the administration be authorized to implement the Western View and WMU Apartments rates for 2019/20, effective fall 2019.
RESOLUTION: Emeritus Status for Trustee Kenneth V. Miller

WHEREAS Kenneth V. Miller has provided dedicated and faithful service to Western Michigan University and the people of Michigan as a member of the University’s governing board, appointed in 2002; and

WHEREAS As an alumnus and trustee, he has brought recognition to the University through his many professional accomplishments and honors, which include serving as principal partner in Havirco, a Michigan-based investment management firm, and owner of the Millennium Restaurant Group and serving as director and chair of the Michigan Restaurant Association, trustee of the Havirmill Foundation, past president and board member of the Kalamazoo Symphony Orchestra, and former chair of Downtown Tomorrow Inc. Board of Directors and being named a WMU Distinguished Alumnus; and

WHEREAS He has served the Board of Trustees as its chair three times, leading the governing board through a period of great accomplishment and external recognition for the University’s efforts in such areas as sustainability, diversity and service to veterans and former foster care youth, while bringing a deep knowledge of the University and its strengths to his role; and

WHEREAS His fiduciary leadership and wisdom helped pave the way for partnerships such as with the Homer Stryker M.D. School of Medicine and the WMU-Cooley Law School, and additionally to significant renovation and construction improvements including Heritage Hall, Sangren Hall, College of Health and Human Services facility, the Valley Dining Center and Western Heights residence hall complex, as well as mentoring four presidents and leading the 2007 presidential search committee; therefore be it

RESOLVED The Western Michigan University Board of Trustees unifies in appreciation to grant the distinguished title of Trustee Emeritus to Kenneth V. Miller, with all the rights and privileges appertaining thereto, in recognition of his exemplary devotion, vision, dedication, mentoring, and service to the University.
PROPOSAL: Personnel Report

ACADEMIC

Appointments – Administrative
Yuanlong Liu; Chair; Department of Human Performance and Health Education; effective January 1, 2019 through December 31, 2022.

David Powell; Dean; College of Aviation; effective January 1, 2020 through December 31, 2020.

Resignations – Administrative
Jane Blyth; Executive Director; Haenicke Institute for Global Education; effective December 31, 2018 (change in date only).

Appointments – Tenure Track
Carrie Barrett; Assistant Professor; Department of Physical Therapy; effective July 1, 2019.

Andrew Clay; Faculty Specialist II – Professional Specialist; Department of Counselor Education and Counseling Psychology; effective January 1, 2019.

LaShonda Fuller; Faculty Specialist II – Professional Specialist; Department of Counselor Education and Counseling Psychology; effective January 1, 2019.

Amy Heath; Assistant Professor; Department of Physical Therapy; effective July 1, 2019.

Appointments – Term
Teresa Bingman; Faculty Specialist II – Professional Specialist; School of Interdisciplinary Health Programs; effective January 1, 2019 through December 31, 2019.

Tiffany Bloom; Assistant Professor; Department of Biological Sciences with a joint appointment in the Institute for the Environment and Sustainability; effective January 1, 2019 through December 31, 2019.

Wade Cutler; Faculty Specialist I – Lecturer; School of Communication; effective October 8, 2018 through August 14, 2019.

Yufeng Hu; Assistant Professor; Department of Civil and Construction Engineering; effective January 1, 2019 through December 31, 2019.

Lindsay Jeffers; Faculty Specialist I – Lecturer; Department of Spanish; effective January 1, 2019 through December 31, 2019.
**Appointments – Term (Continued)**
Barcley Johnson; Instructor; Department of Management; effective January 1, 2019 through December 31, 2019.

Javier Montefort-Sanchez; Assistant Professor; Department of Mechanical and Aerospace Engineering; effective January 1, 2019 through December 31, 2019.

Alison Swan; Faculty Specialist I – Lecturer; Institute of the Environment and Sustainability; effective January 1, 2019 through December 31, 2019.

**Appointments – Adjunct**
Sean Field; Adjunct Assistant Professor; Department of Psychology; effective January 1, 2019 through December 31, 2021.

Matthew Johnson; Adjunct Professor; Department of Blindness and Low Vision Studies; effective January 1, 2019 through December 31, 2021.

David Linn; Adjunct Assistant Professor; Department of Biological Sciences; effective September 1, 2018 through August 31, 2021.

**Change in Department Affiliation**
Esther Gray; Associate Professor; from the Department of Special Education and Literacy Studies to the Department of English; effective August 15, 2018.

**Faculty Retirements**
James Kiddle; Associate Professor; Department of Chemistry; effective April 30, 2019.

**Faculty Retirements with Emeriti Status**
Yvonne Ford; Associate Professor Emerita of Nursing; WMU Bronson School of Nursing; effective July 31, 2021.

Renata Knific; Professor Emerita of Music; School of Music; effective August 15, 2019.

Daniel Litynski; Professor Emeritus of Electrical and Computer Engineering; Department of Electrical and Computer Engineering; effective June 30, 2024.

Craig Peterson; Professor Emeritus of Finance; Department of Finance and Commercial Law; effective December 31, 2023.

Sharon Peterson; Faculty Specialist II Emerita of Educational Leadership, Research and Technology; Department of Educational Leadership, Research and Technology; effective August 31, 2019.
Faculty Retirements with Emeriti Status (Continued)
James Van DePolder; Associate Professor Emeritus of Engineering Design, Manufacturing and Management Systems; Department of Engineering Design, Manufacturing and Management Systems; effective December 31, 2018 (change in date only).

Jo Wiley; Master Faculty Specialist Emerita of Business Information Systems; Department of Business Information Systems; effective December 31, 2019.

Personal Leave of Absence
James Kiddle; Associate Professor; Department of Chemistry; effective January 1, 2019 through April 30, 2019.

NON-ACADEMIC

Retirements
Vonceal Phillips; Administrative Assistant Senior; Office of the Provost and Vice President for Academic Affairs; effective January 1, 2019.

Robin Williams; Coordinator Database Maintenance; University Libraries; effective January 1, 2019.
PROPOSAL: Criminal Justice Major

Background

The Undergraduate Studies Council of the Faculty Senate has approved changing the name of the Criminal Justice major to the Criminal Justice Studies major. This name change better reflects the teaching, research and service of the faculty who instruct coursework and mentor undergraduate students both in and outside the classroom. We critically examine the systems of power and the impact of justice and injustice in our local, state, national and international societies in our classes as well as our research and service engagement both on and off campus. We feel the new name will be more attractive to students wishing to study and progress into justice studies rather than police, courts and corrections careers.

Recommended Action

Change the name of the Criminal Justice major to the Criminal Justice Studies major.
Western Michigan University  
BOARD OF TRUSTEES  
December 12, 2018

PROPOSAL: Criminal Justice Minor

Background

The Undergraduate Studies Council of the Faculty Senate has approved changing the name of the Criminal Justice minor to the Criminal Justice Studies minor. This name change better reflects the teaching, research and service of the faculty who instruct coursework and mentor undergraduate students both in and outside the classroom. We critically examine the systems of power and the impact of justice and injustice in our local, state, national and international societies in our classes as well as our research and service engagement both on and off campus. We feel the new name will be more attractive to students wishing to study and progress into justice studies rather than police, courts and corrections careers.

Recommended Action

Change the name of the Criminal Justice minor to the Criminal Justice Studies minor.
PROPOSAL:  Graduate Certificate in Applied Hydrogeology

Background

The Graduate Studies Council of the Faculty Senate has approved changing the name of the Graduate Certificate in Applied Hydrogeology to the Graduate Certificate in Hydrogeology. The reason for this change revolves around the six-week Hydrogeology Field Course which is the reason for the word applied in the current title of the certificate. This course requires students to be in the field for six weeks and many students, already employed, cannot take a six-week leave from work to complete this requirement. This course is being removed from the requirements of the certificate and replaced by courses from a list of options, some of which students can take online. The applied course will still be an option for students who can take it and the department will highly recommend this option for students when applicable.

Recommended Action

Change the name of the Graduate Certificate in Applied Hydrogeology to the Graduate Certificate in Hydrogeology.
PROPOSAL: Graduate Certificate in Assistive Technology for Individuals with Blindness and Visual Impairment

Background

The Graduate Studies Council of the Faculty Senate has approved the creation of the graduate certificate in Assistive Technology for Individuals with Blindness and Visual Impairment. This certificate will consist of 9 – 15 credit hours depending on the experience and prior coursework of the student. The accrediting body in blindness and low vision, ACVREP, created a new national certification for Assistive Technology in 2016. Many of our graduates would like to sit for this new exam which requires credits beyond the master’s degree, per the ACVREP rules. Additionally, professionals in the field are seeking university programs that would offer the required content and university credits beyond the master’s degree, particularly in a distance learning format that they could access while maintaining their current employment. Due to the newness of the certification, very few other universities (to the knowledge of the department, only one as of now) offer the required coursework, creating a great need in the field.

Recommended Action

Create the graduate certificate in Assistive Technology for Individuals with Blindness and Visual Impairment.
PROPOSAL:  Graduate Certificate in College Science Teaching

Background

The Graduate Studies Council of the Faculty Senate has approved the creation of the graduate certificate in College Science Teaching. Since many WMU science graduate students are teaching assistants, this 9-credit hour certificate program will be an opportunity for them to improve their teaching skills. In addition, one WMU science department already has an education requirement. Outside of WMU, there are many scientists without a teaching background that are employed in teaching positions. The proposed program will provide an opportunity for those instructors to add a teaching certificate to their resumes.

Recommended Action

Create the graduate certificate in College Science Teaching.
PROPOSAL: Interpersonal Practice Concentration in the Master of Social Work

Background

The Graduate Studies Council of the Faculty Senate has approved changing the name of the Interpersonal Practice concentration within the Master of Social Work program to Clinical Social Work. This change:

- better reflects current terminology in the field.
- is thought to be more recognized within the profession.
- is inclusive of both interpersonal and intrapersonal aspects of human behavior.
- is consistent with the State of Michigan’s Social Work licensure designation.

Recommended Action

Change the name of the Interpersonal Practice concentration within the Master of Social Work program to Clinical Social Work.
PROPOSAL: Master of Arts in Teaching Children: Visually Impaired

Background

The Graduate Studies Council of the Faculty Senate has approved changing the name of the Master of Arts in Teaching Children: Visually Impaired to the Master of Arts in Teaching Children with Visual Impairment. This name change will make the program name consistent with other program documents.

Recommended Action

Change the name of the Master of Arts in Teaching Children: Visual Impairment to the Master of Arts in Teaching Children with Visual Impairment.
PROPOSAL: Management Major

Background

The Undergraduate Studies Council of the Faculty Senate has approved changing the name of the Management major to the Leadership and Business Strategy major. This change will enhance the desirability of the program to students and recruiters. According to the National Association of Colleges and Employers, leadership is the highest rated attribute employers seek on a candidate's resume. Also, Bloomberg has ranked strategic thinking the fourth most important trait in job applicants, but one of the hardest to find. In addition, the name change aligns with the faculty expertise and training. Thus, aligning the name of the program with leadership and strategic thinking best describes the program and will give our students an advantage over those graduating from other programs.

Recommended Action

Change the name of the Management major to the Leadership and Business Strategy major.
PROPOSAL:  Management Minor

Background

The Undergraduate Studies Council of the Faculty Senate has approved changing the name of the Management minor to the Leadership and Business Strategy minor. This change will enhance the desirability of the program to students and recruiters. According to the National Association of Colleges and Employers, leadership is the highest rated attribute employers seek on a candidate’s resume. Also, Bloomberg has ranked strategic thinking the fourth most important trait in job applicants, but one of the hardest to find. In addition, the name change aligns with the faculty expertise and training. Thus, aligning the name of the program with leadership and strategic thinking best describes the program and will give our students an advantage over those graduating from other programs.

Recommended Action

Change the name of the Management minor to the Leadership and Business Strategy minor.
PROPOSAL:  Nonprofit Leadership Minor

Background

The Undergraduate Studies Council of the Faculty Senate has approved changing the name of the Nonprofit Leadership minor to the Nonprofit Administration minor. This name change accompanies revisions in the program that attempt to streamline the coursework. This will make the minor consistent with a proposed major and the current graduate programs that also use the term “administration” rather than “leadership”.

Recommended Action

Change the name of the Nonprofit Leadership minor to the Nonprofit Administration minor.
PROPOSAL: Undergraduate Certificate in Integrated Design and Manufacturing

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the undergraduate certificate in Integrated Design and Manufacturing. This 16-credit hour undergraduate certificate provides the opportunity for WMU to attract new students through the Advanced Manufacturing Partnership in Grand Rapids as well as current high school students participating in various early/middle college programs. The courses in this certificate program lead directly into the BS in Manufacturing Engineering Technology, BS in Engineering Design Technology, and the BS in Engineering Management degree programs at Western Michigan University. The courses in this certificate program may also be transferred for credit in associate degree programs at several Michigan community colleges. The initial target populations are located in Grand Rapids with expansion possible in Muskegon, Montcalm and Van Buren counties.

Recommended Action

Create the undergraduate certificate in Integrated Design and Manufacturing.
PROPOSAL: One–Day Liquor License Applications

Background

WMU Catering requests approval to submit application to the Michigan Liquor Control Commission (MLCC) to sell alcohol at the following events:

1. One (1) special one-day Michigan Liquor Control Commission (MLCC) license is requested to be used for beer and wine sales at the Recreation Center 3rd level basketball courts as part the Development & Alumni Relations’ pregame “Stampede” social event prior to the men’s basketball game between WMU and Ball State University, Saturday, March 2, 2019 from 12pm – 4pm. WMU Catering TIPS trained staff will serve the alcohol and be responsible for checking identification prior to service.

2. One (1) special one-day MLCC license is requested to be used for beer and wine sales for special event “Bronco Motorcycle Rally” at parking lot one (between Heritage Hall and Walwood Hall), Friday, June 14, 2019, 6pm – 9pm. This is an invitation only event targeted to alumni and donor motorcycle enthusiasts. WMU Catering TIPS trained staff will serve the alcohol and be responsible for checking identification prior to service.

3. One (1) special one-day MLCC license is requested to be used for beer, wine and liquor sales for special event “WMU Reunion Weekend,” on the Heritage Hall Grand Lawn and Portico, Saturday, June 29, 2019 in the evening (time tbd). An outdoor tented event will include alcohol service. WMU Catering TIPS trained staff will serve the alcohol and be responsible for checking identification prior to service.

4. One (1) special one-day MLCC license is requested to be used for beer and wine sales at Heritage Hall (including east patio) as part of the 3rd annual Bronco BrewFest, a program in which beer will be sampled from alumni-owned breweries. Event date and time: Friday, August 9, 2019, 6pm – 9pm. WMU Catering TIPS trained staff will serve the alcohol and be responsible for checking identification prior to service.

5. One (1) special one-day MLCC license is requested to be used for beer and wine sales at parking lot one (between Heritage Hall and Walwood Hall) as part of the “Homecoming Stampede Tailgate” event prior to the 2019 homecoming football game, date and time TBA. WMU Catering TIPS trained staff will serve the alcohol and be responsible for checking identification prior to service.
6. One (1) special one-day MLCC licenses is requested to be used for beer, wine and liquor sales as part of the annual Development & Alumni Relations’ “Night of Excellence” distinguished alumni awards ceremony. Date, time, and location to be determined pending football schedule and homecoming announcement. WMU Catering will serve the alcohol and be responsible for checking identification of all participants prior to service.

Recommended Action

Resolved that Western Michigan University, through its duly authorized officers, make application to the Michigan Liquor Control Commission for six (6) special one-day licenses:

- sale of beer and wine at the pregame men’s basketball “Stampede” event on March 2, 2019
- sale of beer and wine at the “# LetsRide Bronco Motorcycle Rally” event on June 15, 2019
- sale of beer and wine at the “WMU Reunion Weekend” event on June 29, 2019
- sale of beer at “Bronco BrewFest” on August 9, 2019
- sale of beer and wine at the annual Homecoming tailgate, date and time TBA
- sale of beer, wine and liquor at the “Night of Excellence” distinguished alumni awards ceremony, date and time TBA
PROPOSAL: Operating Cash Investment Performance Report

*Additional materials can be obtained through the Board of Trustees Office.
PROPOSAL: Annuity and Life Income Funds Performance Report

*Additional materials can be obtained through the Board of Trustees Office.