WMU Board of Trustees Meetings

4-23-2020

WMU Board of Trustees Formal Session April 23, 2020

WMU Board of Trustees

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Western Michigan University
BOARD OF TRUSTEES

Thursday, April 23, 2020    Virtual Platform Amidst a Global Pandemic

Closed Informal Session – 9:00 AM

Formal Session – 11:00 AM    Please view the live stream at https://wmich.edu/trustees

Individuals wishing to address the Board of Trustees during the Public Comment section must notify Dr. Kahler Schuemann at kahler.schuemann@wmich.edu by 5PM Wednesday, April 22nd.

1. Acceptance of the Agenda – Bolger

2. Approval of the Minutes (March 12, 2020 Meeting) – Bolger

3. Remarks by the Chair – Bolger

4. Remarks by the President – Montgomery

5. Comments by the Faculty Senate President – Gershon, Kritzman, and Summy

6. Comments by the Western Student Association President – Smith, West, and Wright

7. Comments by the Graduate Student Association President – Morris

8. Presentation – Navigating the Pandemic with a Focus on the Future – Students, Faculty, and Staff

9. Public Comments Regarding Action Items – Schuemann

Action Items – Bolger

10. Five Year Capital Outlay Plan – Van Der Kley

11. Fall 2020 Tuition and Required Fee Rates – Van Der Kley

12. Student Room and Board Rates 2020-2021 – Anderson

13. Consent Items – Bolger

    A. Personnel Report

14. General Public Comments – Schuemann

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

April 23, 2020

The Board of Trustees (BOT) Formal Session was called to order by Chair Bolger at 11:08AM on Thursday, April 23, 2020. The meeting was held on Zoom, a virtual platform, amidst the global pandemic. The meeting was streamed live through the BOT website. Prior marketing encouraged the public to engage and those interested in providing comment were asked to notify Secretary Schuemann by 5PM Wednesday, April 22nd. Presiding were Chair Bolger, Vice Chair Chen-Zhang, and Trustees Behen, Edgerton, Johnston, Kitchens, Penn, and Rinvelt.

A motion to accept the April 23, 2020 BOT agenda was made by Trustee Penn, with a second from Trustee Kitchens. The motion passed unanimously.

A motion to accept the minutes as exhibited from the March 12, 2020 BOT meeting was made by Trustee Johnston, with a second by Trustee Kitchens. The motion passed unanimously.

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

Faculty Senate President R. Gershon, Western Student Association (WSA) President L. Smith, and Graduate Student Association (GSA) President C. Morris 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.

Provost J. Bott partnered with Vice President D. Anderson and others including A. Janik, K. Hall, J. Fraley-Burgett, and B. Northuis on a presentation titled Navigating the Pandemic with a Focus on the Future.

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

As Action Items, Vice President for Business and Finance J. Van Der Kley presented the Five-Year Capital Outlay Plan. A motion to accept the Five-Year Capital Outlay Plan was made by Trustee Behen with a second by Vice Chair Chen-Zhang. The motion passed unanimously.

VP for Business and Finance J. Van Der Kley next proposed Fall 2020 Tuition and Required Fee Rates. A motion to accept the Fall 2020 Tuition and Required Fee Rates was made by Trustee Penn with a second by Trustee Behen. The motion passed unanimously.
The next agenda item regarding Student Room and Board Rates 2020-2021 was recommended by Vice President for Student Affairs D. Anderson. **A motion to accept the Student Room and Board Rates 2020-2021** was made by Trustee Kitchens, with a second by Trustee Johnston, and passed unanimously.

**A motion to approve the Consent Item** was made by Trustee Kitchens, with a second from Trustee Penn. The BOT unanimously approved the following Consent Item as exhibited: Personnel Report.

During General Public Comments Dr. C. Weideman provided commentary on behalf of WMU AAUP and B. Sutton spoke on behalf of WMU AFSCME.

The BOT meeting ended at 12:58PM following a **motion to adjourn** by Trustee Edgerton, a second by Trustee Penn, and unanimous approval.

Respectfully submitted,

Kahler B. Schuemann  
Secretary to the Board of Trustees  
Western Michigan University
ATTACHMENT A

Board of Trustees Chair Bolger’s Remarks
April 23, 2020

Good Morning and welcome to our regularly scheduled April Board meeting, utilizing extreme social distancing.

We are all in our separate locations and are utilizing the power of Zoom to broadcast our proceedings today. I know this is a challenging way to conduct a Board meeting, but given the circumstances we are facing, I know that you all appreciate and endorse this approach. Please bear with us.

I’d like to take a moment to remember all members of our Bronco family who have been impacted by the pandemic, as well as those fellow Broncos who are on the frontlines fighting this disease.

Please join the Board in a moment of silence in remembrance for those suffering and gratitude for those serving.

Thank you.

So much has transpired since our last Board meeting. COVID-19 has transformed our University and our world. But undaunted, our faculty, staff and students have been generous and very engaged in their response.

On behalf of the Board, I would like to express our appreciation for how all of you have responded to this global health crisis. There is so much to be thankful for:

- We thank our faculty for the extremely hard work they did to move their courses into distance education platforms.

- We thank our students for making the transition to remote learning, many doing so for the first time.

- We thank our staff who continue to work from home, those who are working on campus and practicing social distancing, and those who are doing their part by staying home and staying safe.

- We thank President Montgomery and his Cabinet for their leadership in positively address the fast-changing environment that the pandemic created.
Your Board understands that while the immediate focus has rightfully been on caring for and supporting the most urgent needs of the campus community, our long-term fiduciary responsibility is to ensure Western’s ability to provide appropriate educational opportunities for current and future generations of Broncos. We take our Constitutional responsibilities very seriously so that WMU remains resilient, relevant and ready to successfully navigate the very turbulent and uncharted future that lies ahead for everyone here at Western and for all of higher education.

This is not going to be easy. There is no simple fix to the long-term issues that are confronting our educational institutions, however, the Board totally supports and is extremely confident that President Montgomery and his university wide team will effectively navigate through this difficult period and will ensure that Western emerges stronger than ever.

Finally, I want to thank my fellow Board members for their dedicated guidance, support and counsel during this time.

We will get through this together and be stronger on the other side ... Stay well and stay healthy.
It has been only six weeks since our last Board of Trustees meeting on March 12. In that brief span of time it is alarming the degree to which the world has changed. Our new normal includes working remotely, wearing masks on trips to the grocery store, and in many cases, schooling our children from home. The COVID-19 public health crisis has deprived us of even life’s simplest pleasures, while the economic fallout has ravaged our economy and taken a toll on our jobs, our businesses and the institutions upon which we rely.

There is little doubt that our world has changed for the foreseeable future. The COVID-19 pandemic has also transformed higher education and our University in ways that few of us could have imagined. Our extraordinary transition to this new way of learning and working could not have occurred without our amazing faculty and staff who have adapted to the unexpected demands and allowed us to continue to provide our students with a first-rate education while advancing the public good. I want to thank them for making this leap possible. I’d also like to thank our students, who have rolled with the punches. In particular, I want to say congratulations to our graduating seniors. Though these are not the circumstances under which we wanted to be celebrating your achievements, we extend our deepest congratulations nonetheless.

While we have striven to adjust, higher education must deal with a new reality of softening enrollment projections, increased expenses, eroded endowments and significant cuts to state budgets. These events are generating unprecedented uncertainty and budgetary challenges across the higher education landscape from Harvard to our local community colleges.

While WMU is truly a special place, it is not immune to these same forces that are challenging even the biggest public universities. The University of Michigan and Indiana University each anticipate losses of up to $1 billion. The University of Minnesota’s losses are expected to be up to $315 million. The University of Arizona projects losses of up to $250 million, and the University of California system leaders forecast a $558 million gap across 10 campuses.
While we don't have complete estimates of all of our losses yet, I can tell you that the crisis has already cost WMU well over $45 million, and we expect the tally to rise through the remainder of this fiscal year.

Just a few examples of the losses we have already incurred include credits for room, board and parking; increased expenses due to moving summer session one to distance education at our lower online tuition rate, combined with associated lost housing, dining and fee revenue; increased custodial costs; curtailed revenue in fitness, event and cultural facilities; lost NCAA distributions; lost state funding for specific research and clinical practices; and declines in available spending due to market declines in our endowment.

To date, we have continued to fulfill our educational mission while protecting the vast majority of our full-time employees. These uncertain and challenging times have no doubt placed a strain on our employees and heighten their anxiety. The four weeks (160 hours) of paid COVID-19 leave allowance we provided was designed to help provide an added measure of income protection. It appears to have worked because as of Tuesday, less than 1% of our over 4,000 employees have had to move to unpaid status.

Unfortunately, we cannot ignore our current challenges or wish away those headed our direction. The budget passed last year is a shredded piece of paper that does not reflect our current resources or situation, and there are more challenges ahead. WMU, like its peers, has tough decisions to make if it is to survive and serve students for the next 100 years.

The dictates of social distancing make it clear, I believe, that our campus is likely to remain in a limited-operation mode for a longer period than we ever initially envisioned. Even if those dictates ended tomorrow, the current economic crisis will only amplify these pressures on our students and their families. Consequently, it is our responsibility to be careful and responsible stewards of the financial resources entrusted to us by our students and their families, as well as the state's taxpayers. We simply cannot continue to operate at anything near business-as-usual.
A quick look at our major sources of revenue will reinforce this point.

Our first source of revenue—72%—comes from the tuition and fees that our students and their families pay. The strains on their budgets are growing. As a student-centered university, we must respond to their challenges accordingly. That’s why we are pleased to recommend that the Board of Trustees freeze tuition and room and board rates at 2019-20 levels for the entirety of the 2020-21 academic year. This will have a budget impact, as will the 10 to 15% nationwide enrollment declines that leading experts are predicting.

The second source of our revenue, just over $100 million, or about 20%, comes from the state of Michigan. With an unemployment rate set to top levels last seen during the Great Recession and with a preliminary estimate of $5.7 billion in state budget shortfall in the current and next fiscal year, we anticipate a reduction in state support. The last time the state faced significant budget challenges in 2011, WMU lost $16 million of state support.

Third, we earn approximately $100 million, almost as much as we receive from the state, from our auxiliaries. These revenues come from campus operations that house and feed our students. They support academic and cultural events and athletics. Social distancing requirements have dried up these sources this spring and summer. They are likely to be significantly down in the fall as well.

Lastly, our endowment provides approximately $11 million in support for everything from scholarships to lectures and arts performances to faculty. The endowment’s market value has declined by 13%, adversely affecting support to a broad array of programs and activities. Some might suggest we draw down the endowment further, but the vast majority of its funds can only be used for donor-specified purposes. We must and will honor these commitments we made to our donors so that the endowment can continue to support students and programs into the future.
This is an incredibly fluid situation and we are now working through these variables and planning against various scenarios. When we add it all up, we believe we need to plan for an additional budget gap next fiscal year of anywhere between $45M and $85M, depending which scenario plays out. In dealing with this challenge we will be guided by three principles:

**First, Student-focused.** Educating students is our core mission. Every action we take will put students and their success first. We will become more flexible in meeting their needs and offer a holistic experience that helps them find their purpose.

**Second, Equitable decisions.** We must remain a place where people believe in the mission and want to come to work. However, we must avoid a one-size-fits-all approach and focus on strategies that strengthen the University as a whole. As a community, we must share responsibility for decisions that serve students over other interests.

**Third, Candid and forthright:** We will demonstrate accountability to students, parents, employees, donors and taxpayers with well-considered and clearly articulated decision-making. We cannot promise positive news, but we will promise the information necessary to understand our situation and decisions. We will keep all of our audiences informed.

We must continue to take swift action. While we will be strategic, we have concluded that no area—no area—will be untouched. Shared sacrifice will be required. To that end, our first decision as leaders is to begin with us. While I, and the rest of the President’s Cabinet, have already forfeited at least 2 weeks or more of leave, that is just a start. Today I am announcing that along with myself, each vice president, our General Counsel, Chief of Staff and Secretary to the Board, and Director of Intercollegiate Athletics will take a 10% pay cut next fiscal year. Further, all associate and assistant vice presidents, vice provosts, associate provosts, and deans will take a 5% pay reduction. These measures, amount to approximately $1 million in savings. We have also frozen or postponed nearly $32 million in construction and renovation projects.
We will be continuing a hiring freeze on all positions not externally funded or essential to continuing operations. We will also be looking to reduce or eliminate all non-essential expenditures that represent new financial commitments.

These are but initial steps and more actions will be required. We will not be able to do all of the things we do in the manner we currently do them. We will be strategic and continue to focus on short- and long-term needs as we move forward. Western Michigan has faced major challenges before over the past 117 years, whether it was the Great Depression, the Great Recession or numerous other challenges. We have risen to each of these challenges, invigorated by our mission “so that all may learn.” I am convinced we can and will do so now.

Thank you for making Western such a special place.
ATTACHMENT C

REMARKS TO WMU BOARD OF TRUSTEES
April 24, 2020
Richard A. Gershon

*See Attached Slide Deck
The Western Michigan University Faculty Senate is an all-volunteer organization. Some of the most important work of the Faculty Senate lies in its seven councils as well as its many committees and subcommittees. We are grateful to the many WMU Faculty, Administrators, and Professional Staff who voluntarily serve as chairs and representatives in these groups. The Faculty Senate councils include:

- Academic and Information Technology Council (AITC)
- Campus Planning and Finance Council (CPFC)
- Extended University Program Council (EUPC)
- Graduate Studies Council (GSC)
- International Education Council (IEC)
- Research Policies Council (RPC)
- Undergraduate Studies Council (USC)

Special committees include, but are not limited to:

- Professional Concerns Committee (PCC)
- WMU Essential Studies Executive Advisory Committee
- Ad Hoc Committee on Interdisciplinary Academic Studies

I am likewise grateful to my friends and colleagues who agreed to serve as Directors on the Faculty Senate Executive Board. Their commitment and dedication to the academic mission of WMU has proven invaluable over the years. And of course, none of this would be possible without the able assistance of our professional staff in the Faculty Senate office.

As you can see from the diverse set of councils and committee structures, the WMU Faculty Senate covers a broad range of subjects pertaining to the academic mission and life of the University. Thank you.
Western Michigan University
Faculty Senate

I am pleased to present this two-year summary report of the Faculty Senate. This report is a “we effort.”

This report is divided into four parts:
- Communication Goals
- Curriculum and Strategy Goals
- Memorandum of Action (MOA)
- Councils, Special Projects and Initiatives

COMMUNICATION GOALS

One of the important goals for these past two years was for the Faculty Senate to improve its communication to both our faculty colleagues as well as the administration. This included a number of communication initiatives:

- Creating the Faculty Senate Logo (under President Simpson’s administration).
- Providing Summary reports to the Faculty following the completion of each Faculty Senate meeting (under President Ayer’s administration).
- Reception Honoring the 60 year history of the Faculty Senate.
- Enhancing the Faculty Senate Website including brief history of the Faculty Senate as well as a listing of Past Presidents.
  [https://wmich.edu/facultysenate/about/fspresidents](https://wmich.edu/facultysenate/about/fspresidents)
- Meeting with WMU senior leadership, including President Edward Montgomery, President’s Chief of Staff Kahler Schuemann, Provost and Vice President for Academic Affairs Jennifer Bott, Vice President for Business and Finance Jan Van Der Kley, Vice President for Student Affairs Diane Anderson, WMU Board of Trustees James Bolger, Lynn Chen-Zhang and Jeffrey Rinvelt, as well as the various WMU college deans.
- Lending Senate support for a number of WMU initiatives:
  - Training and support for distance learning in response to the COVID-19 Pandemic.
  - Decision-making and Support for FRACAA and SPSA Faculty Scholars Awards.
  - Undergraduate and Graduate support for Credit/No Credit options during COVID-19 Pandemic.
CURRICULUM and STRATEGY GOALS

- WMU Essential Studies
- Undergraduate Studies Council
- Graduate Studies Council
- International Education Council

Works in Progress
- Interdisciplinary Academic Studies
- Curriculum Review Process
WMU Essential Studies

The WMU Essential Studies program provides Western Michigan University undergraduate students with an integrated curriculum, designed around a University-wide set of essential studies learning outcomes which enhance the quality of the undergraduate experience. The program targets essential intellectual skills, by integrating and applying them in content courses.

- WMU Essential Studies is the new required curriculum for undergraduate students.

- Creating the new WMU Essential Studies has been several years in the making and has been a very deliberate and thoughtful process that will change the lives of students in a meaningful way.

- WMU Essential Studies is scheduled and ready to launch in the Fall of 2020. We are on track to start.

- There is a planned launch and recognition celebration scheduled for early fall 2020.

WMU Essential Studies Update

To date, 330 courses have been reviewed and approved, but there are still some resubmissions to be finalized.

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<th>Level 3 Connections</th>
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WMU Essential Studies (330 Courses)
WMU Essential Studies-Courses by College
WMU Essential Studies Website

The new student focused WMU Essential Studies website is now complete and ready-to-go in preparation for the fall 2020 launch.

The website address: https://wmich.edu/essentialstudies

Undergraduate Studies Council

The USC has been fully engaged during the two-year time period having reviewed 103 curriculum proposals (49 during AY 2019 and 54 during AY 2020). In addition, they made recommendations involving the following MOAs:

- MOA-18/09
- MOA-18/10
- MOA-19/01
- MOA-19/02
- MOA-19/05
- MOA-19/06
- MOA-19/07
- MOA-20/02

Also, USC completed their work on developing a policy for assessing prior learning experience for the purpose of granting credit toward an undergraduate degree.
Graduate Studies Council

The GSC has been fully engaged during the two-year time period having reviewed 39 curriculum proposals with proposed changes in place for the start of the fall 2020 semester. Additionally, the council has been discussing the acceptance of graduate credit via Prior Learning Assessment (PLA). Discussions have taken place on the appropriateness of PLA for graduate credit; specifically:

- how many credits from PLAs could count towards a graduate degree at WMU
- what procedures should be in place to accept PLAs for credit
- the nature of portfolio review as the basis for granting graduate credit

International Education Council

The IEC continues to look at new ways to guide students into attaining global awareness. These ideas include:

- Faculty development programs to assist professors in adding global content to their courses.
- Mechanisms to encourage more interaction of domestic and international students; and ongoing promotion of study abroad in one of the many programs WMU has around the globe.
- Global Leadership Program; specifically, the creation of a faculty fellowship to enable interested faculty to work with the Haenicke Institute for Global Education in promoting global education.
- Worked in conjunction with the Haenicke Institute for Global Education to develop a new Global Classrooms 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.
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 established an ad hoc committee to examine the current practices of interdisciplinary academic study at WMU and evaluate both obstacles and opportunities going forward. The committee was charged to provide examples of best practices of current programs here at WMU and elsewhere, and to provide a set of recommended strategies with the goal of helping to advance interdisciplinary academic study at WMU.

The ad-hoc committee will submit its final report in June 2020, which will include four perspectives on the future of academic studies at Western Michigan University.

15 MEMORANDUM of ACTION

- MOA-18/05: Creation of Undergraduate GPA Revision Policy
- MOA-18/06: Honors Upon Graduation
- MOA-18/07: Revision of Undergraduate Studies Council Role Statement
- MOA-18/09: Creation of Service-Learning Course Approval Procedures
- MOA-18/11: Revision to Undergraduate Catalog-course Grade Appeals Student’s Deadline
- MOA-19/01: Revision of Undergraduate Catalog to Define Practice for Majors, Minors, and Cognates
- MOA-19/02: Adding a Major or Minor to a Previously Awarded Degree Policy
- MOA-19/04: Creation of Student Attendance Expectation Policy
- MOA-19/05: Revision of MOA-16/08: High School Dual Enrollees Undergraduate Catalog Language
- MOA-19/06: Creation of Final Exam Schedule Policy
- MOA-19/11: Revision to Graduate Catalog to Allow Graduate Certificate Credits for Use in Graduate Programs
- MOA-19/12: Revision to Graduate Catalog to Redefine Full-time Graduate Student Status for Loan Deferment and Insurance Eligibility
- MOA-19/13: Revision to the Appeal for a Hardship Withdrawal Procedures
- MOA-20/01: Revision to Create Prior Learning Assessment (PLA) Graduate
- MOA-20/02: Revision to Create Prior Learning Assessment (PLA) Undergraduate
MOA-18/05: Creation of Undergraduate GPA Revision Policy

Professional Concerns Committee
MOA-18/05 is intended to give WMU undergraduate students a second chance with respect to changing majors to another department or college. The policy initiative is about second chances and long-term student success at Western Michigan University.

GPA Revision Features:
- A student can change majors to another department with an expectation that up to three courses may be removed from the student’s GPA calculation.
- The credits earned for these courses will be removed from the student’s academic record.
- All grades will remain on the official transcript but will not be calculated into the GPA or credits earned.
- There will be no refund of tuition or fees for courses removed from the GPA revision.
- GPA revision applies only to courses within the student’s previous major. It does not apply to future WMU Essential Studies except for courses that count for both WMU Essential Studies and the major.

MOA-19/06: Creation of Final Exam Schedule Policy

What is the maximum number of exams that a student should have to take in a single day during final exam week?

MOA-19/06 is about student success in the classroom. It was found that the original Final Exam Policy ceased to exist after 2005. Therefore MOA-19/06 was drafted to create a new policy that is in line with peer institutions.

If a student is assigned three or more exams on any single day of final exam week, the student is allowed to arrange with their instructor(s) to reschedule one or more exams so the student will have no more than two exams scheduled on any single day of final exam week.
MOA-20/01: Revision to Create Faculty-driven Prior Learning Assessment Opportunities for Graduate Programs

MOA-20/02: Revision to Create Faculty-driven Prior Learning Assessment Opportunities for Undergraduate Programs

Prior Learning Assessment (PLA) takes into consideration experiential learning such as on-the-job training, business training, military service, and volunteer service when those experiences align with core knowledge areas within specific graduate and undergraduate programs and majors. The goal is for interested departments to have available a set of prior learning assessment tools for purposes of evaluating a prospective student’s prior learning.

Both MOAs are intended to revise existing graduate and undergraduate catalog language to allow the creation of voluntary faculty-driven PLA opportunities for graduate and undergraduate programs. This would involve a decentralized program-level process for PLA decision-making, with some centralized data reporting. The revised policy includes a process and specific requirements for proposing and approving such PLA procedures.

MOAs: Works in Progress

- MOA-19/03: Faculty Deadline for Reporting Student Academic Misconduct
- MOA-19/08: Creation of the Eligibility to Serve as WMU Principal Investigators on Sponsored Projects Policy
- MOA-19/09: Revision of Research Misconduct Policy
- MOA-19/10: Revision of the Intellectual Property Policy
- MOA-19/13: Revision to the Appeal for a Hardship Withdrawal Procedures for Erroneous Third Party Documentation
- MOA-19/14: Fixed-Price Agreements Policy
- MOA-20/03: Syllabus Template
- MOA-20/04: WMU Essential Studies Data Governance
- MOA-20/05: Creation of Faculty Engagement in Fundraising and Development Activities Policy
- MOA-20/06: Establishment of Support for the Adoption of Open Textbooks and other Open Educational Resources
COUNCILS, SPECIAL PROJECTS and INITIATIVES

- Academic and Information Technology Council
- Campus Planning and Finance Council
- Extended University Programs Council
  - WMUX
  - Elearning Standards
- Research Policies Council
- 2018 WMU Faculty Senate Appraisal of the President
- Faculty Senate 2019-20 Restructuring Committee Recommendations
- WMU Honorary Degree Policy Revisions
- Ad Hoc Faculty Senate Syllabus Template Committee
- Curriculum Review Advisory Committee
- WMU Special Event Activities
  - Co-hosting 2019 Presidential Scholars Convocation
  - Co-hosting 2019 WMU Faculty Retirement Recognition dinner
  - Participating in WMU Commencement ceremonies
  - Participating in WMU Matriculation Ceremony

Academic and Information Technology Council

- Engaged in the formation of the Accessible Technology Committee tasked with looking at methods and approach for providing improved disability services to students at WMU.
- Assisted in faculty training for the transition to distance learning in response to the COVID-19 Pandemic.
- Hosted a presentation from Paul Gallagher, Associate Dean, University Libraries, regarding Open Education Resources which have the potential to improve student learning outcomes and save students money in the area of textbook purchases.
  - The goal of OERs is to identify and position select types of educational materials to be placed in the public domain or introduced with an open license.
  - It is expected that the Faculty Senate will take up MOA-20/06: to establish support for the Adoption of Open Textbooks and other OERs

In your academic career, has the cost of required textbooks caused you:

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<th>2016</th>
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Feel a sense:
Campus Planning and Finance Council

- Provided input to institutional processes for enrollment forecasting and recruitment strategies and supports continued strategic and innovative approaches to ensure WMU matriculation targets are met.
- Reviewed project design plans for ongoing project development on the WMU campus, including the new student center, Arcadia Flats and WMU Aviation in Battle Creek.
- Reviewed the Strategic Resource Management (SRM) budget model and concurred that if implemented carefully, SRM will transform resource allocation and encourage cost-effective practices at WMU.
- Worked with the Office of the Vice President for University Advancement and reported on the planned capital campaign, as it relates to the role of faculty towards that initiative.

Extended University Programs Council

- WMUx (formerly EUP) continues to serve as the home instructional design, online education, Elearning support, regional location operations, non-credit and professional development offerings, the Osher Lifelong Learning Institute, Collegiate Pathways dual enrollment programs, and market research. WMUx is also enhancing its through a new unit driven by design-thinking, collaboration, and experimentation for the development of new ideas in order to reach new markets and diversifying revenue streams. WMUx will also expand its role as an academic support unit by unifying instructional support services under one umbrella, by assuming responsibility for the Faculty Technology Center (FTC), and for the Office of Faculty Development (OFD).

- The Faculty Senate Executive Board, on behalf of the Extended University Programs Council, has recommended for implementation a new set of Elearning Standards.

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

- These standards and methodologies have become every more critical as faculty had to quickly adapt to remote teaching technology as a response to the COVID-19 Pandemic.
Research Policies Council

- Advanced MOA-19/08 Creation of the Eligibility to Serve as WMU Principal Investigators on Sponsored Projects Policy that was passed and approved by the Faculty Senate in January 2020.
- RPC revised SFSA timeline so that the time between notification and award will be shortened to two weeks at the September meeting.
- Advanced MOA-19/14 Fixed-Price Agreements Policy that was passed at the January 2020 meeting.
- RPC hosted Holly Blanks, Marketing Specialist, College of Engineering and Applied Sciences and Michael Worline, Marketing Manager, College of Arts and Sciences to learn about how faculty’s research and creative work can be recognized and disseminated beyond WMU for the benefit of departments and individual researchers.
- RPC, in cooperation with the Office of Research and Innovation, completed its work in identifying FRACCA and SFSA grant award recipients.

2018 WMU Faculty Senate Appraisal of the President

On November 6th, the Faculty Senate launched the faculty appraisal for President Edward Montgomery with a return date of Monday, November 19, 2019.

There was a response rate of 210 faculty.

The revised survey was 20 questions in length, down from the previous 38. The completed survey results were presented to the WMU Board of Trustees and the President on November 30, 2019.
Faculty Senate 2019-20 Restructuring Committee

The Faculty Senate creates a committee of past Presidents every five years to review the Senate Constitution and Bylaws.

Faculty Senate Constitution: Article VII, Part 1: Executive Board, Section 5.

The Executive Board shall review the structure of the Senate at least every five years and shall recommend to the Senate any modifications deemed prudent or necessary. These recommendations shall take the form of proposed amendments to this constitution and to the bylaws and their approval shall follow procedures established in Article IX of the constitution and Article XII of the bylaws.

The committee has recommended nine amendments to the Constitution and 14 amendments to the Bylaws. In addition, the committee has recommended the creation of two ad hoc committees one to research best practices for the collection of Faculty Fees and budgeting changes due to the Strategic Resource Management budget model, and the second to research best practices for remote participation in Senate, council, and committee meetings.

WMU Honorary Degree Policy

- The Office of the Vice President for Academic Affairs in cooperation with the Faculty Senate undertook and completed a major revision of the University's current Honorary Degree policy.
- The purpose of awarding an Honorary Degree is to recognize persons of exceptional scholarly, artistic, professional, or humanitarian achievement whose work exemplify the mission of Western Michigan University and whose career or lifetime accomplishments serve as models of University ideals and aspirations for its students, faculty, staff, and alumni.
- The following represents the four intended categories of Honorary Degrees:
  - Doctor of Humane Letters, honoris causa (L.H.D.), given to persons with outstanding achievement in the humanities.
  - Doctor of Science, honoris causa (Sc.D.), given to persons with outstanding contributions to and service in the sciences.
  - Doctor of Letters, honoris causa (Litt.D.), given to outstanding scholars in specific disciplines, exclusive of the sciences and humanities.
  - Doctor of Laws, honoris causa (L.L.D.), given to persons with outstanding service to humankind at large, to learning, and/or institutions benefiting the public.
Ad Hoc Syllabus Template Committee

- All WMU faculty are required to provide their students with a working syllabus for purposes of helping them understand the purpose, structure/organization, and requirements for all courses of instruction.
- The question sometimes comes up; what information is essential and what information is optional in terms of what needs to be conveyed?
- The Faculty Senate Executive Board created an ad hoc syllabus template committee to research best practices, review, and update required items to be included on WMU syllabi. The committee is tasked with developing a set of recommendation for improved syllabi items (required and suggested).
- The committee is made up of representatives from the Executive Board, the Professional Concerns Committee, the Undergraduate Studies Council, and the Graduate Studies Council.

Curriculum Review Advisory Committee

In order to improve and achieve greater efficiency in the WMU curriculum review process, the Faculty Senate Executive Board is undertaking a review for a new committee to be called WMU Curriculum Review Advisory Committee that would be responsible for overseeing curriculum review process in all its aspects. The committee is still in the early stages of development.

Committee Charges:

- Develop and implement process improvements for the WMU curriculum process as needed.
  - Review and assess the current curriculum review calendar.
  - Work to develop more efficient listing of courses in the University catalogue.
- Develop and implement process improvements for the WMU electronic curriculum process as needed.
  - Develop revised procedures and documentation for the WMU electronic curriculum process.
- Develop, schedule, and coordinate college level curriculum trainings.
As we conclude this presentation, I'd like take a moment to say thank you to my friends and colleagues who serve on the Faculty Senate Executive Board, as well as the many F5 Council and Committee Chairs and members of such groups who willingly volunteer in support of the academic mission of this University. At different points along the way, I've called on each and every one of you for your thoughts, suggestions and comments. It took many forms; an email here, a telephone call there, a group meeting over lunch and of course our regularly scheduled meetings.

Thank you to Sue Brodasky and Sue Davenport in the Faculty Senate office who did their best to keep me on the straight and narrow despite having to work with someone who continuously likes to color outside the lines.

And last but not least, a special Thank you to President Edward Montgomery, President’s Chief of Staff Kahler Schuemann, Provost and Vice President for Academic Affairs Jennifer Bott, Vice President for Business and Finance Jan Van Der Kley, Vice President for Student Affairs Diane Anderson, WMU Board of Trustees James Bolger, Lynn Chen-Zhang and Jeffrey Rinvelt, as well as the various members of the WMU Board of Trustees and WMU College Deans.

Respectfully Submitted,
Richard A. Gershon
President, WMU Faculty Senate
PROPOSAL: Five Year Capital Outlay Plan

Background

The State of Michigan requires 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, we are seeking the Board’s approval of this five-year plan. [https://wmich.edu/facilities/planning/5year](https://wmich.edu/facilities/planning/5year)

Recommended Action

It is recommended the Board of Trustees approve the Five-Year Capital Outlay Plan for State Fiscal Years 2021 to 2025 as mandated by the State of Michigan.
PROPOSAL: Fall 2020 Tuition and Required Fee Rates

Background

The COVID-19 pandemic has created financial pressures for many of our students and their families. At this time of financial uncertainty, we are recommending no increase to undergraduate and graduate tuition rates and required fees effective Fall 2020. The recommendation is for main campus, regional sites and on-line tuition rates. This will provide a level of stability to help students and their families plan for the year ahead and relieve financial pressures from the effects of COVID-19.

Board action taken on November 6, 2019 regarding graduate tuition rate strategies and assessment rules will take effect as approved with the Summer II 2020 session. This action established the graduate nonresident rate at 1.5 times the graduate resident rate and tuition assessment based on the student’s primary campus of registration.

In addition to the attached proposed Schedule of Tuition and Required Fees for main campus, the following will apply:

Undergraduate:
- Differential tuition rates will have no increase.
- Regional site rates continue to align with main campus rates.
- On-line courses will continue to align with the resident lower level per credit hour rate while maintaining the $20/course technology fee.

Graduate:
- Regional site rates continue to align with main campus rates.
- On-line courses for students enrolled in on-line programs will align with the graduate resident tuition rate while maintaining the $20/course technology fee.

Recommended Action

It is recommended effective with the Fall 2020 semester, the Board of Trustees approves the Schedule of Tuition and Required Fee Rates for on-campus courses as attached.
## Fall or Spring Semester Rates
(Effective with Fall Semester 2020)

### Resident
- **Undergraduate - Lower**
  - $6,047.00 Flat Rate for 12 - 15 credits
  - $503.92 per credit hour for 1 - 11 credits
  - $6,047.00 plus $503.92 per credit hour over 15
- **Undergraduate - Upper**
  - $6,676.00 Flat Rate for 12 - 15 credits
  - $556.33 per credit hour for 1 - 11 credits
  - $6,676.00 plus $556.33 per credit hour over 15
- **Graduate**
  - $681.67 per credit hour

### Non-Resident
- **Undergraduate - Lower**
  - $14,776.00 Flat Rate for 12 - 15 credits
  - $1,136.32 per credit hour for 1 - 11 credits
  - $14,776.00 plus $1,136.32 per credit hour over 15
- **Undergraduate - Upper**
  - $16,449.93 Flat Rate for 12 - 15 credits
  - $1,264.65 per credit hour for 1 - 11 credits
  - $16,449.93 plus $1,264.65 per credit hour over 15
- **Graduate**
  - $1,022.50 per credit hour

### Summer I or Summer II Session Rates
(Effective with Summer II 2020 Session)

### Resident
- **Undergraduate - Lower**
  - $503.92 per credit hour
- **Undergraduate - Upper**
  - $556.33 per credit hour
- **Graduate**
  - $681.67 per credit hour

### Non-Resident
- **Undergraduate - Lower**
  - $1,136.32 per credit hour
- **Undergraduate - Upper**
  - $1,264.65 per credit hour
- **Graduate**
  - $1,022.50 per credit hour

## Required Fees (On-Campus Only)

### Per Semester
<table>
<thead>
<tr>
<th>Enrollment*</th>
<th>Full-Time</th>
<th>Part-Time</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5 Cr. Hrs. &amp; Up</td>
<td>1 - 4 Cr. Hrs.</td>
</tr>
<tr>
<td>Enrollmnt*</td>
<td>$411.50</td>
<td>$208.50</td>
</tr>
<tr>
<td>Student Assessment Fee</td>
<td>$42.00</td>
<td>$42.00</td>
</tr>
<tr>
<td>Sustainability Fee</td>
<td>$8.00</td>
<td>$8.00</td>
</tr>
<tr>
<td>Total</td>
<td>$461.50</td>
<td>$258.50</td>
</tr>
</tbody>
</table>

### Per Session
<table>
<thead>
<tr>
<th>Enrollment*</th>
<th>Full-Time</th>
<th>Part-Time</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4 Cr. Hrs. &amp; Up</td>
<td>1 - 3 Cr. Hrs.</td>
</tr>
<tr>
<td></td>
<td>$206.25</td>
<td>$104.35</td>
</tr>
<tr>
<td></td>
<td>$21.00</td>
<td>$21.00</td>
</tr>
<tr>
<td></td>
<td>$4.00</td>
<td>$4.00</td>
</tr>
<tr>
<td>Total</td>
<td>$231.25</td>
<td>$129.35</td>
</tr>
</tbody>
</table>

* The Enrollment Fee is a single per capita assessment which covers: Health Center Operations Fee; Technology Fee, covering information systems services for students; Facility Fee, for auxiliary building debt requirements; Recreation Fee, for recreation building debt service and building operations; Infrastructure Fee, for deferred maintenance projects; and on-campus and aviation bus transportation fee.

## Differential Tuition**
(Resident and Non-Resident)

### Haworth College of Business
( applies to upper level only)
- $768 Flat Rate for 12 - 15 credits
- $59.08 per credit hour for 1 - 11 credits
- $768 plus $59.08 for each credit hour over 15

### College of Engineering
- $711 Flat Rate for 12 - 15 credits
- $54.69 per credit hour for 1 - 11 credits
- $711 plus $54.69 for each credit hour over 15

### College of Fine Arts
- $960 Flat Rate for 12 - 15 credits
- $73.85 per credit hour for 1 - 11 credits
- $960 plus $73.85 for each credit hour over 15

**The differential tuition rate is in addition to the on-campus and Extended University Programs tuition and fees.
PROPOSAL:  Student Room and Board Rates 2020-2021

Background

For 2019-20, Western Michigan University operated 22 residence halls, five dining facilities, seven cafés, and four apartment-style complexes. In the fall 2019 semester, 4,751 residents lived on-campus, and 88% of degree seeking, first time freshmen chose to live in the residence halls.

COVID-19 has impacted students and families in unprecedented ways and the University is sensitive to the situations that many students and families are currently facing. To that end, the housing and dining operations are recommending that no changes be made to the current room and board rates for 2020-21.

 Recommended Action

It is recommended there be no increase to student room and board rates for 2020-21, effective fall semester 2020.
Proposed student room and board rates for 2020-21, effective fall 2020.

<table>
<thead>
<tr>
<th>RESIDENCE HALLS</th>
<th>2019/20 Rates</th>
<th>% Change</th>
<th>Proposed 2020/21 Rates</th>
<th>$ Change</th>
</tr>
</thead>
<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>
<td>$10,567</td>
<td>0.00%</td>
<td>$10,567</td>
<td>$0</td>
</tr>
<tr>
<td>Western Heights Academic Year</td>
<td>$11,513</td>
<td>0.00%</td>
<td>$11,513</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Room and Board (Bronco Gold Meal Plan)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Traditional Halls Academic Year</td>
<td>$10,459</td>
<td>0.00%</td>
<td>$10,459</td>
<td>$0</td>
</tr>
<tr>
<td>Western Heights Academic Year</td>
<td>$11,405</td>
<td>0.00%</td>
<td>$11,405</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Room and Board (Bronco 14 Meal Plan)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Traditional Halls Academic Year</td>
<td>$10,037</td>
<td>0.00%</td>
<td>$10,037</td>
<td>$0</td>
</tr>
<tr>
<td>Western Heights Academic Year</td>
<td>$10,983</td>
<td>0.00%</td>
<td>$10,983</td>
<td>$0</td>
</tr>
<tr>
<td>Traditional Halls Summer Session</td>
<td>$2,367</td>
<td>0.00%</td>
<td>$2,367</td>
<td>$0</td>
</tr>
<tr>
<td>Western Heights Summer Session</td>
<td>$2,652</td>
<td>0.00%</td>
<td>$2,652</td>
<td>$0</td>
</tr>
</tbody>
</table>

Traditional rates include $25 per semester/$12.50 per session deferred maintenance fee.
# Master Room and Board Rate Sheet
## Fall 2020 through Summer II 2021

### 2020/21 Rates

#### 0.00%

#### 2020/21 Master Room and Board Rate Sheet

<table>
<thead>
<tr>
<th>Room &amp; Board</th>
<th>Fall</th>
<th>Spring</th>
<th>Fall/Spring</th>
<th>Summer I</th>
<th>Summer II</th>
<th>S I/S II</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Traditional Double</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bronco Gold Plus Meal Plan</td>
<td>$5,283.50</td>
<td>$5,283.50</td>
<td>$10,567.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Bronco Gold Meal Plan</td>
<td>$5,229.50</td>
<td>$5,229.50</td>
<td>$10,459.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Bronco 14 Meal Plan</td>
<td>$5,018.50</td>
<td>$5,018.50</td>
<td>$10,037.00</td>
<td>$2,367.00</td>
<td>$2,367.00</td>
<td>$4,734.00</td>
</tr>
<tr>
<td><strong>Western Heights Double</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bronco Gold Plus Meal Plan</td>
<td>$5,756.50</td>
<td>$5,756.50</td>
<td>$11,513.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Bronco Gold Meal Plan</td>
<td>$5,702.50</td>
<td>$5,702.50</td>
<td>$11,405.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Bronco 14 Meal Plan</td>
<td>$5,491.50</td>
<td>$5,491.50</td>
<td>$10,983.00</td>
<td>$2,652.00</td>
<td>$2,652.00</td>
<td>$5,304.00</td>
</tr>
<tr>
<td><strong>Traditional Single</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bronco Gold Plus Meal Plan</td>
<td>$6,841.00</td>
<td>$6,841.00</td>
<td>$13,682.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Bronco Gold Meal Plan</td>
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<td>$6,787.00</td>
<td>$13,574.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Bronco 14 Meal Plan</td>
<td>$6,576.00</td>
<td>$6,576.00</td>
<td>$13,152.00</td>
<td>$3,152.00</td>
<td>$3,152.00</td>
<td>$6,304.00</td>
</tr>
<tr>
<td><strong>Continuing Single</strong>*</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bronco Gold Plus Meal Plan</td>
<td>$5,778.00</td>
<td>$5,778.00</td>
<td>$11,556.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Bronco Gold Meal Plan</td>
<td>$5,724.00</td>
<td>$5,724.00</td>
<td>$11,448.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Bronco 14 Meal Plan</td>
<td>$5,513.00</td>
<td>$5,513.00</td>
<td>$11,026.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td><strong>Room Only</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Traditional Double</td>
<td>$2,697.50</td>
<td>$2,697.50</td>
<td>$5,395.00</td>
<td>$1,254.00</td>
<td>$1,254.00</td>
<td>$2,508.00</td>
</tr>
<tr>
<td>Western Heights Double</td>
<td>$3,170.50</td>
<td>$3,170.50</td>
<td>$6,341.00</td>
<td>$1,539.00</td>
<td>$1,539.00</td>
<td>$3,078.00</td>
</tr>
<tr>
<td>Traditional Single</td>
<td>$4,255.00</td>
<td>$4,255.00</td>
<td>$8,510.00</td>
<td>$2,039.00</td>
<td>$2,039.00</td>
<td>$4,078.00</td>
</tr>
<tr>
<td><strong>Continuing Single</strong></td>
<td>$3,192.00</td>
<td>$3,192.00</td>
<td>$6,384.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Traditional Triple (Overoccupied)</td>
<td>$1,799.00</td>
<td>$1,799.00</td>
<td>$3,598.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td><strong>Board Only</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bronco Gold Plus Meal Plan</td>
<td>$2,586.00</td>
<td>$2,586.00</td>
<td>$5,172.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Bronco Gold Meal Plan</td>
<td>$2,532.00</td>
<td>$2,532.00</td>
<td>$5,064.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Bronco 14 Meal Plan</td>
<td>$2,321.00</td>
<td>$2,321.00</td>
<td>$4,642.00</td>
<td>$1,113.00</td>
<td>$1,113.00</td>
<td>$2,226.00</td>
</tr>
</tbody>
</table>

*only available to continuing students.

Note: The rate for Traditional Triple (Overoccupied) has been updated to a New Rate for FY21.

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Student Affairs Business Operations
nmk
Proposed 4/20/2020

S:\BusOps\Director\Master Rate Sheet\2020-21\2020-21 Master Rate Sheet.xlsx
PROPOSAL: Personnel Report

ACADEMIC
Administrative Appointments
Charles Henderson; Director; Mallinson Institute for Science Education; effective July 1, 2020 through June 30, 2023.

Kenneth Keith Kothman; Director; School of Music; effective July 1, 2020 through June 30, 2023.

Mushtaq Luqmani; Chair; Department of Marketing; effective May 15, 2020 through June 30, 2022.

Return to Faculty
Ann Veeck; Professor; Department of Marketing; effective May 15, 2020.

Appointments - Tenured
Kenneth Keith Kothman; Professor; School of Music; effective August 15, 2020.

Appointments – Tenure Track
M. Daniela Hernandez; Faculty Specialist I – Lecturer; Department of Mathematics; effective August 15, 2020.

Sacha Pence; Assistant Professor; Department of Psychology; effective August 15, 2020.

Peter Voice; Faculty Specialist I – Lecturer; Department of Geological and Environmental Sciences; effective August 15, 2020.

Appointments – Term
Karen Farwell; Faculty Specialist I – Counseling Specialist; Department of Counseling Services; effective August 15, 2020 through August 14, 2021 (change in date only).

Brian Holland; Instructor; Department of Accountancy; effective August 15, 2020 through August 14, 2021.

Kenneth Martin; Faculty Specialist II – Counseling Specialist; Department of Counseling Services; effective March 30, 2020 through December 31, 2020.
Appointments - Adjunct
Michael Hermenegildo; Adjunct Associate Professor; Department of Physician Assistant; effective May 1, 2020 through April 30, 2023.

Abdulhassan Saad; Adjunct Associate Professor; Department of Physician Assistant; effective May 1, 2020 through April 30, 2023.

Sabbatical Leave
Matthew Knewtson; Professor; Department of Theatre; effective Fall 2020 (change in date only).

Faculty Retirements with Emeriti Status
Tricia Hennessy; Professor Emerita of Art; Frostic School of Art; effective May 31, 2020.

Alan Kehew; Professor Emeritus of Geological and Environmental Sciences; Department of Geological and Environmental Sciences; effective January 4, 2021.

Helen Lee; Associate Professor Emerita of Blindness and Low Vision Studies; Department of Blindness and Low Vision Studies; effective December 31, 2020.

Bradley Wong; Professor Emeritus of Music; School of Music; effective June 30, 2020.

Faculty Resignations
Linda Shuster; Professor; Department of Speech, Language and Hearing Sciences; effective August 31, 2020.

NON-ACADEMIC
Administrative Resignation
David Clark Bennett; Director, Technology and Innovation Advancement; Office of Research and Innovation; effective April 4, 2020.

Retirements
Daniel Barrett; First Cook; Davis Dining Services; effective April 23, 2020.

Ronald Bell; Key Core Technician; Department of Public Safety; effective February 1, 2020.

Kristina Berns; Building Project Specialist; Facilities Management – Building Custodial and Support; effective February 29, 2020.

Krista Cekola; Manager, Human Resources Information Services; Department of Human Resources; effective April 1, 2020.
NON-ACADEMIC Retirements (Continued)
Vicky Crawford; Administrative Assistant I; Department of Human Performance and Health Education; effective May 1, 2020.

Christiane Christoph; Assistant Cook; Valley Dining Center; effective March 1, 2020.

Scott Fawley; Custodian; Facilities Management – Building Custodial and Support; effective April 13, 2020.

Stephen Hawkins; Coach, Men’s Basketball; Intercollegiate Athletics; effective April 1, 2020.

Amell McFletcher; Custodian; Facilities Management – Building Custodial and Support; effective February 29, 2020.

Carol Olmstead; Coordinator, Network Accounts; Office of Information Technology; effective April 1, 2020.

Theresa Paul; Custodian; Facilities Management – Building Custodial and Support; effective April 1, 2020.

Diane Schuldt; Painter/Glazer; Facilities Management – Maintenance Service; effective March 1, 2020.