4-24-2019

WMU Board of Trustees Formal Session April 24, 2019

WMU Board of Trustees

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Western Michigan University
BOARD OF TRUSTEES

Wednesday, April 24, 2019

Closed Informal Session – 9:00 AM
Formal Session – 11:00 AM, Heritage Hall Ballroom

1. Acceptance of the Agenda –Bolger
2. Approval of the Minutes (March 14, 2019 Meeting) – Bolger
3. Remarks by the Chair – Bolger
4. Remarks by the President – Montgomery
5. Comments by the Faculty Senate President – Gershon
6. Comments by the Western Student Association President – Sanchez and Smith
7. Comments by the Graduate Student Association President – Morris and Renani
8. Scholar Showcase – Montgomery
9. Public Comments Regarding Action Items – Schuemann

Action Items – Bolger
10. Student Room and Board Rates 2019-2020 – Anderson
11. Western Michigan University Conflict of Interest Policy – Swartz
12. Updated Facilities and Space Naming Policy – Swartz
13. Five Year Capital Outlay Plan – Dakin
14. Naming South Neighborhood Housing - Arcadia Flats – Anderson
15. Honorary Degree Recommendation for Dr. Bojie Fu – Montgomery
16. Consent Items – Bolger
   A. Curriculum Proposals
   B. Personnel Report
   C. Lease Agreement Extension - Biggby Coffee Shop, Bernhardt Center
17. General Public Comments – Schuemann

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

March 14, 2019 – Annual Meeting

The Board of Trustees (BOT) Formal Session was called to order by Chair Rinvelt at 11:07AM on Thursday, March 14, 2019. The meeting was held at the Bernhard Center in Rooms 157-159. Presiding were Chair Rinvelt, Vice Chair Bolger, and Trustees Behen, Chen-Zhang, Edgerton, Johnston, Kitchens, and Trustee Penn teleconferenced into the meeting.

The Formal Meeting began with an Oath of Office Ceremony for Trustee Behen and Trustee Edgerton. Both new trustees were sworn in by Judge Christopher Haenicke.

A motion to accept the March 14, 2019 BOT agenda was made by Trustee Chen-Zhang, with a second from Trustee Kitchens. The motion passed unanimously.

A motion to accept the minutes as exhibited from the December 12, 2018 and February 1, 2019 BOT meetings was made by Trustee Johnston, with a second by Trustee Penn. 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.

Athletic Director K. Beauregard and Assistant Athletic Director J. Stone introduced two student athletes who demonstrated success both on and off the field.

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

As Action Items, Chair Rinvelt presented a proposed slate of officers for the Annual Meeting Board of Trustee Officer Election. The officer slate included Chair James B. Bolger, Vice Chair Lynn L. Chen-Zhang, Secretary Kahler B. Schuemann, Treasurer and Assistant Secretary Jan Van Der Kley, and Assistant Treasurer Patti VanWalbeck. A motion to accept the suggested officer slate was made by Trustee Kitchens, with a second by Trustee Johnston. The motion passed unanimously.
Trustee Rinvelt passed the gavel to Chair Bolger who joined President Montgomery in complimenting Trustee Rinvelt for his leadership as Chair for the past two years.

Vice President for Student Affairs D. Anderson next proposed the Room and Board Rates Summer 2019. A motion to accept the Room and Board Rates Summer 2019 was made by Trustee Kitchens, with a second by Trustee Johnston. The motion passed unanimously.

A motion to approve the Consent Items was made by Trustee Johnston, with a second from Trustee Kitchens. The BOT unanimously approved the following Consent Items as exhibited: WMU Audit Committee Charter; Personnel Report; Gift Report; Operating Cash Accounts; and Annuity and Life Income Funds.

There was no indicated public interest in providing commentary during General Public Comments.

The BOT meeting ended at 12:08PM following a motion to adjourn by Vice Chair Chen-Zhang, a second by Trustee Johnston, and unanimous approval.

Respectfully submitted,

Kahler B. Schuemann
Secretary to the Board of Trustees
Western Michigan University
Opening
Good morning! Welcome, and thank you for being with us today at the first Board of Trustees meeting of 2019. A bit delayed, but we're trying this again. I’m glad Mother Nature is being nice to us this time. It's supposed to hit 60-plus degrees today—then plunge back down to the 30s or 40s. But after this winter we’ll take what we can get.

New trustees
It’s wonderful to see you all gathered here. We are excited to finally formally welcome our new colleagues to the board. **Trustee Behen** and **Trustee Edgerton**, we look forward to your leadership and the expertise you will bring to WMU for years to come. We are also excited that Trustee Chen-Zhang has been reappointed to the board. Welcome and congratulations!

This morning, we have a presentation on scholar-athletes to look forward to as well as remarks from faculty and student leaders. I'll offer a report on what trustees have been engaged in and reflecting on. And we have a few action items to address, as well, including the election of board officers and the setting of summer rates for WMU apartments.

Room and board rates
I remark on this often, but it always warrants repeating—the importance of the board's role as the University's financial stewards, which is reflected in what we charge students. Later in the meeting, we will be asked to consider **room and board rates** for the summer session. We will all hear details about proposed rates at that time, but know that ensuring our pricing is appropriate and affordable for students is always the board's objective and always top of mind for trustees.
BTR 2 update

Trustees also have been keeping up to date on projects, and one of the University's major forthcoming projects is the Business Technology and Research Park—Part 2.

The creation of BTR 2 on a 55-acre parcel south of Stadium Drive, between Drake Road and U.S. 131, is soon to begin. This coming development is great news on the economic development front and it also demonstrates the good that comes from University/business/community partnerships. Literally helping pave the way for the park is a $2.1 million grant from the U.S. Economic Development Administration. The grant will help fund the construction of roads and utility infrastructure.

It's exciting to see this moving forward. BTR 2 builds on the success of BTR 1. As many of you know, the original Business Technology and Research Park—across the street from the coming new development—has flourished since its inception. That original business park, located in WMU’s Parkview Campus, is home to about 40 companies that provide more than 850 jobs. The park and its businesses have added close to $10 million in tax revenue for the city of Kalamazoo. BTR 1 also has provided hundreds of internships for WMU students and counts 100 alumni among its employees. We believe BTR 2 will be a similar success. We expect it to attract and incubate new businesses as well as extend University, regional business, and community partnerships.

There are many to thank for their support and for bringing the project to this point, including Bob Miller, our associate vice president for community outreach, as well as Trustee Kitchens in his role as president of Southwest Michigan First, which has been key to the success of the BTR Park from the beginning. Oshtemo Township and the Road Commission of Kalamazoo County also have been and will continue to be wonderful partners. Thanks to everyone for getting BTR 2 to this point.

Title IX

I also would like to note that the board is continuing to be advised of the latest issues related to Title IX. For example, to comply with recent changes in legal requirements, University has updated Section 11 of its Sexual and Gender-Based Harassment and Violence, Intimate Partner
Violence and Stalking Policy and Procedures. Those procedures can be found online under the University Sexual Misconduct Policy. I encourage everyone to familiarize yourself with the policy.

Punta Gorda campus closure
I also want to remark on another recent development. Last month, after consultation with the Board, University senior leaders announced the upcoming closure of our Punta Gorda, Florida, location, which will take effect Aug. 31. To be sure, it was a difficult decision, but one that came after extensive analysis and thoughtful consideration. We appreciate the president keeping the board apprised as this decision unfolded. The trustees are fully supportive and appreciate the data-informed approach taken by the University’s leadership. As indicated in last month’s announcement, the administration’s analysis determined that the area’s demographics and enrollment trends are not moving in a direction that will support the long-term viability of this location. Through the process, the well-being of our students and the feasibility of providing them with a sustainable, high-level educational experience were guiding principles. And we continue to be strongly committed to helping the Punta Gorda students achieve their educational goals with as little disruption as possible.

Sportsmanship award
Before I offer my concluding comments, I want to offer congratulations to our football team. The 2017 WMU Football team was named the NCAA’s 2018-19 sportsmanship award winner for Division I men's sport. The award recognizes our football team for its role in a game against the University of Southern California Trojans, in which Trojan long-snapper Jake Olson, took his first collegiate snap. A normal occurrence but Jake also happens to be blind.

Our football coach, Tim Lester, as part of an agreement with Trojans Coach Clay Helton, allowed for an unusual arrangement that the coaches kept secret. Coach Helton asked Coach Lester for his help in allowing Jake a free attempt on an extra-point snap during the upcoming game. Lester revealed the plan to the team moments before the Broncos took the field for an extra-point attempt in which Jake would snap the ball. Going easy on an opponent is obviously a highly unusual request, but the team was all in. It turned out to be a perfect snap and an
extraordinary moment for everyone in that stadium including a large group of WMU fans — and also in Jake's life.

Through extraordinary sportsmanship shown by our football team, they played a role in helping a fellow athlete fulfill a dream.

You should also know that WMU is the first institution in the history of the MAC to win the NCAA's national sportsmanship award. Thanks to Coach Lester and to our exemplary student-athletes.

**Final note:**
And on a final note, after two years, this is my last meeting as board chair. It has been a unique joy to lead an organization that has had such a profound impact on me and my life. This place, this work, and its people mean so much to me. I am proud to be a member of the team here.

Thank you for your belief in me, your support and your friendship. None of us achieve in isolation and the successes we've enjoyed together have been the result of our mutual cooperation, collaboration and shared vision. It's a pleasure and a privilege to work alongside colleagues who understand how to bring the best out in each other.

To be honest, I am finding it bittersweet to be leaving a position I've enjoyed so much, but I'm excited about the leadership of Trustee Bolger and Trustee Chen-Zhang. I'm very excited about the direction of Western and so glad to have over two more years with all of you as a trustee. Thank you again.
Opening
Good morning, and thank you all for being with us this today. It’s hard to believe we’re beyond the half way point of the spring semester, but here we are. We have accomplished much in the past few months and there’s much more to tackle.

New appointment
We began this semester with a new addition to our senior leadership team—Kristen DeVries, vice president for development and alumni relations. She hit the ground running, has been out and about on campus and in the greater community. And though she is already a fixture around here, this is my first opportunity to welcome Kristen in this setting. Please join me in giving her the warm Bronco board meeting welcome she missed out on in January. Thank you.

Strategic Resource Management
The Strategic Resource Management team has been hard at work. The team is leading the development of the University's new budget model. Engagement in this project has been time-intensive, challenging, but hopefully rewarding for all involved. The team's efforts and this new model are crucial for the University's continuing advancement. And next week, the campus community will get a progress report on the project. Mark your calendars. On Wednesday, March 20, the SRM team is holding its second town hall upstairs in the South Ballroom. The meeting starts at 10 a.m. I encourage everyone to attend to learn the latest and ask any questions you may have.

WMYou Employee Engagement Survey
Earlier this week, we announced the upcoming release of a comprehensive survey instrument intended to capture employee engagement and satisfaction. Confidential and online, the WMYou Employee Engagement Survey launches Monday, March 18, and will remain available to take through Friday, April 5.
It is open to all full- and part-time benefits-eligible faculty and staff, and members of the Professional Instructors Organization and Teaching Assistants Union. I strongly encourage participation; supervisors should allow their staff the time to take part. Results of this survey will help senior leadership better understand employees' work experiences and measure progress on meeting the University's strategic goals and priorities. When employees are excited about coming to work every day and energized by our students, values and mission, we have a better chance of prospering and keeping the University moving forward.

**Accolades**

As I wrap up my remarks, I'd like to take a few moments to extol the talent that exists here at WMU, the various ways our scholars and students improve the world with their many contributions. To that end, I'd like to offer congratulations to the Department of Geography.

**The AAG M.S./M.A. Program Excellence Award**

The excellence of our master's degree program in geography has been aptly honored with a 2019 Excellence Award from the American Association of Geographers. I understand that the award committee was impressed by how well students are equipped to excel and to lead in the field and with the latest skills. The committee called out, among other practices of the program, the use of internal departmental funding to prioritize graduate student participation in conferences. In lauding our curriculum, the committee noted that WMU is adding a robust unmanned aerial vehicles component by recently inaugurating a graduate certificate in geospatial applications of UAVs as well as on-campus collaboration with health science, marketing, civil engineering, anthropology and other programs.

Graduate students in this program specialize in one of three concentrations: geographic information science, environmental and resource analysis, and community development and planning. They go on to success in Ph.D. programs, internships and into careers with such private or public sector employers as The UN Refugee Agency, AccuWeather and U.S. Cellular.

The department has twelve tenured faculty and one full-time term faculty member. Its research profile includes generating about $1.8 million in external grants over the last five years, the publication of 133 peer-reviewed articles and seven books by faculty, in addition to presenting
165 papers at academic conferences. Again, congratulations to the department for its latest honor.

I also want to congratulate student entrepreneurs who placed in the University's annual K.C. O'Shaughnessy Business Pitch Competition and Showcase.

Rose Soma, a junior majoring in fashion design and development, claimed the $2,000 first-place prize as well as the People's Choice Award for her company Rose Soma: Up-Cycled Shirts. Some 16 million tons of textile waste are generated by industry annually and Rose intends her company be part of the solution. The company's shirts are created using discarded textiles, which are cut up and reassembled, making each garment unique. Great idea and well-done, Rose!

Students in our industrial and entrepreneurial engineering program also cleaned up in this competition; every other student who placed, from second to fourth prize, is an industrial and entrepreneurial engineering major. Second place and a $1,400 prize went to Gel Sleeves, a company created by junior Conor Mulhearn and sophomores Megan Gesler, Anthony Mastro and Valentina Sanchez Briend. The team hopes to enter the growing senior care market with their customizable arm and hand wraps which contain protective gel pockets for individuals who bruise easily due to the use of blood thinners.

Third place and an $800 prize went to Rocket Race, a company founded by sophomore Benjamin Buell, first-year student Robert Doran and sophomore Noah Franchak. Their company's stainless-steel wheel bearing design for skateboards eliminates rust and moisture damage, preserving speed and greater bearing longevity.

Fourth place and a $500 prize went to T-Tek. Senior Cortney York and junior Jasmine Fails are the brains behind this business idea. T-Tek hopes to cater to the food industry with a customizable trash can that through use of a portable sensor and built-in springs would eliminate issues caused by overloaded trash bags and leakage.

Congratulations to every one of these talented and industrious students!
ATTACHMENT C

REMARKS TO WMU BOARD OF TRUSTEES
March 14, 2019
Richard A. Gershon

*See Attached Slide Deck
Western Michigan University
Board of Trustees
March 14, 2019

Richard A. Gershon, President
Western Michigan University Faculty Senate

Faculty Senate Executive Board
Janet Hahn, Vice President
Suzan Ayers, Immediate Past President
Osama Abudayyeh, Director
Carla Chase, Director
John Jellies, Director
Marilyn Kritzman, Director
William Rantz, Director
C. Dennis Simpson, Director
Bret Wagner, Director
Research and Creative Activities Day

- The Research and Creative Activities Day will be held on April 11, 2019.
- Research and Creative Activities Day is a highly unique event held on the WMU campus that brings together graduate students from across campus to present their research and to interact with other graduate students and faculty. The event is set up so that anyone who wishes to attend can meet and talk with our students about their research. The Graduate College is responsible for the organization and planning.
WMU Essential Studies

- The WMU Essential Studies Course Review and Approval Committee has held two of four retreats to review the WMU Essential Studies course submissions.
- This committee, under the direction of Decker Hains, represents an important next phase to the WMU Essential Studies review process since it determines courses and their location within the larger WMU Essential Studies structure.
- We estimate that 300+ courses will be reviewed by as of the final retreat on April 5.
Ad Hoc Committee for Interdisciplinary Academic Study

- Currently, Western Michigan University is home to several different types of interdisciplinary and multidisciplinary programs that span both colleges and departments across campus. The term *interdisciplinary* refers to those academic programs and majors that are comprised of different units within the same discipline. In contrast, the term *multidisciplinary* refers to those academic programs that span more than one field of study.

- The Faculty Senate Executive Board will establish an ad hoc committee to examine the current practices of interdisciplinary academic study at WMU and evaluate both obstacles and opportunities going forward. This committee will be charged with understanding the different types of interdisciplinary academic programs that currently exist at WMU. As part of its final report, the committee would be asked to provide examples of best practices of current programs here at WMU and elsewhere. The committee will also be asked to provide a set of recommended strategies with the goal of helping to advance interdisciplinary academic study at WMU.
South Neighborhood Development Project

- **Food for Thought...**
- In December, the Faculty Senate Executive Board met with Provost Jennifer Bott, Vice President Jan Van Der Kley, Vice President Diane Anderson, and Director Dave Dakin concerning the South Neighborhood Development Project. It was an honest and very frank conversation. I subsequently had a follow up conversation with President Edward Montgomery.

- Several members of the Faculty Senate Executive Board expressed concerns regarding the planned student union and the need for appropriate meeting space to accommodate the various kinds of organizations, clubs, and activities that regularly use the Bernhard Center.

- The argument put forth by WMU’s senior leadership is that the proposed student union will require a change in thinking in terms of how to use space across campus.

- The Faculty Senate Executive Board board made the point that finding space has to be easy and efficient and at reasonable cost. That means places like the Fetzer Center, Heritage Hall, and similar venues need to be part of that conversation.
The Campus Planning and Finance Council

- The CPFC reviewed and provided input into WMU's sustainable and proactive storm water planning initiatives that have resulted in substantial cost-savings for the campus and improved water quality in the region.
- **Why is this important?**
- The U.S. Environmental Protection Agency (EPA) identifies storm water runoff as a significant cause of water pollution. Pollution can include: soil, chemicals, fertilizer, leaves, oil and grease, trash, and other pollutants.
- At issue is the fact that WMU’s physical campus contains a lot of impervious surfaces such as pavement which prevents rain and other water sources from naturally soaking into the ground. Instead, water runs rapidly into storm drains, sewer systems, and drainage ditches which can cause flooding, erosion, and muddiness that can cause significant damage.
- The goal, therefore, is to create an effective management of storm water runoff that is both efficient and environmentally friendly.
The International Education Council

- The IEC is working with the Haenicke Institute for Global Education to develop a new Global Classroom initiative, which has the potential to transform cross-cultural student interaction at WMU. The global classroom concept takes advantage of current videoconferencing technology to bring shared classroom experiences between a WMU course and a possible counterpart from another University.
- Consider, for example, yours truly teaching a media management and telecommunications class and the opportunity to partner with one of my international counterparts at the University of Navarra in Spain on a theme related to social media and business strategy.
Professional Concerns Committee

- The Office of Military and Veterans Affairs at WMU submitted a proposal to the PCC outlining a need for a consistent policy concerning how to handle students who are in the military with regard to their need to miss class for extended periods of time.

- At issue is the question of how long can a WMU military student be away from class before it becomes an issue for both the student and the instructor of record.

- There is a recognition that such absences might well be considered in the same vein as an absence for medical reasons. Further discussion, including draft language, are in development.
Thank you
PROPOSAL: Student Room and Board Rates 2019-2020

Background

For 2018-19, Western Michigan University operated 22 residence halls, five dining facilities, seven cafés, and four apartment-style complexes. In the fall 2018 semester, 5,083 residents lived on-campus, and 89.5% of degree seeking, first time freshmen chose to live in the residence halls.

As self-supporting auxiliary units, the housing and dining operations must balance rising operational costs, building infrastructure needs, debt service, student and University support, and competitiveness with other universities. At the same time, a commitment to maintaining and advancing programs, services, incentives, and scholarships that support student success and development remain a priority. This year’s request continues to support responsible fiscal management and educational campus living that is affordable, attainable and attractive.

Residence Life and Dining Services continue to support and assist WMU in recruitment, retention and student success efforts. The integrated planning and budgeting strategy has allowed for significant incentives and discounts for students and families, while also enabling completion of nearly $82.1 million of bonded projects and $63.5 million of self-funded renovations, repairs, and safety and sustainability improvements.

In an on-going effort to modernize meal plan offerings and prepare for the future, meal plans have been restructured. Beginning with fall 2019, there will be three available meal plans, which offer a combination of access to dining centers, dining dollars, and guest passes. The new meal plan structure simplifies the meal plan offerings, focuses on the value of the dining experience and offerings, and strengthens the opportunity to build community in the campus dining centers.

Planning for new housing and dining facilities, located in the South Neighborhood, is well under way. New housing in the South Residential Neighborhood is being re-envisioned to offer a combination of living styles that complement the total housing selection at the University. Architecturally and visually appealing, the new complex will have a positive impact on residential life in the south neighborhood and will reflect the needs of students today and into the future. Earlier this spring, construction for the new housing began and the planned opening is fall 2020. Additionally, a new residential dining center and retail food options are included in plans for the new Student Center. Student-oriented dining and hospitality options will provide distinct cuisines and unique food choices for the entire university community and guests. Bright, engaging environments with fresh food prepared in front of guests will be featured, making the new environment a point of distinction and pride for the University.

Recommended Action

It is recommended the administration be authorized to implement a 3.12% increase to student room and board rates for 2019-20, effective fall semester 2019.
Western Michigan University
Room and Board Rates

Proposed student room and board rates for 2019-20, effective fall 2019.

<table>
<thead>
<tr>
<th>RESIDENCE HALLS</th>
<th>2018/19 Rates*</th>
<th>% Change</th>
<th>Proposed 2019/20 Rates</th>
<th>$ Change</th>
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<tbody>
<tr>
<td><strong>Room and Board (Bronco Gold Plus Meal Plan)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Traditional Halls Academic Year</td>
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<td></td>
<td></td>
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<tr>
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<td>n/a</td>
<td>n/a</td>
<td>$2,652</td>
<td>n/a</td>
</tr>
</tbody>
</table>

Traditional rates include $25 per semester/$12.50 per session deferred maintenance fee.

*The Bronco Gold Plus and the Bronco 14 meal plans did not exist prior to 2019/20, therefore there were no rates that included these meal plans in 2018/19.
PROPOSAL: Western Michigan University Conflict of Interest Policy

Background

The University has not had a comprehensive Conflict of Interest Policy. The lack of a uniform policy in this area has led to confusion and unequal consideration of issues that should be defined in a policy. The Office of the General Counsel, in consultation with the Secretary of the Board of Trustees, drafted this updated policy.

This Policy will establish a uniform Conflict of Interest, Anti-Nepotism, and Employee Gift Policy for the University. It combines conflict statements that existed in the Human Resources Policies and Procedures Manual, the Employee Handbook, and on the Purchasing Department’s webpage. It also adds conflict of interest language specific to contracting and other conflict types, which are required either by the federal government or accrediting bodies. The Policy was developed by researching and incorporating similar policies used by the federal government and other state universities.

In accordance with the University’s Policy Review and Development Policy, the Conflict of Interest Policy was submitted to the University Policy Committee for review.

Recommended Action

It is recommended the Board of Trustees approve the Western Michigan University Conflict of Interest Policy.
CONFLICTS OF INTEREST, ANTI-NEPOTISM, AND GIFTS

Statement of Policy: The officers and employees of the University are subject to the Standards of Conduct for Public Officers and Employees, Act 196 of the Michigan Public Acts of 1973, as amended. MCL 15.341 et seq. University employees shall act in a manner consistent with their duties to the University and to the public and shall ensure that they have no conflicts between their duties to the University and their outside employment, personal duties or relationships. Should any such conflict exist, University employees shall disclose those conflicts and work with the University to manage them. Conflicts may arise in situations such as outside commitments, giving or receiving gifts, participating in the contracting process, participating in the purchasing process, or others.

Summary of Contents/Major Changes: Establish a uniform Conflict of Interest, Anti-Nepotism, and Gift Policy for the University; combine prior conflict statements that existed in the Human Resources Policies and Procedures Manual, the Employee Handbook, and on the Purchasing Department’s webpage; add conflict of interest language specific to contracting and other conflict types.

Responsible Office and Responsible Enforcement Official: The office responsible for the Policy is the Office of the General Counsel. The Responsible Enforcement Official is the Vice President of the area in which the potentially conflicted University Employee works.

Classification:

- X Board of Trustees Policy
- □ Board-delegated Policy

Categories:

University Organization and Authority

History:

- a. Effective date of current version: April 24, 2019
- b. Date first adopted: April 24, 2019
- c. Revision history: N/A
- d. Proposed date of next review: April 2022
1. **Purpose of Policy**

Part of the University’s vision is to create new knowledge, form innovative solutions, lead to economic development, and make substantial contributions to the community.\(^1\) Thus, University Employees are encouraged to engage in outside activities consistent with this vision and receive benefit from their outside professional activities so long as these interests do not interfere with their University duties or distort the judgements expected of them. However, University Employees shall not exercise University decision-making authority or exert influence concerning any organization or transaction with which they or a family member has a personal interest. To this end, University Employees are required to make the disclosures outlined below to facilitate effective identification and management of Conflicts of Interest or Conflicts of Commitment (collectively, “Conflicts”). This Policy complements the Conflicts of Interest in Research Policy administered by the Office of the Vice President for Research.

2. **Stakeholders Most Impacted by the Policy**

All University Employees.

3. **Key Definitions**

3.1. **Conflict of Commitment**: when a University Employee’s external relationships or activities may, in actuality or in appearance, interfere or compete with the University Employee’s commitment to WMU’s mission to provide leadership in teaching, research, learning, and service, or with that individual’s ability or willingness to perform the full range of responsibilities associated with their position.

3.2. **Conflict of Interest**: personal, professional, commercial, or financial interests or activities outside of the University that may, either in actuality or in appearance: 1) compromise a University Employee’s judgment; 2) bias the nature or direction of their scholarly research; 3) influence a University Employee’s decision or behavior with respect to teaching and student affairs, appointments and promotions, uses of University resources, contracting, or other matters of interest to the University; or 4) result in a personal or Family Member’s gain or advancement arising out of University business.

3.3. **Designated University Official**: the next higher administrator in the employee's supervisory line who is at least at the level of director or department chairperson.

3.4. **Family Member**: a spouse, domestic partner, dependent child, or anyone else with whom a University Employee has a close, continuing personal or business relationship. Siblings, parents and non-dependent children (including step- and in-law variants of those relationships) are included in this definition in circumstances where the University Employee has actual knowledge that such relative is likely to, or will, benefit from a particular University transaction.

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\(^1\) https://wmich.edu/about/mission-history
3.5. **Institutional Responsibilities**: a University Employee’s responsibilities on behalf of the University, including research, teaching, professional practice, institutional committee memberships, service on panels, and all other administrative activities.

3.6. **Research conflict of Interest**: An actual or potential conflict of interest exists when the vice president for research reasonably determines that a Significant Financial Interest could affect the design, conduct, or reporting of the research or educational activities funded by a governmental agency.

3.7. **University Employee**: full- and part-time faculty, staff, student employees, terminal employees, and temporary employees.

4. **Full Policy Details**

University Employees stand in a relationship of trust and confidence to the University. They shall act in good faith with due regard for the best interests of the institution and shall comply with the principles set forth in this Policy. University Employees must not use their official University positions or influence for further gain or advancement for themselves, their Family Members, or other personal and business associates.

Conflicting interests can undermine the judgment or objectivity of the employee and compromise their primary obligation to the University. Furthermore, bias or the appearance of bias may undermine public trust in the University. Therefore, all actual and potential conflicts of interest or commitment must be disclosed to a Designated University Official; evaluated; and, if found to be significant, eliminated or managed as described below.

This Policy is consistent with and is in addition to relevant federal and state law and University policies. If deemed appropriate by the unit and its supervising administrator, individual units may require more disclosures and conflict management than mandated by this Policy.

4.1. **General Principles**

4.1.1. Generally, a Conflict exists when an individual’s external interest provides an incentive to affect the individual’s conduct of his or her University activities or when the individual has the opportunity to affect the University decision or other activity. Conflicts may arise naturally from an individual’s engagement with the world outside the University, and the mere existence of a Conflict does not necessarily imply wrongdoing. When Conflicts do arise, however, they must be recognized, disclosed and either properly managed or eliminated.

4.1.2. Conflicts may exist with respect to University financial decisions in which the individual is involved, such as through investments, loans, purchases or sales of goods or services, and financial accounting decisions. They may also exist with respect to the conduct of research, the care of patients, the protection of human research subjects, and the treatment of students and faculty colleagues. Conflicts may also exist with respect to matters with both financial and non-financial implications, such as decisions about the use of University equipment and facilities and the negotiation of research
agreements and license agreements. Specific examples of conflicts are discussed further below.

4.1.3. As soon as a University Employee receives knowledge of a University transaction or proposed University transaction to which such employee or a Family Member is a party (regardless of the dollar amount of the transaction), or with an organization in which such employee or Family Member has a financial interest, such employee shall disclose the nature of their or their Family Member's interest in the transaction.

4.2. Disclosing and Managing the Conflict

4.2.1. Direct disclosures required under this Policy in writing to the Designated University Official. Review after disclosure must take place promptly to help the employee determine which interests are not in conflict, which conflicting interests may be permissible, and which conflicting interests must be eliminated or addressed.

4.2.2. Examples of management mechanisms include, but are not limited to revising the reporting structure to place the decision-making capacity with non-conflicted individuals; divestiture of the interest; severing the relationship that creates the conflict; or obtaining a written decision from University authority finding that the University’s best interests outweigh any potential, actual, or perceived conflict.

4.2.3. An allegation of violation of this Policy and the basis of the allegation shall be communicated confidentially, preferably (but not necessarily) in writing, to the next higher administrator in the employee’s supervisory line who is at least at the level of director or department chairperson. Measures shall be taken to ensure that no adverse action is taken, either directly or indirectly, against a complainant who makes allegations in good faith. Any University Employee who believes they have been subject to retaliation for making a good faith report pursuant to this Policy should contact the Office of Institutional Equity immediately.

4.2.4. Review by Designated University Official

4.2.4.1. The Designated University Official shall:

- review and document the disclosure for real, apparent, or potential conflicts;
- if necessary to evaluate the presence or absence of a conflict, request and document additional details including precise dollar figures for ownership interests or remuneration;
- determine whether detailed conflict information must be elevated for review by additional University personnel;
- meet with individual University Employees to discuss how to resolve the identified conflict;
• recommend and initiate action to resolve the apparent, potential, or real conflict; and

• evaluate whether a change in reporting structure is necessary.

4.2.5. If the Designated University Official finds that there is a Conflict, and that the Conflict cannot be managed by the steps identified above, the Official must consult with the appropriate Vice President who may, in consultation with the Office of the General Counsel, determine that the interests of the University in having the employee continue in their current capacity outweigh any potential, perceived, or actual conflict. Such determination shall be made in writing and kept in the Office of the General Counsel. A copy shall also be provided to Procurement if such conflict relates to a specific purchase.

4.2.6. In certain circumstances, members of the Board of Trustees or Senior University Administrators may consult with the Board of Trustees’ Audit Committee regarding a transaction or arrangement involving a Conflict between the University and any interested person.

4.3. Appeal

Any University Employee who disagrees with the resolution recommendation of their reviewing administrator may appeal to the next higher administrator in the supervisory line. If the University Employee is dissatisfied with the determination of the next higher administrator, they may request that administrator to refer the matter to the Vice President in their reporting line, whose decision shall be final. Conflicts belonging to a Vice President shall be reported to the President. Conflicts belonging to the President shall be reported to the Secretary of the Board of Trustees.

4.4. Confidentiality

In order to encourage full disclosure of potential Conflicts without unduly intruding on the privacy of University personnel or their families, disclosures shall be treated confidentially to the extent permitted by law and disclosed only to the extent necessary to review and resolve Conflicts.

4.5. Examples of Conflicts that Require Disclosure

4.5.1. Misuse of Information

No University Employee shall, for personal gain or for the gain of others, use any information not available to the public that was obtained as a result of service to the University. No University Employee may disclose confidential information acquired in the course of their employment prior to the date of its authorized release to the public. No University Employee shall personally take advantage of any business opportunity in which the employee knows or reasonably should know the University is or would be interested, unless the University first consents to such use in writing.
4.5.2. **Conflicts of Interest in Contracting**

It is a Conflict for a University Employee to participate in any contract negotiation, execution, or administration if the employee is or appears to be in a position of influence over the University's business with a supplier or contractor with which the employee or a Family Member has a personal, financial, or advisory interest. It is also a Conflict for a University Employee with such relationship to supervise a University Employee who is negotiating, executing, or administering such contract.

University Employees may not have any Conflicts if negotiating, executing, or administering contracts involving federal funds. The Anti-Kickback Act of 1986 makes it illegal for any person to provide, solicit, accept, or attempt to accept any kickback in connection with any contract or subcontract with any department or agency of the federal government. This includes any fee, commission, credit, gift, or anything of value that is provided, directly or indirectly, to the University or any of its departments, divisions, or employees in order to improperly obtain or reward favorable treatment in connection with any federal government contract.

4.5.3. **Conflicts of Interest in Procurement**

It is a Conflict of Interest to purchase a product, good, or service from a University Employee or a Family Member, or from a company of which the Employee or Family Member owns more than 1% of the stock. Members of the Board of Trustees or Executive Officers of the University may have additional restrictions. Consult the University’s Conflict of Interest Policy for the Board of Trustees and Executive Officials. All others must consult the University’s Purchasing Department for reporting and disclosure procedures.

4.5.4. **Conflict of Commitment**

Work outside the University or work for different units besides the Employee’s primary unit within the University could constitute a Conflict of Commitment if the University Employee’s supplemental or additional activities, even when they result in no personal gain or improper advantage, interfere improperly with the University Employee’s obligations to the University. Conflicts of Commitment may also arise when University Employees accept more than the equivalent of one full-time appointment. This language shall not be interpreted in a way that is inconsistent with any collective bargaining agreement or employee policy on the subject.

4.5.5. **Anti-Nepotism**

4.5.5.1. As public employees, University Employees have a duty to refrain from showing favoritism for Family Members or others. Actual favoritism, or an appearance of favoritism, reduces the authority of and the public’s confidence in the University.

4.5.5.2. The University may employ persons related to a University Employee by family or marriage so long as such individuals meet and fulfill regular University
employment standards. However, University Employees shall not initiate, participate in, or influence in any way, institutional decisions involving a direct benefit (financial or otherwise) to members of their families.

4.5.5.3. In instances where a Conflict might occur due to the supervisory or reporting structure within a unit, the responsibility for decision-making will pass to an authorized representative at the next higher administrative level. The appropriate dean or division director and vice president will review all such decisions regularly and automatically.

4.5.6. Gifts

The Gift Policy as set forth below applies only to gifts between individuals. It does not address gifts to or from the institution as a whole.

4.5.6.1. Gifts to University Employees from Internal or External Sources

- No University Employee shall solicit or accept for personal use, or for the use of others, any gift, favor, loan, gratuity, reward, promise of future employment, or any other thing of monetary value that might influence or appear to influence the University Employee’s judgment or conduct in their University duties.

- Employees may accept occasional, unsolicited courtesy gifts or favors (such as business lunches, tickets to sporting events, or holiday baskets) so long as the gifts or favors have an aggregate market value under $75 are customary in the industry, and will not influence or appear to influence the judgment or conduct of the employee vis-a-vis University business.

- An employee may be exempted from the restrictions in this paragraph by a supervisor who is at least at the level of director or department chairperson as to a specified gift or favor. The exemption shall be in writing with a statement of the basis for the exemption. Individual administrative units within the University may impose further restrictions on gifts or favors for employees within their units.

4.5.6.2. Gifts from University Employees to Internal or External Recipients

University employees may not give gifts with the intent to influence any decision, negotiation, or transaction in their or their Family Members’ favor. Gifts given among employees that are unrelated to their work performance could have income tax implications.

4.5.6.3. Gifts from University Employees to WMU Supervisors

No employee may offer a gift to their supervisor in return for influencing an official action or decision. If an individual employee (or group of employees) feels it is appropriate to make a gift to their supervisor, the gift may be worth no more than $25 (aggregate). Limits do not apply to gifts made to an employee for non-regular events, such as marriage, graduation, birth of a child, or retirement/resignation from
the University. Birthdays are regular events, so are subject to the $25 aggregate limit.

4.5.6.4. Exceptions to the Gift Policy

- food, flowers, or other consumables or perishables that the recipient makes available to guests, visitors, or the entire office;
- items won at a conference, meeting, etc., in which all attendees had an equal opportunity to win;
- items made available to all University Employees or to the general public;
- food or beverages consumed at a business function or entertainment, which have an aggregate value of less than $50;
- attendance at professional meetings and/or customer events, at which a University Employee’s expenses are underwritten in whole or in part by a business or commercial enterprise, so long as it has been disclosed, the attendance is not prior to a potential WMU purchase from that business or enterprise, and the meeting/event is not being offered solely to/for WMU.
- Staying or dining with a personal friend at their residence.

4.6. Policy Exceptions and Exemptions

4.6.1. The President or designee may approve additional exceptions to this Policy. University Employees must submit any request for an exception through their appropriate Vice President or equivalent. Exceptions involving the President or Board member(s) will be handled in accordance with the Conflict of Interest for Board of Trustees and Executive Officials Policy.

4.6.2. Approval of all exceptions must be in writing and include disclosure of the parties involved, the nature of the transaction, and reasons for the exception. If approved, the signed exception must be forwarded to the Office of the General Counsel. The Office of the General Counsel will keep the documented exemptions for the duration of the Employee’s University employment.

4.6.3. Exemptions or exceptions are not available for interactions involving federal funds.

4.7. Implementation/Communication

Units should work with their Vice President or designee to draft and post procedures for identifying, addressing, and mitigating conflicts.
5. Accountability

5.1. Violations of this Policy include, but are not limited to, situations in which:

5.1.1. A University Employee knows of a situation that places them in a potential or actual conflict but fails to disclose it fully and according to the policies of his or her unit; and

5.1.2. A University Employee discloses a potential or actual conflict but fails to abide fully by the required plan for avoiding or managing the conflict.

5.2. Violations of this Policy, as determined by the appropriate Vice President, in consultation with the Department of Human Resources, are misconduct on the part of a University Employee and may subject that employee to institutional sanctions up to and including termination in accordance with applicable disciplinary procedures.

6. Related Procedures and Guidelines

https://wmich.edu/logisticalservices/purchasing/policies-procedures

https://wmich.edu/research/compliance/ethicscenter/conflicts

7. Additional Information

N/A

8. FAQs

8.1. How does this Policy relate to or interact with the Conflict of Interest and nepotism language in the AAUP contract?

Answer: Unless otherwise explicitly stated in the AAUP contract, this Policy prevails.

8.2. May I continue to consult outside of my university work in my area of expertise?

Answer: Yes. However, if your outside business seeks to do business with the University in any way, you may not participate in that discussion or negotiation; nor may any of your subordinates.

8.3. Is it still a conflict of interest if the amount of a purchase is below the bid limit ($5000)?

Answer: Yes. Other than as specifically applicable to gifts, there is no dollar amount on what constitutes a conflict of interest.

8.4. If I think I have a Conflict, or I think someone else has a Conflict, what’s the first thing I need to do?

Answer: Disclose the Conflict a Designated University Official.
Related Policies:

Conflict of Interest Policy for Researchers, available at [link]

Conflict of Interest Policy for Board of Trustees and Executive Officials, available at [link]

Outside Employment, available at [link]

WMU Data Classification Policy, available at [link]

Conflict of Interest Policy for WMU Foundation, available at [link]

WMU Foundation Gift Acceptance Policy, available at [link]

References:

State of Michigan State Ethics Act, Standards of Conduct for Public Officers and Employees.


Contracts of Public Servants with Public Entities, MCL 15.321 et seq. (1984)

Agreement between the WMU Chapter of the American Association of University Professors, Art. 29 (2017).


Colorado State University, Conflict of Interest Policy, http://webcms.colostate.edu/facultycouncil/media/sites/43/2015/03/colorado-state-faculty-adminpro-manual.pdf#page=67&view=FitV


4/16/2019 (JMS)
4824-4505-1272, v. 2
University of Pittsburgh, Conflict of Interest Policy for Research, No. 11-01-03 (last updated May 10, 2018), https://www政策.pitt.edu/conflict-interest-policy-research-11-01-03


Yale University, Policy on Conflict of Interest, (Nov. 29, 2012), https://your.yale.edu/sites/default/files/coi_policy_final_rev_11_29_12_01_1.pdf

Certified by: 

Responsible Enforcement Official 

At the Direction Of: 

The Board of Trustees

/s/ ________________________________  /s/ ________________________________
[Position/Title]  Kahler B. Schuemann

[Date]  [Date]
PROPOSAL: Revised Western Michigan University Facilities and Space Naming Policy

Background

In 1986, the University and Board of Trustees established a policy for naming new and existing buildings, structures, and streets. It was last revised in 2006 and needed revision ahead of the January 2020 capital campaign. The Policy has been revised to provide more specific guidance on naming buildings, structures, and streets, as well as for naming interior spaces on campus.

The Policy provides that naming opportunities may only be granted to honor persons or entities that have made important contributions to the University’s mission. It further provides that the Board of Trustees is the sole authority for naming facilities and exterior spaces, but the President may name interior spaces, subject to Board oversight. It also provides a method by which to rename buildings when and if necessary.

In accordance with the University’s Policy Review and Development Policy, the revised Western Michigan University Facilities and Space Naming Policy was submitted to the University Policy Committee for review.

Recommended Action

It is recommended the Board of Trustees approve the revised Western Michigan University Facilities and Space Naming Policy.
FACILITIES AND SPACES NAMING POLICY

Statement of Policy: Western Michigan University recognizes the importance of naming opportunities for its buildings, exterior spaces and interior spaces. Naming opportunities shall be granted to honor persons or entities that have made important contributions to the University’s mission.

Summary of Contents/Major Changes: This Policy has been revised to fit the proscribed University Policy format and to update the 2006 Board of Trustees Naming Policy. The revised policy delineates authority to name exterior and interior spaces.

Responsible Office and Responsible Enforcement Official: The Responsible Office is the Office of Development and Alumni Relations. The Vice President for Development and Alumni Relations is the Responsible Enforcement Official.

Classification:

X  Board of Trustees Policy
☐  Board-delegated Policy

Categories:

University Organization and Authority

History:

a. Effective date of current version: April 24, 2019
b. Date first adopted: June 20, 1986
c. Revision history: July 14, 2006
d. Proposed date of next review: April 24, 2022
1. **Purpose of Policy**

Western Michigan University recognizes the importance of naming opportunities for its buildings, exterior spaces and interior spaces. Naming opportunities shall be granted to honor persons or entities that have made important contributions to the University’s mission. This policy describes the limitations on and procedures for naming facilities, exterior spaces and interior spaces.

2. **Stakeholders Most Impacted by the Policy**

The stakeholders impacted by the policy include Board of Trustees, Office of the President, Academic Affairs, Business and Finance, Development and Alumni Relations, and donors.

3. **Key Definitions**

   3.1. **Facility.** A facility is defined as a new or existing building or structure.

   3.2. **Exterior Spaces.** Exterior spaces include but are not limited to outdoor areas such as plazas, malls, gardens, courtyards and streets.

   3.3. **Interior Spaces.** Interior spaces include but are not limited to areas within buildings such as wings, floors, classrooms, lecture halls, conference rooms, offices, laboratories, galleries, studios, and lounges.

   3.4. **Useful life.** Useful life is the amount of time during which a facility, exterior space or interior space is in good enough condition to be used.

4. **Full Policy Details**

   4.1. **Authority to Name**

      4.1.1. The Board of Trustees shall be the sole authority allowed to name any university building or exterior space in recognition of individuals or organizations.

      4.1.2. Subject to the parameters set forth below, the President of the University is authorized to name interior spaces in recognition of individuals or organizations.

   4.2. **Term of Naming**

      4.2.1. The duration of a name association with any facility, exterior space or interior space, shall remain in place for the useful life of that named space.

      4.2.2. In that event that a facility, exterior space or interior space is removed or replaced at the expiration of its useful life, the University shall not be obligated to continue the name, nor shall it be obligated to name any new construction intended to replace the named space after the honoree. The University may seek other means to recognize the honoree after the building’s useful life has ended.
4.3. Naming in Recognition of a Gift

4.3.1. Facilities, exterior spaces or interior spaces may be named or renamed in recognition of a gift by a donor.

4.3.2. The Vice President of Development and Alumni Relations, in consultation with the President, will set the target gift amount for naming for each project in advance of soliciting donors. Generally, the desired goal for a naming gift is the cost to provide and equip the facility, exterior space or interior space.

4.3.3. Gift guidelines

4.3.3.1. For newly built, privately funded facilities, a gift must be at least one-half of the total project cost.

4.3.3.2. For newly built, state-funded facilities, a gift must be at least $5 million or one-half of the private funding required, whichever is greater.

4.3.3.3. For exterior spaces and interior spaces, the gift amount will be determined by the cost of the project or the on-going operations of the space.

4.3.4. When part of a funding plan for construction or renovation, gifts to name facilities, exterior spaces and interior spaces should be cash gifts or pledges. In special situations, with approval of the Vice President for Development and Alumni Relations and the Vice President for Business and Finance, unrestricted gifts or irrevocable deferred gifts may be designated to name facilities and spaces in recognition of the donor.

4.3.4.1. Pledges for space naming should be paid in full within five years of the commitment.

4.3.4.2. Naming signage will not be installed until the Donor pays at least one-third of a naming gift commitment.

4.3.4.3. Donors are encouraged to provide for long-term maintenance of named facilities and spaces by establishing endowed funds for that purpose.

4.3.4.4. If, in the future, a named facility is expanded or significantly renovated, the original naming donor may be offered the opportunity to make a gift to the project.

4.4. Naming for an Individual Not in Recognition of a Gift

4.4.1. Naming opportunities are generally reserved for donors; however, an individual’s name may be affixed to a facility, exterior space or interior space in posthumous recognition of unusually meritorious service to the University or to society at large.

4.4.2. A period of at least one year shall have elapsed between the individual’s death and the proposed naming.

4.4.3. Exceptions to the requirement of posthumous recognition may be granted only upon approval of the Board of Trustees.

4.5. Exceptions

In rare circumstances, the Board of Trustees may grant an exception to this policy. Factors for making an exception may include, but are not limited to, a donor’s giving history and/or service to the institution.
4.6. Implementation/Communication

4.6.1. The Vice President for Development and Alumni Relations shall notify the University community of this policy.
4.6.2. The Vice President for Development and Alumni Relations shall notify alumni, friends, and prospective donors of the existence of this policy.

5. Accountability
The Board of Trustees shall have authority to revoke the name of a University-named space in the event that the honoree for whom the space was named:
1. Is later convicted of a felony; or
2. Engages in conduct that, in the sole discretion of the Board of Trustees, is significantly detrimental to the reputation of the honoree, such that continued name association between such individual and a University space would be contrary to the best interest of the University.

6. Related Procedures and Guidelines
Procedures for Naming in Recognition of a Gift and Naming for an Individual Not in Recognition of a Gift may be found on the Office of Development and Alumni Relations website. (Links to be added)

7. Additional Information
N/A

8. FAQs

8.1. We are renovating space in our building and would like to seek donor support to offset the cost of renovations. Whom should we contact about working with donors?
   A: Please contact the Vice President of Development and Alumni Relations.

8.2. A faculty member in our department is retiring; can we name a room after that individual?
   A: Space naming is generally reserved for donors. A college may submit a request to have a space named in posthumous recognition of an individual with unusually meritorious service to the University.

8.3. I’m a potential donor and would like to make a gift to name a space. Whom do I contact?
   A: Please contact the Vice President for Development and Alumni Relations.

Related Policies:
Conflict of Interest Policy
References:

https://policies.uoregon.edu/vol-4-finance-administration-infrastructure/ch-7-property-facilities-planning-sustainability

https://policies.wayne.edu/administrative/01-9-private-facilities-support

https://vpap.berkeley.edu/space-planning/policies-and-guidelines/principles-naming


Certified by:
Kristen R. DeVries

At the Direction Of:
Kahler B. Schuemann

/s/_________________________________  /s/_________________________________
Vice President  Secretary
Office of Development and Alumni Relations  Board of Trustees
[Date] [Date]
PROPOSAL: Five Year Capital Outlay Plan

Background

The State of Michigan requires that the five-year capital outlay plan should be reviewed annually by the institution’s governing board, revised as appropriate and posted to the institution’s web page. It has been and will continue to be our practice to bring the annual capital outlay project list to the Board of Trustees for approval at the fall meeting. The plan evaluates all capital priorities in light of current programming efforts, anticipated programming changes, and the current capital base. The plan aligns with the University’s Strategic Plan, goal #5, objective 5.1 and 5.3. The five-year capital outlay plan includes both self-funded projects, and those in which future state cost participation may be requested. In order to comply with the State’s requirements, the Board’s approval of this https://wmich.edu/facilities/planning/5year five-year plan is sought.

Recommended Action

It is recommended the Board of Trustees approve the Five-Year Capital Outlay Plan for Fiscal Years 2020 to 2024 as mandated by the State of Michigan.
PROPOSAL: Naming South Neighborhood Housing - Arcadia Flats

Background

During 2012, the Division of Student Affairs Strategic Plan set the direction for developing a housing and dining master plan that would make progress toward award winning housing and dining options that appeal to students and generate a “wow” factor. Responding to changing student needs, the Elmwood Apartments were razed during the summer of 2018 and a new apartment-style complex is currently being constructed.

The new complex is intended to:

- Open fall 2020
- Serve the South Residential Neighborhood
- Appeal to graduate and upper-level undergraduate students
- Provide an innovative living concept

Recommended Action

It is recommended the Board of Trustees approve the name Arcadia Flats for the new apartment-style complex, as recommended by the Vice President for Student Affairs.
PROPOSAL: Honorary Degree Recommendation for Dr. Bojie Fu

Background

Dr. Bojie Fu, Dean of Faculty of Geographical Science, Beijing Normal University received nomination and was approved by the Honorary Degree Committee for consideration of an Honorary Degree at Western Michigan University. Dr. Fu is well-known internationally in the fields of Ecosystem Services and Management, and Ecological Restoration. He has held leadership roles in many Chinese and international professional organizations. Dr. Fu also maintains a close relationship with Western Michigan University, collaborating with several faculty in projects yielding 10 articles, a book, and 12 workshops at national and international conferences.

Recommended Action

It is recommended the Board of Trustees approve awarding Dr. Bojie Fu the Doctor of Science, honoris causa (Sc.D.) for achievements as a researcher, collaborator, and leader in his field, together with his long-standing engagement with Western Michigan University.
PROPOSAL:  Bachelor of Arts in African and African American Studies

Background

The Faculty Senate Executive Board has approved moving the Bachelor of Arts in African and African American Studies from the Africana Studies Program to the Institute for Intercultural and Anthropological Studies. On April 18, 2018, the WMU Board of Trustees approved the creation of the Institute for Intercultural and Anthropological Studies within the College of Arts and Sciences. This institute was created to become the administrative home of several degrees within the previous Africana Studies Program and the Department of Anthropology. This proposal simply completes that move for the degree mentioned here.

Recommended Action

Move the Bachelor of Arts in African and African American Studies from the Africana Studies Program to the Institute for Intercultural and Anthropological Studies.
PROPOSAL:  Minor in African and African American Studies

Background

The Faculty Senate Executive Board has approved moving the minor in African and African American Studies from the Africana Studies Program to the Institute for Intercultural and Anthropological Studies. On April 18, 2018, the WMU Board of Trustees approved the creation of the Institute for Intercultural and Anthropological Studies within the College of Arts and Sciences. This institute was created to become the administrative home of several degrees within the previous Africana Studies Program and the Department of Anthropology. This proposal simply completes that move for the minor mentioned here.

Recommended Action

Move the minor in African and African American Studies from the Africana Studies Program to the Institute for Intercultural and Anthropological Studies.
PROPOSAL:  Africana Studies Program

Background

The Faculty Senate Executive Board has approved the elimination of the Africana Studies Program. On April 18, 2018, the WMU Board of Trustees approved the creation of the Institute for Intercultural and Anthropological Studies within the College of Arts and Sciences. This institute was created to become the administrative home of several degrees within the previous Africana Studies Program and the Department of Anthropology. This makes the Africana Studies Program unnecessary as an administrative unit, and hence this elimination.

Recommended Action

Move to eliminate the Africana Studies Program.
PROPOSAL:  Accelerated Graduate Degree Program in English

Background

The Undergraduate Studies Council and the Graduate Studies Council of the Faculty Senate have approved the creation of the Accelerated Graduate Degree Program in English. This program will allow the best students in the Department of English to complete a Master of Arts degree at WMU in a shorter period of time by counting 12 credit-hours of 5000 or 6000 level courses for both the bachelor’s and master’s degree. Thus, students will save a year’s tuition while working for the MA degree and possibly be encouraged to pursue a doctoral degree here at WMU or elsewhere.

Recommended Action

Create the Accelerated Graduate Degree Program in English.
PROPOSAL:  Accelerated Graduate Degree Program in History

Background

The Undergraduate Studies Council and the Graduate Studies Council of the Faculty Senate have approved the creation of the Accelerated Graduate Degree Program in History. This program will allow students to complete the MA in History in less time and with less expense. It is hoped that this program will help increase the enrollment in our graduate program and keep our best students here at WMU for their graduate studies. In addition, the existence of the accelerated option to the master’s degree may prove to be an incentive that will bring more undergraduates into our major.

Recommended Action

Create the Accelerated Graduate Degree Program in History.
PROPOSAL:  Accelerated Master of Arts in Medieval Studies

Background

The Undergraduate Studies Council and the Graduate Studies Council of the Faculty Senate have approved the creation of the Accelerated Master of Art’s in Medieval Studies. This proposal allows students to count up to 12 credit hours of graduate coursework for both the minor and master’s degree, thus reducing the time and cost of obtaining the graduate degree. This accelerated graduate program is associated with the minor since the department does not currently offer a bachelor’s degree. The program will allow students an accelerated pathway to the master’s degree in one of the top programs in the country for medieval studies. It is hoped that this program will allow the department to recruit top WMU students for the master’s degree.

Recommended Action

Create the Accelerated Master of Arts in Medieval Studies.
PROPOSAL: Accelerated Graduate Degree Program in Political Science

Background

The Undergraduate Studies Council and the Graduate Studies Council of the Faculty Senate have approved the creation of the Accelerated Graduate Degree Program in Political Science. This program will allow students to complete the MA in Political Science in less time and with less expense. It is hoped that this program will help increase the enrollment in the graduate program and keep our best students here at WMU for their graduate studies. The department has recently submitted a proposal for a 4 + 1 program with Kalamazoo College, which is comparable to this accelerated graduate degree program, and the department feels the same option should be given to WMU students. Finally, it is expected that students who take advantage of this program will be better prepared and more competitive in the job market.

Recommended Action

Create the Accelerated Graduate Degree Program in Political Science.
PROPOSAL: Accelerated Graduate Degree Program in Public History

Background

The Undergraduate Studies Council and the Graduate Studies Council of the Faculty Senate have approved the creation of the Accelerated Graduate Degree Program in Public History. This program will allow students to complete the MA in Public History in less time and with less expense. It is hoped that this program will help increase the enrollment in our graduate program and keep our best students here at WMU for their graduate studies. In addition, the existence of the accelerated option to the master’s degree may prove to be an incentive that will bring more undergraduates into our major.

Recommended Action

Create the Accelerated Graduate Degree Program in Public History.
PROPOSAL: Master of Arts in Earth Science - Accelerated

Background

The Undergraduate Studies Council and the Graduate Studies Council of the Faculty Senate have approved the deletion of the accelerated program for the Master of Arts in Earth Science. This proposal is related to the accompanying proposals to delete the Master of Arts in Earth Science and create both the Master of Science in Earth Science and the accelerated program for the Master of Science in Earth Science.

Recommended Action

Delete the accelerated program for the Master of Arts in Earth Science.
PROPOSAL: Master of Science in Earth Science - Accelerated

Background

The Undergraduate Studies Council and the Graduate Studies Council of the Faculty Senate have approved the creation of the accelerated program for the Master of Science in Earth Science. This proposal is related to the accompanying proposals to delete both the Master of Arts in Earth Science and the accelerated program for the Master of Arts in Earth Science and create the Master of Science in Earth Science. This accelerated program will allow students to obtain the master’s degree in a shorter time by allowing specific courses taken in the undergraduate program to count towards the graduate degree.

Recommended Action

Create the accelerated program for the Master of Science in Earth Science.
PROPOSAL:  Bachelor of Arts in Digital Media and Journalism

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Bachelor of Arts in Digital Media and Journalism. This new major, consisting of 33 credit hours, is a synthesis of two existing majors in the School of Communication – the journalism major and the telecommunications and information management major – and a new area of study that is in response to student demand, and that is a communication major that is focused in the media professions. This major represents an efficient delivery of the areas of study and research traditionally and currently in the School of Communication, offering a major at the intersections of communication, media theory, media production and service-based narrative journalism. It emphasizes a foundational and core set of courses that educate students in the economic, technical, aesthetic and practical aspects of digital media and journalism today and into the foreseeable future. The School of Communication is constantly adapting and innovating its curriculum to address the still-changing media landscape and prepare students for careers in the media professions and this proposal is an example of that effort.

Recommended Action

Create the Bachelor of Arts in Digital Media and Journalism.
PROPOSAL: Bachelor of Arts in Anthropology

Background

The Faculty Senate Executive Board has approved moving the Bachelor of Arts in Anthropology from the Department of Anthropology to the Institute for Intercultural and Anthropological Studies. On April 18, 2018, the WMU Board of Trustees approved the creation of the Institute for Intercultural and Anthropological Studies within the College of Arts and Sciences. This institute was created to become the administrative home of several degrees within the previous Africana Studies Program and the Department of Anthropology. This proposal simply completes that move for the degree mentioned here.

Recommended Action

Move the Bachelor of Arts in Anthropology from the Department of Anthropology to the Institute for Intercultural and Anthropological Studies.
PROPOSAL: Bachelor of Arts in Journalism

Background

The Undergraduate Studies Council of the Faculty Senate has approved the deletion of the Bachelor of Arts in Journalism. This proposal is part of an extensive reorganization of the undergraduate programs in the School of Communication in an attempt to make the programs more relevant to students of today. The courses in the program will be combined with other courses in media management and technology to create the new Digital Media and Journalism major.

Recommended Action

Delete the Bachelor of Arts in Journalism.
PROPOSAL: Bachelor of Arts in Organizational Communication

Background

The Undergraduate Studies Council of the Faculty Senate has approved the deletion of the Bachelor of Arts in Organizational Communication. This proposal is part of an extensive reorganization of the undergraduate programs in the School of Communication in an attempt to make the programs more relevant to students of today. The major in Organizational Communication is being merged with the major in Public Relations to create a new major in Strategic Communication.

Recommended Action

Delete the Bachelor of Arts in Organizational Communication.
PROPOSAL: Bachelor of Arts in Public Relations

Background

The Undergraduate Studies Council of the Faculty Senate has approved the deletion of the Bachelor of Arts in Public Relations. This proposal is part of an extensive reorganization of the undergraduate programs in the School of Communication in an attempt to make the programs more relevant to students of today. The major in Public Relations is being merged with the major in Organizational Communication to create a new major in Strategic Communication.

Recommended Action

Delete the Bachelor of Arts in Public Relations.
PROPOSAL: Bachelor of Arts in Strategic Communication

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Bachelor of Arts in Strategic Communication. This new major will combine and replace two existing majors: Organizational Communication and Public Relations. The new major will consist of 39 credit hours and is designed to better respond to the current and projected trends in the industry our students will enter upon graduation. Growing numbers of employers desire our students to have knowledge, skills and expertise in both internal communication (organizational communication major) and external communication (public relations) rather than specialize in just one area. The merger will also avoid redundancies in required and elective courses that the review of the Organizational Communication and Public Relations majors revealed. Finally, the new major enables students to pursue one of four emphasis areas with the possibility of supplementing their experience by taking one or more of the proposed certificates described in accompanying proposals. Thus, the program can respond to both students’ interests and to the current market demands.

Recommended Action

Create the Bachelor of Arts in Strategic Communication.
PROPOSAL: Bachelor of Business Administration in Electronic Business Marketing

Background

The Undergraduate Studies Council of the Faculty Senate has approved changing the name of the Bachelor of Business Administration in Electronic Business Marketing to the Bachelor of Business Administration in Digital Marketing and eCommerce. The change in major name is consistent with changes in industry terminology (as suggested by the major’s external advisory board) and will strengthen the ability of the major to communicate its training focus.

Recommended Action

Change the name of the Bachelor of Business Administration in Electronic Business Marketing to the Bachelor of Business Administration in Digital Marketing and eCommerce.
PROPOSAL: Bachelor of Science in Dietetics

Background

The Undergraduate Studies Council of the Faculty Senate has approved changing the name of the Bachelor of Science in Dietetics to the Bachelor of Science in Nutrition and Dietetics. This name change is due to the fact that perspective students are more familiar with the concept of nutrition than they are with the term dietetics. We are likely to attract more students if we use terminology with which they are familiar. Also, nutrition is the foundation of and integral to the field of dietetics, so this change makes sense at the level of the discipline.

Recommended Action

Change the name of the Bachelor of Science in Dietetics to the Bachelor of Science in Nutrition and Dietetics.
PROPOSAL: Bachelor of Science in Education and Human Development

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Bachelor of Science in Education and Human Development. This program consists of at least 45 credit-hours of coursework approved by the faculty program coordinator with at least 30 of these credit-hours taken from courses taught by departments within the College of Education and Human Development (CEHD). This program is designed for students who find, near the end of their college careers, that they cannot complete their current major. Data included within the proposal show that WMU is currently losing these students before they graduate, and this is a mechanism by which we can help these students complete a degree. Although this program is similar to the University Studies degree provided by Extended University Programs, advisors within the College of Education and Human Development report that students would prefer to graduate from the college from which they identify (CEHD) and with a degree whose title better reflects their coursework. The proposal includes a letter of support from Dr. Edwin Martini, Interim Associate Provost for Extended University Programs.

Recommended Action

Create the Bachelor of Science in Education and Human Development.
PROPOSAL: Bachelor of Science in Healthcare Services and Sciences: Blindness and Low Vision Studies Preparation

Background

The Undergraduate Studies Council of the Faculty Senate has approved creating the Bachelor of Science in Healthcare Services and Sciences: Blindness and Low Vision Studies Preparation. This is one of four current tracks (informal designation) of the program that is being revised and pulled out as a standalone concentration (formal designation). This is designed to help students better understand the various options within the degree and enhance planning and attention to the needs of this subset of students.

Recommended Action

Create the Bachelor of Science in Healthcare Services and Sciences: Blindness and Low Vision Studies Preparation.
PROPOSAL:  Bachelor of Science in Interdisciplinary Health Services: Audiology

Background

The Undergraduate Studies Council of the Faculty Senate has approved changing the name of the Bachelor of Science in Interdisciplinary Health Service: Audiology to the Bachelor of Science in Healthcare Services and Sciences: Audiology Preparation. This is one of two current concentrations of the program that is being revised via a name change. This is designed to help students better understand the degree and enhance planning and attention to the needs of this subset of students.

Recommended Action

Change the name of the Bachelor of Science in Interdisciplinary Health Sciences: Audiology to the Bachelor of Science in Healthcare Services and Sciences: Audiology Preparation.
PROPOSAL: Bachelor of Science in Interdisciplinary Health Services: Occupational Therapy

Background

The Undergraduate Studies Council of the Faculty Senate has approved changing the name of the Bachelor of Science in Interdisciplinary Health Services: Occupational Therapy to the Bachelor of Science in Healthcare Services and Sciences: Occupational Therapy Preparation. This is one of two current concentrations of the program that is being revised via a name change. This is designed to help student better understand the degree and enhance planning and attention to the needs of this subset of students.

Recommended Action

Change the name of the Bachelor of Science in Interdisciplinary Health Services: Occupational Therapy to the Bachelor of Science in Healthcare Services and Sciences: Occupational Therapy Preparation.
PROPOSAL: Bachelor of Science in Healthcare Services and Sciences: Physician Assistant Preparation

Background

The Undergraduate Studies Council of the Faculty Senate has approved creating the Bachelor of Science in Healthcare Services and Sciences: Physician Assistant Preparation. This is one of four current tracks (informal designation) of the program that is being revised and pulled out as a standalone concentration (formal designation). This is designed to help students better understand the various options within the degree and enhance planning and attention to the needs of this subset of students.

Recommended Action

Create the Bachelor of Science in Healthcare Services and Sciences: Physician Assistant Preparation.
PROPOSAL: Bachelor of Science in Interdisciplinary Health Services

Background

The Undergraduate Studies Council of the Faculty Senate has approved changing the name the Bachelor of Science in Interdisciplinary Health Services to the Bachelor of Science in Healthcare Services and Sciences. This proposal is related to the accompanying 6 proposals that aim to revise the program to better accommodate interested students. This name change is being made to allow the title of the major to better reflect the nature of the degree and to reduce confusion resulting from other programs and units within the College of Health and Human Services with similar names such as the Ph.D. in Interdisciplinary Health Sciences and the School of Interdisciplinary Health Programs.

Recommended Action

Change the title of the Bachelor of Science in Interdisciplinary Health Services to the Bachelor of Science in Healthcare Services and Sciences.
PROPOSAL:  Department of Anthropology

Background

The Faculty Senate Executive Board has approved the elimination of the Department of Anthropology. On April 18, 2018, the WMU Board of Trustees approved the creation of the Institute for Intercultural and Anthropological Studies within the College of Arts and Sciences. This institute was created to become the administrative home of several degrees within the previous Africana Studies Program and the Department of Anthropology. This makes the Department of Anthropology unnecessary as an administrative unit, and hence this elimination.

Recommended Action

Move to eliminate the Department of Anthropology.
PROPOSAL: Doctorate of Occupational Therapy

Background

The Graduate Studies Council of the Faculty Senate has approved the creation of the Doctorate of Occupational Therapy. The new program will consist of 98 credit-hours distributed into 72 credit-hours of professional academic occupational therapy education, 18 credit-hours of fieldwork and 8 credit-hours of a capstone project. Currently, the Department of Occupational Therapy offers a Master of Science in Occupational Therapy. Our national accrediting body has indicated a plan to mandate that all occupational therapy programs have a doctorate (OTD) as the terminal degree for all new occupational therapy practitioners. Although the final decision is pending, all indications are that this is the path for the future of our profession. We have decided to be proactive with this transition and to be leaders in OT education. A target date of Summer II 2020 has been established for the first cohort of the new doctorate program. The current master’s program will be deleted at that time.

Recommended Action

Create the Doctorate of Occupational Therapy.
PROPOSAL: Graduate Certificate in Gerontology

Background

The Graduate Studies Council of the Faculty Senate has approved changing the name of the Graduate Certificate in Gerontology to the Graduate Certificate in Aging Studies. This name change is consistent with the use of the term “Aging” in both the course titles of the program and the core competencies as established by the Association for Gerontology in 2014.

Recommended Action

Change the name of the Graduate Certificate in Gerontology to the Graduate Certificate in Aging Studies.
PROPOSAL:  Graduate Certificate in School Improvement

Background

The Graduate Studies Council of the Faculty Senate has approved the creation of the Graduate Certificate in School Improvement. This 9 credit-hour graduate certificate is designed for school districts that wish to partner with WMU to provide job-embedded professional development focusing on school improvement. Due to reductions in the state continuing education requirement for teachers (from 18 credit-hours of graduate work to 6), it has become less likely that practicing teachers continue on for a master’s degree. Thus, graduate enrollments in the Department of Teaching, Learning and Educational Studies has been on the decline. In addition, with today’s educational policy climate, local school districts are under great pressure to improve student achievement. As a result, districts routinely seek job-embedded professional development opportunities for teachers. This proposal is designed to provide a program that would serve the need of local school districts, and in the process, increase graduate enrollments in the department.

Recommended Action

Create the Graduate Certificate in School Improvement.
PROPOSAL: Graduate Certificate in Secondary Education Initial Teacher Certification

Background

The Graduate Studies Council of the Faculty Senate has approved the creation of the Graduate Certificate in Secondary Education Initial Teacher Certification. Currently, all majors for the secondary education program are housed in the College of Arts and Sciences with the degree being housed in the College of Education and Human Development. Due to low enrollments of secondary education students throughout all content areas, the College of Arts and Sciences will no longer be able to financially justify running all disciplines of the secondary education program. Therefore, this new graduate certificate program has been mutually crafted between the two colleges.

Since the College of Education and Human Development does not have the capacity to run both an undergraduate and graduate teacher certification program, this proposal for a graduate certificate program is being submitted. Teacher candidates will enter into the program with an undergraduate degree in a teachable content area such as mathematics or English. Over 14 months, students will complete 30 – 35 credit hours of educational coursework depending on whether a methods course is required in their chosen content area. The program also includes a full-year teaching internship. Graduates are likely to have higher pass rates on the Michigan Teacher Test for Certification (MTTC) due to the fact that they have a degree in the teachable content area and graduate work in the area of education. This proposal provides students from outside of Western Michigan University with a pathway to enter the program, creating an opportunity for increased enrollment.

Recommended Action

Create the Graduate Certificate in Secondary Education Initial Teacher Certification.
PROPOSAL: Master of Arts in Earth Science

Background

The Graduate Studies Council of the Faculty Senate has approved the deletion of the Master of Arts in Earth Science. This proposal is related to the accompanying proposal to create the Master of Science in Earth Science. Domestic students are finding it harder to find employment with a Master of Arts degree and international students have difficulty justifying a MA program to sponsorship/scholarship programs from their home countries. In addition, since students are predominantly taking science courses, the department believes it is more appropriate to have a Master of Science in Earth Science than the Master of Arts.

Recommended Action

Delete the Master of Arts in Earth Science.
PROPOSAL: Master of Arts in Anthropology

Background

The Faculty Senate Executive Board has approved moving the Master of Arts in Anthropology from the Department of Anthropology to the Institute for Intercultural and Anthropological Studies. On April 18, 2018, the WMU Board of Trustees approved the creation of the Institute for Intercultural and Anthropological Studies within the College of Arts and Sciences. This institute was created to become the administrative home of several degrees within the previous Africana Studies Program and the Department of Anthropology. This proposal simply completes that move for the degree mentioned here.

Recommended Action

Move the Master of Arts in Anthropology from the Department of Anthropology to the Institute for Intercultural and Anthropological Studies.
PROPOSAL: Master of Arts in Educational Foundations

Background

The Graduate Studies Council of the Faculty Senate has approved the deletion of the Master of Arts in Educational Foundations. This proposal is related to the accompanying proposals to rename the Master of Arts in the Practice of Teaching to the Master of Arts in Teaching, Learning and Educational Studies and create a new concentration entitled the Master of Arts in Teaching, Learning and Educational Studies: Educational Foundations. This is part of a restructuring effort which began more than 10 years ago and will consolidate the MA in the Practice of Teaching and the MA in Educational Foundations and their affiliated program concentrations into a single master’s program with a new title of the Master of Arts in Teaching Learning and Educational Studies. This proposal simply deletes the existing MA in Educational Foundations so that it can be reorganized as a concentration in the newly named MA in Teaching, Learning and Educational Studies.

Recommended Action

Delete the Master of Arts in Educational Foundations.
PROPOSAL: Master of Arts in Teaching: Secondary Education

Background

The Graduate Studies Council of the Faculty Senate has approved the creation of the Master of Arts in Teaching: Secondary Education. This proposal builds on the accompanying proposal for a graduate certificate in Secondary Education Initial Teacher Certification. Students completing the graduate certificate program can earn the master’s degree proposed here by completing three additional 3-credit hour courses. Thus, this program will range between 39 and 44 credit hours. This model (graduate certificate leading to a master’s degree) is similar to that used for the Woodrow Wilson Teaching Fellows program. The department’s experience with that program was that 70% – 80% of those completing the fellowship chose to continue to earn the master’s degree. Therefore, past experience suggests demand for the master’s degree proposed here.

Recommended Action

Create the Master of Arts in Teaching: Secondary Education.
PROPOSAL: Master of Arts in the Practice of Teaching

Background

The Graduate Studies Council of the Faculty Senate has approved changing the name of the Master of Arts in the Practice of Teaching to the Master of Arts in Teaching, Learning and Educational Studies. This proposal is related to the accompanying proposals to delete the Master of Arts in Educational Foundations and create a new concentration entitled the Master of Arts in Teaching, Learning and Educational Studies: Educational Foundations. This is part of a restructuring effort which began more than 10 years ago and will consolidate the MA in the Practice of Teaching and the MA in Educational Foundations and their affiliated program concentrations into a single master’s program with a new title of the Master of Arts in Teaching Learning and Educational Studies. This proposal simply renames the existing MA in the Practice of Teaching to the MA in Teaching, Leadership and Educational Studies under which the various programs mentioned above will be organized.

Recommended Action

Change the name of the Master of Arts in the Practice of Teaching to the Master of Arts in Teaching, Leadership and Educational Studies.
PROPOSAL: Master of Arts in Teaching, Leadership and Educational Studies: Educational Foundations

Background

The Graduate Studies Council of the Faculty Senate has approved creating a new concentration entitled the Master of Arts in Teaching, Learning and Educational Studies: Educational Foundations. This proposal is related to the accompanying proposals to delete the Master of Arts in Educational Foundations and rename the Master of Arts in the Practice of Teaching to the Master of Arts in Teaching, Learning and Educational Studies. This is part of a restructuring effort which began more than 10 years ago and will consolidate the MA in the Practice of Teaching and the MA in Educational Foundations and their affiliated program concentrations into a single master’s program with a new title of the Master of Arts in Teaching Learning and Educational Studies. This proposal simply takes the Educational Foundations program and puts it under the umbrella of the new Master of Arts in Teaching, Learning and Educational Studies.

Recommended Action

Create the Master of Arts in Teaching, Leadership and Educational Studies: Educational Foundations concentration.
PROPOSAL: Minor in Anthropology

Background

The Faculty Senate Executive Board has approved moving the minor in Anthropology from the Department of Anthropology to the Institute for Intercultural and Anthropological Studies. On April 18, 2018, the WMU Board of Trustees approved the creation of the Institute for Intercultural and Anthropological Studies within the College of Arts and Sciences. This institute was created to become the administrative home of several degrees within the previous Africana Studies Program and the Department of Anthropology. This proposal simply completes that move for the minor mentioned here.

Recommended Action

Move the minor in Anthropology from the Department of Anthropology to the Institute for Intercultural and Anthropological Studies.
PROPOSAL:  Master of Science in Earth Science

Background

The Graduate Studies Council of the Faculty Senate has approved the creation of the Master of Science in Earth Science. This proposal is related to the accompanying proposal to delete the Master of Arts in Earth Science. The MS program will increase the number of credit hours of required Geoscience courses from 18 to 24 without changing the total credit hours for the degree (remains at 35). Domestic students are finding it harder to find employment with a Master of Arts degree and international students have difficulty justifying a MA program to sponsorship/scholarship programs from their home countries. In addition, since students are predominantly taking science courses, the department believes it is more appropriate to have a Master of Science in Earth Science than the Master of Arts.

Recommended Action

Create the Master of Science in Earth Science.
PROPOSAL: Master of Science in Exercise and Sport Medicine: Exercise Physiology

Background

The Graduate Studies Council of the Faculty Senate has approved changing the name of the Master of Science in Exercise and Sport Medicine: Exercise Physiology to the Master of Science in Exercise Science. There were two concentrations of Exercise and Sport Medicine in the past, but the Athletic Training concentration was converted to a stand-alone program several years ago. It no longer makes sense to have this program listed as a concentration when there is only one program and not multiple concentrations as in the past. This proposal will complete the process started several years ago of making the two concentrations of the Exercise and Sport Medicine program stand-alone programs.

Recommended Action

Change the name of the Master of Science in Exercise and Sport Medicine: Exercise Physiology to the Master of Science in Exercise Science.
PROPOSAL: Undergraduate Certificate in Diversity and Inclusion

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Undergraduate Certificate in Diversity and Inclusion. This is a 15-credit hour certificate that allows students the opportunity to further specialize within the Strategic Communications major and legitimates the expertise with a formal certificate. For example, a student in the Strategic Communications: Public Relations major could take additional coursework and also get an Undergraduate Certificate in Diversity and Inclusion to recognize that additional knowledge/experience. This concept is consistent with the Division of Academic Affairs Strategic Plan 2017 – 2018 Priorities (1.2b Pioneer new configurations of certificates and stackable credentials).

Recommended Action

Create the Undergraduate Certificate in Diversity and Inclusion.
PROPOSAL: Undergraduate Certificate in Leadership and Teamwork

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Undergraduate Certificate in Leadership and Teamwork. This is a 15-credit hour certificate that allows students the opportunity to further specialize within the Strategic Communications major and legitimates the expertise with a formal certificate. For example, a student in the Strategic Communications: Public Relations major could take additional coursework and also get an Undergraduate Certificate in Leadership and Teamwork to recognize that additional knowledge/experience. This concept is consistent with the Division of Academic Affairs Strategic Plan 2017 – 2018 Priorities (1.2b Pioneer new configurations of certificates and stackable credentials).

Recommended Action

Create the Undergraduate Certificate in Leadership and Teamwork.
PROPOSAL: Undergraduate Certificate in Media and Technology

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Undergraduate Certificate in Media and Technology. This is a 15-credit hour certificate that allows students the opportunity to further specialize within the Strategic Communications major and legitimates the expertise with a formal certificate. For example, a student in the Strategic Communications: Public Relations major could take additional coursework and also get an Undergraduate Certificate in Media and Technology to recognize that additional knowledge/experience. This concept is consistent with the Division of Academic Affairs Strategic Plan 2017 – 2018 Priorities (1.2b Pioneer new configurations of certificates and stackable credentials).

Recommended Action

Create the Undergraduate Certificate in Media and Technology.
PROPOSAL: Undergraduate Certificate in Public Relations

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Undergraduate Certificate in Public Relations. This is a 15-credit hour certificate that allows students the opportunity to further specialize within the Strategic Communications major and legitimates the expertise with a formal certificate. For example, a student in the Strategic Communications: Media and Technology major could take additional coursework and also get an Undergraduate Certificate in Public Relations to recognize that additional knowledge/experience. This concept is consistent with the Division of Academic Affairs Strategic Plan 2017 – 2018 Priorities (1.2b Pioneer new configurations of certificates and stackable credentials).

Recommended Action

Create the Undergraduate Certificate in Public Relations.
PROPOSAL: Accelerated Graduate Degree Program in Teaching English to Speakers of Other Languages

Background

The Graduate Studies Council of the Faculty Senate has approved the creation of the Accelerated Graduate Degree Program in Teaching English to Speakers of Other Languages. This program would allow students from any K–12 initial certification teacher education program, with a minimum GPA of 3.0 to take up to 12 credit hours of 5000 and 6000 level classes, which would count for both the undergraduate major and the MA in Teaching English to Speakers of Other Languages (TESOL). Providing students with this option to double-count up to 12 credit hours offers a financial incentive for students to enroll in the M.A. in TESOL, which would encourage them to remain a WMU student to complete their graduate degree.

Recommended Action

Create the Accelerated Graduate Degree Program in Teaching English to Speakers of Other Languages.
PROPOSAL: Bachelor of Arts in Strategic Communication: Diversity and Inclusion

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Strategic Communication: Diversity and Inclusion concentration. This proposal is related to the proposal that established the Strategic Communication major and is part of the reorganization of the School of Communication’s undergraduate curriculum. The proposed Strategic Communication major requires students to take courses in at least one area of strategic communications to obtain the degree. Students, however, may choose to take a series of courses in other areas, and creation of this, and the other concentrations proposed, will allow students’ academic record to acknowledge the expertise they have acquired.

Recommended Action

Create the Bachelor of Arts in Strategic Communication: Diversity and Inclusion concentration.
PROPOSAL: Bachelor of Arts in Strategic Communication: Leadership and Teamwork

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Strategic Communication: Leadership and Teamwork concentration. This proposal is related to the proposal that established the Strategic Communication major and is part of the reorganization of the School of Communication’s undergraduate curriculum. The proposed Strategic Communication major requires students to take courses in at least one area of strategic communications to obtain the degree. Students, however, may choose to take a series of courses in other areas, and creation of this, and the other concentrations proposed, will allow students’ academic record to acknowledge the expertise they have acquired.

Recommended Action

Create the Bachelor of Arts in Strategic Communication: Leadership and Teamwork concentration.
PROPOSAL: Bachelor of Arts in Strategic Communication: Media and Technology

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Strategic Communication: Media and Technology concentration. This proposal is related to the proposal that established the Strategic Communication major and is part of the reorganization of the School of Communication’s undergraduate curriculum. The proposed Strategic Communication major requires students to take courses in at least one area of strategic communications to obtain the degree. Students, however, may choose to take a series of courses in other areas, and creation of this, and the other concentrations proposed, will allow students’ academic record to acknowledge the expertise they have acquired.

Recommended Action

Create the Bachelor of Arts in Strategic Communication: Media and Technology concentration.
PROPOSAL: Bachelor of Arts in Strategic Communication: Public Relations

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Strategic Communication: Public Relations concentration. This proposal is related to the proposal that established the Strategic Communication major and is part of the reorganization of the School of Communication’s undergraduate curriculum. The proposed Strategic Communication major requires students to take courses in at least one area of strategic communications to obtain the degree. Students, however, may choose to take a series of courses in other areas, and creation of this, and the other concentrations proposed, will allow students’ academic record to acknowledge the expertise they have acquired.

Recommended Action

Create the Bachelor of Arts in Strategic Communication: Public Relations concentration.
PROPOSAL: Personnel Report

ACADEMIC

Appointments – Administrative

David Areaux; Chair; Department of Physician Assistant; effective March 1, 2019 through June 30, 2022.

Andrea Beach; Associate Dean; College of Education and Human Development; effective July 1, 2019 through June 30, 2024.

Eva Copija; Chair; Center for English Language and Culture for International Students; Haenicke Institute for Global Education; effective January 1, 2019 through December 31, 2021.

Anthony Helms; Interim Assistant Dean; Lee Honors College; effective March 14, 2019 through April 29, 2019.

Andrew Holmes; Executive Director of Technology for Extended University Programs and Director of University Accreditation; effective March 1, 2019 through June 30, 2022.

Edwin Martini; Associate Provost for Extended University Programs; effective April 1, 2019 through June 30, 2024.

Benjamin Ofori-Amoah; Chair; Department of Geography; effective July 1, 2019 through June 30, 2023.

Staci Perryman-Clark; Acting Dean; Lee Honors College; effective March 15, 2019 through April 29, 2019.

Appointments – Tenure Track

Siddharth Bhandari; Assistant Professor; Department of Civil and Construction Engineering; effective August 15, 2019.

Jessica Birnbaum; Faculty Specialist II – Lecturer; Department of Aviation Sciences; effective August 15, 2019.

Hope Gerlach; Assistant Professor; Department of Speech, Language and Hearing Sciences; effective August 15, 2019.

Ellen Glick; Assistant Professor; School of Music; effective August 15, 2019.
Appointments – Tenure Track (Continued)
Thomas Harris; Faculty Specialist II – Professional Specialist; School of Music; effective July 1, 2019.

Lauron Kehrer; Assistant Professor; School of Music; effective August 15, 2019.

Nathan Lisak; Faculty Specialist I – Lecturer; Department of Aviation Sciences; effective August 15, 2019.

Matilda McLean; Faculty Specialist II – Lecturer; Department of Aviation Sciences; effective August 15, 2019.

Nicholas Padilla; Assistant Professor; Department of Geography; effective August 15, 2019.

Angela Perez-Villa; Assistant Professor; Department of Gender and Women’s Studies with a joint appointment in the Department of History; effective August 15, 2019.

Appointments – Term
Richard Compton; Faculty Specialist I – Aviation Specialist; Department of Aviation Sciences; effective March 18, 2019 through December 31, 2019.

Faculty Retirements with Emeriti Status
Suhashni Datta-Sandhu; Associate Professor Emerita of Political Science; Department of Political Science; effective August 31, 2019.

Bryce Dickey; Master Faculty Specialist Emerita of Family and Consumer Sciences; Department of Family and Consumer Sciences; effective April 30, 2020 (change in date only).

Frank Gambino; Professor Emeritus of Marketing; Department of Marketing; effective December 31, 2021.

Donald Schreiber; Associate Professor Emeritus of Chemistry; Department of Chemistry; effective April 30, 2024.

Faculty Resignations
Jia Guo; Faculty Specialist II – Lecturer; Department of Computer Science; effective August 14, 2019.

Joseph Licavoli; Assistant Professor; Department of Engineering Design, Manufacturing and Management Systems; effective May 14, 2019.

Fahad Saeed; Associate Professor; Department of Computer Science; effective April 30, 2019.
NON-ACADEMIC

**Administrative Appointments**
Jason Long; Assistant Vice President of Operations; Development and Alumni Relations; effective March 7, 2019.

Renee Pearl; Assistant Vice President of Engagement; Development and Alumni Relations; effective March 7, 2019.

**Administrative Retirements**
Lynn Kelly-Albertson; Executive Director, Professional and Career Development; Career and Student Employment Services; effective July 1, 2019.

Robert Miller; Associate Vice President for Community Outreach; effective July 1, 2019.

**Retirements**
Vena Brower; Refrigeration Repairperson; Facilities Management – Maintenance Services; effective April 1, 2019.

Ann Dancy; Custodian; Facilities Management – Building Custodial and Support; effective April 20, 2019.

James Dancy; Custodian; Facilities Management – Building Custodial and Support; effective April 27, 2019.

Carson Leftwich; Administrative Assistant II; Graduate College; effective February 1, 2019.

Kenneth Randt; Supervisor, Custodial Service; Facilities Management – Building Custodial and Support; effective May 1, 2019.

Susan Reeves; Administrative Assistant I; Department of Family and Consumer Sciences; effective March 12, 2019.
PROPOSAL: Lease Agreement Extension - Biggby Coffee Shop, Bernhard Center

Background

The Administration requests the Board of Trustees’ authorization to enter into a lease extension with Western Coffee Company, Inc. Western Coffee Company currently leases 1,016 square feet of retail space in the Bernhard Center in which it operates a Biggby coffee shop serving students, faculty, staff, alumni, and guests. The lease extension is for a term of two (2) years with annual rental payment of $25,487. The lease extension will become effective June 01, 2019 pending WMU Board approval.

Recommended Action

It is recommended the Board of Trustees authorize the Treasurer or Assistant Treasurer to enter into a two (2) year lease extension with Western Coffee Company, Inc. effective June 01, 2019 for property owned by Western Michigan University located in the Bernhard Center, Kalamazoo, Michigan.