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WESTERN MICHIGAN UNIVERSITY BOARD OF TRUSTEES

REGULAR MEETING
MAY 17, 1985

The regular meeting of the Western Michigan University Board of Trustees was held on Friday, May 17, 1985, in the Board of Trustees Room of the University Student Center.

The meeting was called to order by Chairman Adams at 10:07 a.m.

Trustees present: Adams, Edwards, Fraser, Howard, Ludlow, Parfet, Waszkiewicz, Williams and President Bernhard (ex officio).

Also present: Vice President Beam, Vice President Brinn, Mr. Carr, Vice President Coyne, Vice President Denenfeld, Dr. Forsleff, Mr. Gagie, Ms. Gordon, Dr. Hannah, Mrs. Kocher, Mr. Matthews, Dr. Moskovis, Ms. Rank, Mr. Smythe, Dr. Jakska and Mr. Stoddard (Faculty Senate) and Dr. Cain (AAUP).

Recommendation re Appointment of President. On a motion by Trustee Ludlow, supported by Trustee Fraser, the Board of Trustees unanimously approved the appointment of Dr. Diether H. Haenicke (currently Provost and Academic Vice President at Ohio State University) as President of Western Michigan University, succeeding Dr. John T. Bernhard who is retiring as President June 30, 1985. Chairman Adams and Trustee Ludlow, chairman of the Presidential Search Committee, expressed their pleasure at the appointment of Dr. Haenicke and their thanks to all of those involved in the process. Chairman Adams read a statement from Dr. Haenicke indicating his honor at the Board of Trustees' invitation to serve as President of Western Michigan University and his desire to continue the advancement of this fine University. The Board recessed for a brief period to allow time for questions from the news media present at the meeting and reconvened at 10:12 a.m.

Acceptance of the Agenda. On a motion by Trustee Edwards, supported by Trustee Waszkiewicz, the Board of Trustees approved the agenda as presented.

Approval of the Minutes. Following a motion by Trustee Ludlow, supported by Trustee Fraser, the Board of Trustees approved the minutes of the April 25, 1985 Special Meeting, the April 26, 1985 Regular Meeting, and the May 10, 1985 Special Meeting.

Correspondence. Secretary Brinn indicated that communications had been received from Brianna M. Noyes and Dr. William Combs.

President's Remarks. President Bernhard commended the Board on its excellent choice of Dr. Haenicke as his successor as President. In his prepared remarks (on file in the Secretary's office), President Bernhard highlighted the following: the selection of the recipients of the Medallion Scholarships; WMU ranking 18th nationally among predominantly white institutions granting baccalaureates, during 1975-80, to the largest number of blacks eventually earn-

ing doctoral degrees; the 20th International Congress on Medieval Studies held at Western, including a presentation to Dr. Otto Grundler from medievalists worldwide showing their appreciation for Western's hosting of the Congress; Western's revised, upgraded curriculum for prospective elementary school teachers; the appointment of Dr. Kenneth Dahlberg as chairman of the U.S. Advisory Panel on Technologies to Maintain Biological Diversity; new publications--Social Agency Policy by Dr. John P. Flynn and Probability and Random Processes: A First Course with Applications by Dr. A. Bruce Clarke; the appointment of Dr. Donald C. Weaver by the Charles Stewart Mott Foundation to head a National Task Force on Endowments; additional duties for Dr. Richard T. Burke as coordinator of University-industry collaboration; the loaning of computer equipment to Western by Digital Equipment Corporation; a donation to Western's Department of Mechanical Engineering by Armstrong International for the purchase of thermodynamics and fluid mechanics equipment; the naming of graduate Anne Marie Clarke, from Kalamazoo, to the Summer Research Participation Program at the Argonne National Laboratory; the winners of the Whitney Young Scholars competition--graduate student Maxine Gilling from Panama City Panama, and Donna C. Richardson, senior student from Chicago; the spring meeting of the Michigan Section of the Mathematical Association of America held at Western; WMU's 1985 "senior scholar-athletes," men's track performer Pat McGeough and women's gymnastics team member Lisa Luallen; senior shortstop Deb Albano from Dearborn and junior second baseman Tracy Daniel from Portage named to the 1985 Mid-American Conference softball team; Amy Yeast and R. J. Dunkle capturing the Mid-American Conference women and men's singles tennis championships, with Dunkle and Mike Woody winning the No. 1 doubles title; and Western hosting the first ever combined Mid-American Conference men and women's track championships.

Academic Personnel Report. The Academic Personnel Report was approved as presented by Vice President Denenfeld, on a motion by Trustee Williams, supported by Trustee Waszkiewicz, and endorsed by the Academic Affairs Committee.

Academic Personnel Report

APPOINTMENTS-FACULTY

Appointment-Tenure Track

Linda L. Dannison, Assistant Professor, Department of Consumer Resources and Technology, effective August 12, 1985.

Dean W. Halderson, Assistant Professor, Department of Physics, effective August 12, 1985.

Arthur R. McGurn, Assistant Professor, Department of Physics, effective August 12, 1985.

Andrew S. Targowski, Professor, Department of Business Information Systems, effective August 12, 1985

Trudy Verser, Assistant Professor, Department of Management, effective August 12, 1985

Reappointment-Temporary

Sami Esmail, Instructor, Department of Electrical Engineering, effective August 12, 1985.

Reappointment-Adjunct Status

Gerd Kirchhoff, Adjunct Professor, Department of Sociology, effective January 1, 1985, terminating January 1, 1988. (Criminology)

LEAVE OF ABSENCE

Stephen Zegree, Assistant Professor, School of Music, from August 25, 1985 to August 1, 1986, to begin doctoral work.

RETIREMENT WITH EMERITUS STATUS

Joseph H. Gill, Associate Professor, Department of Mechanical Engineering, effective August 20, 1985, with the title Associate Professor Emeritus of Mechanical Engineering.

PROMOTIONS

Promotions effective with the beginning of the 1985-86 fiscal or academic year.

College of Arts and Sciences

Leonard Beuving to rank of Professor of Biology and Biomedical Sciences
David Cowan to rank of Associate Professor of Biology and Biomedical Sciences
James Gilchrist to rank of Associate Professor of Communication Arts and Sciences
Mark Kerstetter to rank of Associate Professor of Computer Science
Michael Payne to rank of Associate Professor of Economics
Bradley Hayden to rank of Associate Professor of English
Thomas Small to rank of Professor of English
Jorge Febles to rank of Associate Professor of Languages and Linguistics
Peter Krawutschke to rank of Professor of Languages and Linguistics
Joseph Reish to rank of Professor of Languages and Linguistics
Dean Halderson to rank of Associate Professor of Physics
Helenan Robin to rank of Professor of Political Science
Thomas VanValey to rank of Professor of Sociology

College of Business

Charles Hines to rank of Associate Professor of Accountancy
David Rozelle to rank of Associate Professor of Accountancy
Joel Bowman to rank of Professor of Business Information Systems
Pamela Rooney to rank of Associate Professor of Business Information Systems
Carol Stamm to rank of Associate Professor of Management
Jay Lindquist to rank of Professor of Marketing

College of Fine Arts

Edward Harkness to rank of Associate Professor of Art
Paul Mergen to rank of Professor of Art
G. Eugene Mills to rank of Associate Professor of Dance
Charles Osborne to rank of Professor of Music
Joyce Zastrow to rank of Professor of Music
Stephen Zegree to rank of Associate Professor of Music

College of General Studies

Howard Dooley to rank of Professor of Humanities
Suhashni Datta-Sandhu to rank of Associate Professor of Social Science
Evan Richards to rank of Associate Professor of Social Science

College of Health and Human Services

Cindee Peterson to rank of Assistant Professor of Occupational Therapy
Donald Cooney to rank of Associate Professor of Social Work
Danny Thompson to rank of Professor of Social Work

Counseling Center

Walden Baskerville to rank of Associate Professor
Richard Oxhandler to rank of Associate Professor

Libraries

Beatrice Beech to rank of Professor
Sharon Pyles to rank of Associate Professor

Gift and Grant Report. The Board of Trustees accepted the gifts and grants for the University as contained in the Gift and Grant Report for April. The Secretary was asked to acknowledge these gifts and express appreciation to the donors on behalf of the Board of Trustees.

Recommendation re President John T. Bernhard. On a motion by Trustee Ludlow, supported by Trustee Williams, and endorsed by the Personnel, Planning and Legislation Committee and the entire Board of Trustees, the Board approved the following recommendation. President Bernhard thanked the Board for its action.

RECOMMENDATION

It is recommended that the date of retirement of Dr. John T. Bernhard as President of Western Michigan University be June 30, 1985, and that Dr. Bernhard be granted a sabbatical leave from July 1, 1985, to June 30, 1986, with full salary. It is further recommended that Dr. Bernhard be given the title of President Emeritus and that he assume his full time faculty position in the Department of Political Science beginning the fall semester of 1986.

Recommendation re University Policy on Sexual Harassment. President Bernhard presented the revised University policy on sexual harassment stating this was a step forward, replacing the former inadequate policy. On a motion by Trustee Parfet, supported by Trustee Williams, the Board of Trustees approved the policy. Hazel Starcher spoke, on behalf of the Women's Commission, in support of the new policy. The Board also asked that it be kept informed on its implementation.

UNIVERSITY POLICY ON SEXUAL HARASSMENT AND SEXISM

Introduction

Western Michigan University is committed to an environment which encourages fair, humane, and beneficial treatment of all faculty, staff, and students. In accordance with that fundamental objective, the University has a continuing commitment to assure equal opportunity and to oppose discrimination because of race, sex, age, religion, national origin, or handicap. Therefore, in that same perspective, neither sexual harassment nor sexism will be tolerated behavior at Western Michigan University. It is expected that each member of the University community will consider himself/herself responsible for the proper observance of this policy.

Definitions

Sexual Harassment: Sexual harassment is defined as unwelcome sexual conduct which is related to any condition of employment or evaluation of student performance. This definition is intended to include more than overt advances toward actual sexual relations. It applies as well to repeated or unwarranted sex-related statements, unwelcome touching, sexually explicit comments, and/or graphics. All persons should be sensitive to situations that may affect or cause the recipient discomfort or humiliation or may display a condescending sex-based attitude towards the person. Sexual harassment is illegal under both state and federal law. In some cases, it may be subject also to prosecution under the criminal sexual conduct law. Conduct will be defined as sexual harassment when any or all three of the following conditions exist:

1. The sex-related situations are unwelcome by the recipient.*
2. A specific or implied connection with employment or student status is involved.
3. The sexual harassment continues after the recipient has made clear that the conduct is unwelcome.*

Sexism: Sexism is defined as the perception and treatment of any person, not as an individual, but as a member of a category based on sex. Whether ex-

* In cases of overt physical sexual contact, a blatant threat if sexual favors are not given, or promised reward in exchange for sexual favors, no notice that the conduct is unwelcome shall be necessary and a finding of sexual harassment may be based on a single occurrence.

pressed in overt or subtle form such as sex-related jokes or materials, sexism in the classroom or workplace is unacceptable at the University and its elimination shall be the responsibility of the entire University community. Depending upon the seriousness of the misconduct, informal corrective action may be adequate.

Complaint Procedure

Sexual harassment and sexism constitute acts of misconduct. Therefore, whenever such acts are reported and confirmed, prompt disciplinary action will be taken, up to and including discharge. However, to enable the University to act through these formal procedures, employees and students are encouraged to report such incidents. Employees should report such conduct to the Associate Director of the University Personnel Department, and students should report it to the Associate Vice President for Student Services.

The Personnel Department and the Division of Student Services shall jointly establish appropriate procedures to implement this policy. They shall also investigate thoroughly any complaints of alleged sexual harassment or sexism, and then report the results of such investigations to the President of the University.

Resolution re Naming of Softball Field. As presented by Vice President Brinn, on a motion by Trustee Parfet, supported by Trustee Williams, and endorsed by the Budget and Finance Committee, the Board of Trustees approved the following resolution.

RESOLUTION

WHEREAS, Fran Ebert is distinguished as the only softball coach in the history of intercollegiate athletics at Western Michigan University, having established that varsity women's sport here in 1976 and who retires from coaching this year with an outstanding record of 270-116-1 for a winning percentage of .699; and

WHEREAS, four of her teams won Michigan Association for Intercollegiate Athletics for Women championships and her 1984 team won the Mid-American Conference title, after two second-place finishes in league competition; and

WHEREAS, her 1980 and 1981 clubs were fourth and ninth at the AIAW College World Series, her 1982 club finished fifth at the first National Collegiate Athletic Association College World Series, and her 1984 club represented Western in first-round NCAA play; and

WHEREAS, twenty-three of her players were either All-State, AIAW or All-MAC first team choices while Linda Berndt, who played second base, and pitcher Bonni Kinne were both named to the 1982 All-American team; and

WHEREAS, she earlier coached women's basketball for eighteen years and retired from that post after the 1981-82 season with a record of 186-133, experiencing just four losing seasons in eighteen, while three of those teams won State AIAW titles and another three were second; and two of her players, Phyllis Cupp and Pat Charity, represented the United States at World University Games; and

WHEREAS, she has served this University with exemplary loyalty and she has always fostered fair play and a dedicated team effort in her players; now therefore

BE IT RESOLVED that the WMU softball field be named in her honor with full appreciation and sincere congratulations of the Western Michigan University Board of Trustees.

Resolution re Trustees Emeriti Robert D. Caine and Gayl F. Werme. On a motion by Trustee Edwards, supported by Trustee Ludlow, the Board of Trustees approved the resolutions granting Trustee Emeritus status to Robert D. Caine and Gayl F. Werme. The resolutions honoring Mr. Caine and Mrs. Werme were read by Trustees Howard and Fraser. Trustee Emeritus Werme and Trustee Emeritus Caine thanked the Board for its action.

Resolution re Trustee Emeritus Robert D. Caine

INASMUCH as Robert D. Caine served as a member of the Western Michigan University Board of Trustees for 17 years, and provided dedicated and distinguished public service to the citizens of Michigan and the students, faculty and staff of the University; and

WHEREAS, he conscientiously and diligently accepted and very successfully carried out such key assignments as Board chairman and the chairmanship of the presidential search committee in 1973; and

WHEREAS, he also served on the Board's Academic Affairs; Budget and Finance; and Personnel, Planning and Legislation Committees; and was always willing to accept more responsibilities for the good of the institution; and

WHEREAS, his attention to detail and his steadfast devotion to Western were models for his peers, both on the WMU governing board and in the Michigan Association of Governing Boards; and

WHEREAS, he continues to support the University, and his loyalty to and special efforts for the Department of Paper Science and Engineering, and the Paper Technology Foundation, are unstinting; and

WHEREAS, his strong commitment to this University was only matched by his outstanding record of accomplishments in industry;

IT IS HEREBY RESOLVED that we, the Western Michigan University Board of Trustees, offer to Robert D. Caine our sincere thanks, and we are pleased to confer upon him the title of Trustee Emeritus, with all the rights and privileges appertaining thereto.

Resolution re Trustee Emeritus Gayl F. Werme

INASMUCH as Gayl F. Werme served as a member of the Western Michigan University Board of Trustees for two years, and provided dedicated and distinguished public service to the citizens of Michigan and to the students, faculty and staff of the University; and

WHEREAS, she provided wise counsel and keen attention to details as a member of the Board's Budget and Finance Committee; and

WHEREAS, she possessed and displayed a special affinity to student concerns and activities as a member of the Student Services Committee of the Board; and

WHEREAS, she was a loyal and faithful Bronco fan to all student athletes and their coaches, particularly in volleyball; and

WHEREAS, she has exhibited warmth, wit and wisdom as part of her thoughtful and perceptive style as a valued colleague;

IT IS HEREBY RESOLVED that we, the Western Michigan University Board of Trustees, offer to Gayl F. Werme our sincere thanks, and we are pleased to confer upon her the title of Trustee Emeritus, with all the rights and privileges appertaining thereto.

Board Committee Reports

Academic Affairs - Trustee Williams indicated that most of the items reviewed had already been discussed. In addition, Trustee Williams reported that the committee had discussed the nursing program and the University's excellent response to the Governor's Commission Report.

Budget and Finance - Trustee Edwards said the committee had met with the external auditing team and discussed the Health Center budget and the naming of the softball field.

Personnel, Planning and Legislation - Trustee Ludlow indicated the committee had reviewed the sexual harassment policy, the sexual orientation section of the University non-discrimination policy (to be brought to the Board in June), and the Bernhard resolution.

Student Services - Trustee Waszkiewicz said the committee had been briefed on the Health Service fee which is scheduled for Board action.

Bylaw Revision - Trustee Waszkiewicz reported that the committee is at the midpoint of the bylaw revision, with a draft copy of the revisions to be given to the total Board in June for discussion.

Association of Governing Boards Conference on Trusteeship - Chairman Adams indicated this report will be given at a later meeting.

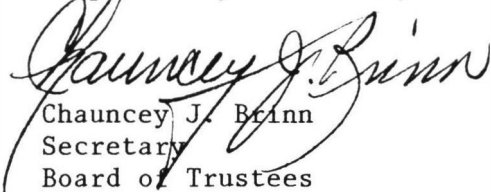
Physics Department Report. Dr. Bernstein presented a slide presentation on the makeup and work of the Physics Department. The Trustees and President Bernhard thanked him for his informative report.

Public Comments. Bill Farmer read a prepared statement from Jack Roach, president of AFSCME, who was unable to be present at the meeting. The statement indicated Mr. Roach's pleasure at the AFSCME's involvement in the presidential search process, hopes for an early settlement of the contract, and best wishes and thanks to Dr. Bernhard on his retirement as President of the University.

Executive Session. On a unanimous roll call vote, after a motion by Trustee Parfet, supported by Trustee Williams, the Board of Trustees went into executive session at 11:52 a.m. for the purpose of discussing collective bargaining.

Adjournment. The Board of Trustees returned to general session for adjournment at 2:05 p.m.

Respectfully submitted,


Chauncey J. Brinn
Secretary
Board of Trustees