WMU Board of Trustees Formal Session September 17, 2020

WMU Board of Trustees

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Western Michigan University
BOARD OF TRUSTEES

Thursday, September 17, 2020  Hybrid Meeting Platform Amidst a Continued Global Pandemic

Closed Informal Session – 9:00 AM

Formal Session – 11:00 AM

Bernhard Center, North Ballroom or livestream at  https://wmich.edu/trustees

*Individuals wishing to address the Board of Trustees during either Public Comments sections must notify Dr. Kahler Schuemann at kahler.schuemann@wmich.edu by 5PM Wednesday, September 16th.

1. Acceptance of the Agenda – Bolger

2. Approval of the Minutes (June 25, 2020 Meeting) – Bolger

3. Remarks by the Chair – Bolger

4. Remarks by the President – Montgomery

5. Comments by the Faculty Senate President – Kritzman

6. Comments by the Western Student Association President – West

7. Comments by the Graduate Student Association President – Morris

8. Presentation – WMU’s Focus on Social and Racial Justice – McCorkle, West, and Winfield-Thomas

9. Public Comments Regarding Action Items – Schuemann

Action Items – Bolger

10. General Fund Budget Fiscal Year 2020-2021 – Van Der Kley

11. State Capitol Outlay Priority List – Van Der Kley

12. Parking Fee Adjustment – Van Der Kley

13. Student Code Changes – Anderson

14. Consent Items – Bolger

   A. Personnel Report

   B. Operating Cash Investment Performance Report

   C. Annuity and Life Income Funds Performance Report

15. General Public Comments – Schuemann

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

June 25, 2020

The Board of Trustees (BOT) Formal Session was called to order by Chair Bolger at 11:23AM on June 25, 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, June 24th. Presiding were Chair Bolger, Vice Chair Chen-Zhang, and Trustees Behen, Edgerton, Johnston, Kitchens, Penn, and Rinvelt.

A motion to accept the June 25, 2020 BOT agenda was made by Trustee Penn, with a second from Trustee Rinvelt. The motion passed unanimously.

A motion to accept the minutes as exhibited from the April 23, 2020 and May 26, 2020 BOT Meetings 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 M. Kritzman, Western Student Association (WSA) President T. West, 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 M. Kritzman.

Provost J. Bott presented on WMU’s Investment in the Future – Academic Tenure and Promotion.

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

As Action Items, Provost J. Bott proposed Academic Tenure and Promotion. A motion to accept Academic Tenure and Promotion was made by Trustee Kitchens with a second by Trustee Penn. The motion passed unanimously.

Chief of Staff and Secretary to the Board of Trustees K. Schuemann presented Colleen Scarff as a candidate for the Board of Trustees Assistant Treasurer Election. A motion to accept Colleen Scarff as the Board of Trustees Assistant Treasurer was made by Trustee Edgerton with a second by Trustee Johnston. The motion passed unanimously.
The next agenda item regarding International Alliance of Theatrical Stage Employees Labor Agreement was recommended by Vice President for Business and Finance J. Van Der Kley. A motion to accept the International Alliance of Theatrical Stage Employees Labor Agreement was made by Trustee Behen, with a second by Trustee Kitchens, and passed unanimously.

Vice President for Business and Finance J. Van Der Kley next presented the General Fund Budget, Fiscal Year 2020-2021. A motion to accept the General Fund Budget, Fiscal Year 2020-2021 was made by Trustee Kitchens with a second by Trustee Edgerton. The motion passed unanimously.

Vice President for Student Affairs D. Anderson proposed a Student Room, Board, and Apartment Rates (Dynamic Pricing Strategy). A motion to accept the Student Room, Board, and Apartment Rates (Dynamic Pricing Strategy) was made by Trustee Johnston with a second by Vice Chair Chen-Zhang. The motion passed unanimously.

Associate General Council J. Swartz presented an Interim Sexual and Gender-Based Misconduct Policy. A motion to accept the Interim Sexual and Gender-Based Misconduct Policy was made by Trustee Johnston with a second by Trustee Edgerton. The motion passed unanimously.

A motion to approve the Consent Items was made by Trustee Rinvelt, with a second from Trustee Behen. The BOT unanimously approved the following Consent Items as exhibited: Curriculum Proposals; Personnel Report; Western Michigan University Board of Trustees Meeting Dates 2021; Operating Cash Investment Performance Report; and Annuity and Life Income Funds Performance Report.

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

The BOT meeting ended at 12:39PM following a motion to adjourn by Trustee Penn, a second by Trustee Johnston, and unanimous approval.

Respectfully submitted,

Kahler B. Schuemann
Secretary to the Board of Trustees
Western Michigan University
Our Country is in the midst of a painful and long overdue examination of our history of injustices and inequities. These painful realities have deep roots. It will take thoughtful deliberation and cooperative discernment to understand and address these biases.

As the Board of Trustees for Western Michigan University, we value and support all members of our campus community. We stand in solidarity as we strive to empathize with the pain experienced in the Black community. Witnessing that pain gives us even greater resolve to ensure that we establish equity where it has not previously existed and strengthen our University’s recognition, compassion and support for all of humanity.

We acknowledge that we must continuously work to identify and address areas for improvement. We embrace President Montgomery’s leadership in setting our campus on a course to ensure that Western is a safe, unbiased and welcoming learning environment. The Board is committed to making the changes necessary to demonstrate our firm commitment; and to ensure that our University’s values shape these decisions.

We all can and must do better. We admit that we have made mistakes in the past and may make mistakes in the future. But that should not deter us from endeavoring to take the appropriate actions to make our campus one that is inclusive, respectful and embracing to all.

Higher education offers an abundance of potential to address inequities in our society. Now is the time to operationalize that potential, and at Western Michigan University we have the shared resolve, talent and commitment to meet these challenges ... Failure to do so is not an option.

We are very committed to the principles of our statement. I would like to share with you two examples of this.
Vice-Chair Chen-Zhang has met with the leadership of the Western Student Association, and jointly, we are looking for ways to collaborate in identifying opportunities to highlight our shared belief that all students should feel that Western offers them a safe and welcoming environment.

In today’s meeting we will hear from Ms. Felicia Crawford with an update to our University’s Title IX policy changes. This is a critically important topic on our campus, and we appreciate Ms. Crawford’s leadership in this area, as well as Trustee Edgerton’s counsel as the board-designated representative in supporting our Title IX efforts. Thanks to all of the individuals who have been involved in ensuring that we have the most effective and up-to-date policy to serve our campus community.

President Montgomery will be addressing Western’s operational strategies for moving forward. President Montgomery, his leadership team, members of our faculty and support staff have worked with great foresight and diligence to return Western to in-person learning and a safe reopening of our campus facilities. There are no simple fixes to the long-term challenges that lay before us. Your board is honored to be fiduciary partners with our great university-wide leaders as we continue to address difficult issues, all with the shared mission of guiding Western Michigan University forward into the future as a strong, safe and vital institution for research and learning.

We will get through these trying time together and we will be stronger on the other side ... Please, be safe and stay healthy.
I appreciate the social justice statement that chair Bolger read on behalf of the board. It reinforces this University's commitment to the absolute importance of providing an equitable and inclusive learning environment for all of our students, faculty and staff and our commitment to ensuring that we work to make sure every member of our community is safe and can reach their full potential. Racism is antithetical to our core values and has no place at Western Michigan University, and the Board's statement makes clear that it never will.

This weekend we will mark our summer graduation. Though we will not be celebrating with in-person commencement ceremonies, this does not diminish our pride in the individuals who will be receiving degrees. We are awarding 531 undergraduate and 340 graduate degrees this semester. We congratulate all of those deserving recipients who are joining the ranks of WMU alumni.

We were pleased to announce our return to in-person education for the fall semester. We'll be welcoming back our students on Sept. 2, and as you can imagine, getting to this decision required a massive, campus-wide effort to develop strategies for everything from academics to housing, health and safety, dining and facilities. Many dedicated individuals have been involved, and I am immensely grateful for—but not at all surprised—by the time and talent that they have shared.

Provost Bott convened a Fall Contingency Planning Task Force comprising 40 faculty and staff members to examine how we can safely and effectively return to in-person learning. In addition to their excellent work I want to thank the WMU-AAUP and Faculty Senate for their collaboration with us on setting the fall calendar.

I also want to thank our COVID-19 Response Team, led by Kara Wood, Andrew Bachman and Gayle Ruggiero. This group has been working diligently on developing our return-to-work
strategy. The cabinet and I continue to be updated on their efforts, and we appreciate the challenge of this task. The path forward requires us to focus on the health and safety of our entire campus community while determining the best way to conduct our work and serve our students. Thanks to all who are involved in these ongoing efforts.

Moving on to some positive news items:

Congratulations to Trustee Lynn Chen-Zhang, who has been named a finalist for the Invest in Others Charitable Foundation’s Lifetime Achievement Award. This award is presented to a financial advisor who has made a “profound contribution to a non-profit organization through an established history of distinguished service.” That is a very apt description of how Trustee Chen-Zhang has served WMU and we are immensely proud—though not at all surprised—that she is being considered for this award, which will be announced in September.

We are also very proud to note that alumna Angela Blood Starr has been appointed by Gov. Gretchen Whitmer, to serve on the state’s Return to School Advisory Council. Ms. Starr, who is the regional school health coordinator for the Calhoun Intermediate School District, is one of 25 leaders from health care and education who have been tasked with offering recommendations for reopening K-12 school operations this fall.

And we extend congratulations to graduate student Carlos Lozano Sanchez, the recipient of the Midwestern Association of Graduate Schools Excellence in Teaching Award for master’s students. Carlos is studying the viola in his music performance program through the College of Fine Arts.

Even while we are facing many challenges, it’s a great day to be a Bronco when we can pause to recognize outstanding individuals like these.
Good morning Chair Bolger, members of the Board, President Montgomery and valued faculty, staff and administrative colleagues. My name is Marilyn Kritzman and on May 7, I became the President of the WMU Faculty Senate. Along with Vice president Sarah Summy and members of the Senate Executive Board, we are excited to be able to collaborate with you as one of the partners in shared governance here at Western Michigan University.

On January 28, I submitted my petition to run for the Faculty Senate Presidency. By the time the election results were to be announced in March, the University had responded to the Governor’s shelter in place order, pivoted to distance education for all classes and from that point forward, life changed. Like all of you, I have never experienced a global pandemic. However, Bronco’s are resilient, our faculty colleagues have risen to the occasion and we will succeed. As Gene Kranz stated during the Apollo 13 space mission... failure is not an option. It wasn’t during those seven nail-biting days in 1970 and it not an option during these nail-biting days in 2020.

In the last few weeks, the Senate has been finishing up the work from this past semester and planning for fall. Let me take a couple of minutes and share with you what has been happening:

The Senate has recommended, with work from the Undergraduate and Graduate Studies Councils, the Research Policy Council and the Professional Concerns Committee the following Memorandum of Action which have been approved by the Administration:

- MOA – 19/06: Creation of Final Exam Policy
- MOA-19/08: Creation of the Eligibility to Serve as WMU Principal Investigators on Sponsored Projects Policy
- MOA-19/13: Revision to the Appeal for a Hardship Withdrawal Procedures for Erroneous Third-Party Documentation
Additionally, we have been working with both the Office of the President and the Office of the Provost on two established recognition events:

PRESIDENTIAL SCHOLARS
The 2020 Presidential Scholars Convocation, originally scheduled for March 20, was postponed due to the COVID-19 pandemic. The Faculty Senate, in coordination with the Provost, have determined that honorees will be recognized during an upcoming graduation ceremony and will be noted in that same graduation program.

FACULTY RETIREMENT RECOGNITION DINNER
The 2020 Faculty Retirement Recognition Dinner, originally scheduled for May 19, has been canceled due to the COVID-19 pandemic. The Faculty Senate, in coordination with the Office of the President, is determining different possibilities to recognize the retiring faculty this year and in the future.

FACULTY SENATE COVID-19 RESPONSES
The Senate provided recommendations to the Administration regarding summer I/II on-line teaching and credit/no credit grade options for covid-impacted spring 2020. Faculty colleagues have been appointed to the fall contingency planning committee and the Joint Instructional Advisory Committee to ensure a faculty voice on these important recommendation-making committees.

As a board we are in the process of reviewing all Councils and Committees to ensure that work being done and requests for faculty/staff/student time is central and critical to the core mission of the University.

We are also moving forward to bring our organization into the virtual age by creating virtual meeting protocol and possible remote meeting participation, just in case we need that option in the future.
The Senate is working several new initiatives. For the sake of time, I will highlight one today and the other two the next time we meet:

SENATE SNAPSHOT
The Senate Snapshot is a regular communication to all members of the Faculty Senate which highlights key initiatives. The inaugural issue of the Snapshot focused on support for Open Educational Resources (OER), which encourages WMU faculty to consider, wherever possible, adopting high quality, low cost or no cost, accessible open textbooks and other open OER, in order to reduce student textbook costs.

I would like to take a moment to congratulate our colleagues who have earned tenure and promotion this year. Job well done and well deserved.

In closing, please know that the entire Senate Executive Board takes our role as a partner in shared governance seriously and we consider it an awesome responsibility. Personally, I am humbled by the opportunity to serve the University and my faculty colleagues in this critical core-mission role. As we navigate our way to an in-person fall opening, let us remember that each and every one of us has an opportunity to make this Western Michigan University’s “finest hour”.
PROPOSAL: General Fund Budget Fiscal Year 2020-21

Background

At the June 25, 2020, Board of Trustees meeting, the board approved the continuation of the fiscal year 2019-20 general fund budget for up to ninety (90) days. The budget continuation provided the University the ability to meet its instructional, programmatic and operating responsibilities until more solidified information could be obtained regarding any action the state of Michigan may take and until such time that we could more fully assess the impact of COVID-19 on enrollment and campus operations. At the time of the June board meeting, WMU had already taken early and proactive steps to begin budget planning for the 2020-21 fiscal year. Numerous scenarios were modeled and a range of likely outcomes determined. Mindful of our fiduciary responsibility to our students, faculty and staff, community and the state, we developed plans to meet the needs of the most conservative budget model that reflected an $85M shortfall. We were transparent in our communications to our many stakeholders regarding the financial modeling and our budget planning. Plans were implemented prior to the start of 2020-21 to respond to the potential budget reduction.

Due to its revenue shortfalls, the state reduced funds for the public universities in Michigan, including WMU, for fiscal year 2019-20. As a result, WMU received $12.5M less than budgeted in state appropriations for fiscal year 2019-20, a 11% reduction. The state provided an equal amount of funds ($12.5M) as a flow-through from federal CARES Act funding. Although WMU received the same overall funding, it is not a dollar-for-dollar match. State appropriations fund normal operations while CARES Act funding is limited to specific allowable uses tied to COVID-19 expenses. The latest projection from the state anticipates an additional revenue shortfall for fiscal year 2020-21. The CARES Act funding was a one-time payment and it is unclear as to how the state will address its projected structural revenue shortfalls for fiscal year 2020-2021 and beyond. Since the state’s 2020-21 fiscal year does not start until Oct. 1, we do not anticipate that the higher education appropriation will be known until after we enact our budget. Further, at this time it is also difficult to predict what future impact COVID-19 will have on state revenue and whether a mid-year reduction may be required. Finally, it is also possible that new federal legislation may make available to the state additional dollars that they may again use to offset state appropriations. If that occurs, it is likely that these new federal dollars would again have
only limited applicability in funding general fund operations. For these reasons, we are assuming a 20% reduction to the state appropriation to offset the two-year potential shortfall.

We now know our Summer II and the fall semester enrollment. Summer II was moved to distance education with very few exceptions. Fall enrollment and course modality of instruction are based on registered students as of census, which includes the drop/add period. Since June, there has been improvement in the enrollment outlook based on additional fall headcount relative to our latest forecasting. All of these developments factor into the tuition revenue projection, with an enrollment decline and mix of student credit hours between in-person/hybrid and distance education.

At its June 25, 2020, meeting, the Board of Trustees acknowledged that our nation is in a “painful and long overdue examination of our history of injustices.” They called on the WMU community to demonstrate an “even greater resolve to ensure that we establish equity.” Their words echo those of Dr. Martin Luther King in his "I’ve been to the Mountaintop" speech more than a half century ago. King said we must “grapple with the problems that men have been trying to grapple with through history.” We will move these ideals into action with a new $2M investment called the Mountaintop Initiatives, Continuing the Climb. Under President Montgomery’s leadership, these new initiatives will advance the University’s charge toward racial justice, guided by recommendations from the newly formed Racial Justice Advisory Council.

While this agenda item is focused on the general fund budget, it is important this year to note revenue trends in WMU’s self-supporting operations. Consistent with our commitment to transparency, the impact of COVID-19 continues to challenge those areas, including:

- The need to reduce density in housing to accommodate social distancing and reduced revenue in recognition of our optimized course instructional mix resulted in a 22% decline in housing and meal contracts.
- For the fall semester, there is a 45% decline in the enrollment fee, which financially supports Sindecuse Health Center, Student Recreation Center, busing operations, student technology, general fund building infrastructure maintenance and debt service payments on buildings.
- Market decline as captured at June 30, 2020, and used as the basis for the 2020-21 distributions has negatively impacted 28% of the true endowment funds and reduced available spending by approximately $600K across the University, with the majority of that figure impacting scholarships.
- Postponing fall sports (football, soccer and track) to spring and the continuing uncertainty regarding winter sports, championship games, and the ability to play in
spring have disrupted Intercollegiate Athletics. In addition to the division’s 20% budget reduction, the forfeited sports seasons could result in an additional shortfall between $1.6M and $2.8M.

- Although operations for Miller Auditorium, Fetzer Center and West Hills Athletic Club remain suspended, fixed costs for debt service, utilities and some compensation remain.

Each unit is adjusting its operations to manage variable costs due to the reduced revenue. However, a significant portion of total costs in these activities are fixed, creating additional challenges in these self-sustaining areas that lie outside the general fund.

As we advance this recommendation for the 2020-21 general fund budget, COVID-19 continues to introduce high levels of uncertainty for the balance of the fiscal year. No one is able to realistically predict the potential long-term impact the changes in the campus life experience will have on retention or future student choice regarding in person or distance education courses. The mix of in-person, hybrid and distance education courses for the spring semester and summer I session will be dependent on health and safety guidelines and the faculty's pedagogical determinations. In our early budget modeling, we had assumed a return to normal campus life and course modality by the spring 2021 semester. As we enter the fall semester and the pandemic continues, we updated our general fund budget modeling for the spring and summer I session to include scenarios that range from mirroring the fall semester course modality to moving to 100% distance education.

Considering the more solidified information that we have today and also accounting for remaining uncertainty regarding the full impact of the pandemic, we are recommending the budget account for an estimated $76M shortfall, a conservative figure that is within the range of all of our modeling scenarios. Given the considerable remaining uncertainty over the course and consequences of the pandemic, fiscal prudence dictates the need for continued caution with spending plans during the 2020-21 budget year.

Recommended Action

It is recommended the Board approve the proposed fiscal year 2020-21 general fund budget, which reflects a projected $76M shortfall.
PROPOSAL:  State Capital Outlay – Priority List

Background

The State of Michigan requires all state universities to annually submit a five-year capital outlay plan. This report requires priority ordering of all major projects and probable funding sources, including projects funded through gifts, issuance of university debt or other means. It is important to plan for Western’s physical campus to promote and support the five strategic goals of the University’s strategic plan The Gold Standard 2020 and while the list is part of the Plan as required by the State it does not constitute authorization to proceed with any one of the projects. The fact is none of the projects are proceeding in to construction now or the near future except for Dunbar once the schematic design is approved by the State. This Building Project Priority List identifies our highest priority project allowing us to submit said project for funding.

The Renovation of Dunbar Hall for $40 M was approved for planning by the state and will remain our highest priority project, as required by the state, until approved for construction. Our intent is to move the current number two priority, Knauss Hall Renovation and Addition, to number one once Dunbar has been approved for construction.

The administration requests your approval of the attached FY 2022 Building Project Priority List for the Five-Year Capital Outlay Plan and that the submission of the Renovation of Dunbar Hall project remain as this year’s Capital Outlay Request.

Recommended Action

It is recommended the Board approve the Capital Outlay Building Project Priority list as provided in the supplement, and the Renovation Dunbar Hall project remain as our Capital Outlay Request.
### Western Michigan University
Building Project Priority List
For the Five Year Capital Outlay Plan
FY 2022

**Major Projects: WMU FY 2020 - 2021**

<table>
<thead>
<tr>
<th>Priority</th>
<th>Project</th>
<th>Estimated Cost</th>
<th>Funding</th>
<th>Capital Outlay Request</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1</td>
<td>Renovation of Dunbar Hall (IF1)(Classroom Building)</td>
<td>$40 M</td>
<td>State / WMU</td>
<td>In Progress</td>
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<tr>
<td>#2</td>
<td>Knauss Hall Renovation &amp; Addition</td>
<td>$25 M</td>
<td>State / WMU</td>
<td>Proposed</td>
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<td>#3</td>
<td>Waldo Library Student Services and Success Center Renovation</td>
<td>$85 M</td>
<td>State / WMU</td>
<td>Proposed</td>
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<tr>
<td>#4</td>
<td>STEAM Collaboration Pavilion</td>
<td>$85 M</td>
<td>State / WMU</td>
<td>Proposed</td>
</tr>
<tr>
<td>#5</td>
<td>Renovation of North and Central (Second Flr) Kohrman Hall (Classroom Building)</td>
<td>$21 M</td>
<td>State / WMU</td>
<td>Proposed</td>
</tr>
<tr>
<td>#6</td>
<td>Miller Auditorium Addition</td>
<td>$13 M</td>
<td>WMU</td>
<td>No</td>
</tr>
<tr>
<td>#7</td>
<td>New Campus Housing and Parking Ramp</td>
<td>TBD</td>
<td>WMU</td>
<td>No</td>
</tr>
<tr>
<td>#8</td>
<td>Sprau Tower Renovation</td>
<td>$12 M</td>
<td>WMU</td>
<td>No</td>
</tr>
<tr>
<td>#9</td>
<td>Addition to College of Engineering for Research, Instruction, and Civil Engineering</td>
<td>$60 M</td>
<td>State / WMU</td>
<td>Proposed</td>
</tr>
<tr>
<td>#10</td>
<td>Health Sciences Facility</td>
<td>$60 M</td>
<td>State / WMU</td>
<td>Proposed</td>
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<td>#11</td>
<td>Relocate Physical Facility</td>
<td>TBD</td>
<td>WMU</td>
<td>No</td>
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<tr>
<td>#12</td>
<td>College of Aviation, Aviation and Flight Operations and Aviation Maintenance Building - Renovation and Addition</td>
<td>$36 M</td>
<td>State / WMU</td>
<td>Proposed</td>
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<tr>
<td>#13</td>
<td>Emerging Opportunities Center</td>
<td>$6 M</td>
<td>WMU</td>
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<tr>
<td>#14</td>
<td>Upgrades and Improvements to Athletic Facilities</td>
<td>TBD</td>
<td>WMU</td>
<td>No</td>
</tr>
</tbody>
</table>

Submitted for approval by the Board of Trustees September 17, 2020.
PROPOSAL: Parking Permit Fee Adjustment

Background

The Western Michigan University Department of Parking Services manages 119 parking lots. These parking lots equate to approximately 14,000 parking spaces that accommodate students, faculty and staff, accessibility, and meters as well as an assortment of reserved and loading/unloading spaces. Parking Services is committed to ensuring the needs of our customers are met while providing parking accessible to all within a reasonable walking distance to their destination.

For over the past 2 years, Parking Services has been researching the industry's best practices with the goal of increasing customer satisfaction and overall operational efficiency. As a result of this, Parking Services has implemented a virtual parking permit system. Previously, students needed to physically visit Parking Services to purchase a permit. With the new system, a “virtual permit” is created where parking rights are assigned to the license plate of the registered vehicle. The purchase of a permit can be done at any time with a smart device or computer by clicking the “Get a Permit” button located on the parking home page. No more standing in long lines, attaching or removing adhesive-based permits, the license plate is the permit. If desired, some employees can elect to still receive a physical permit.

The implementation of this new permit system also caused Parking Services to review permit pricing. The Board of Trustees sets the rates for parking permits. Board action was last taken on July 16, 2003. Student options include purchasing a permit for a year ($300), fall or spring if full-time ($180) or part-time ($130), summer I or II ($65), weekly ($15), and daily ($5). We are requesting the Board to consider one pricing change and it is a reduction. We are proposing to reduce the parking permit cost for either fall or spring semester of a full-time student to $150 from the current price of $180. The other rates remain the same.

Recommended Action

It is recommended the Board approve the cost for a fall or spring semester parking permit to be $150.
PROPOSAL: Student Code Changes

Background

Covid-19 has impacted the expectations of student behavior in the interest of community safety. In order to appropriately communicate our behavioral expectations to limit the spread of Covid-19 with students, the following policy change was drafted to be included in the Student Code. The Student Code is available to all students online and is reviewed at all first year, transfer and contemporary learner, and international orientation sessions. The full document is here: https://wmich.edu/sites/default/files/attachments/u492/2020/Student%20Code%20August%202020.pdf

The language changes pertinent to Covid-19 behavioral expectations are as follows:

B.14. Physical or verbal misconduct—Unwanted physical contact, threats, intimidation, harassment, coercion and/or other conduct which threatens or endangers the health, well-being, or safety of any person.

B.14. Harm to persons conduct which threatens or endangers the health, well-being, or safety of any person, including but not limited to:

a. Causing physical harm to any person

b. Threatening, intimidating, harassing, or coercing any person

c. Failure or refusal to comply with the expectations outlined in WMU's Safe Return Plan. This includes abiding by the Facial Covering (Mask) Policy and practicing appropriate social distancing and proper hygiene. Hosting, organizing, and/or attending any gathering, on or off campus, where the attendees are not required to, willfully fail, or refuse to comply with any expectations outlined in the Safe Return Plan or in any state or local public health laws or regulations or governor’s executive order is also a violation of this policy.

C.1.a. Instances where a student engages, or threatens to engage, in behavior which poses an immediate danger of causing physical harm to others; to the health, well-being or safety of others; or...

Recommended Action

It is recommended the Board adopt the changes to the Student Code language.
PROPOSAL: Personnel Report

ACADEMIC Administrative Appointments
Andrea Beach; Associate Dean; College of Education and Human Development; effective August 17, 2020 through June 30, 2024.

James Cousins; Interim Director; Institute for Intercultural and Anthropological Studies; effective July 1, 2020 through June 30, 2021.

Marcia Fetters; Associate Dean; College of Education and Human Development; effective August 17, 2020 through December 31, 2022.

Jennifer Harrison; Interim Director; School of Social Work; effective August 1, 2020 through June 30, 2021.

David Hartmann, Interim Chair; Department of Statistics; effective September 1, 2020 through December 31, 2020.

Anthony Helms; Interim Assistant Dean; Lee Honors College; effective July 1, 2020 through June 30, 2021.

Kecheng Li; Chair; Department of Chemical and Paper Engineering; effective July 1, 2020 through June 30, 2023.

Ming Li; Dean; College of Education and Human Development; effective August 15, 2020 through June 30, 2022.

William Liou; Chair; Department of Mechanical and Aerospace Engineering; effective August 15, 2020 through June 30, 2024.

Irma Lopez; Interim Dean; Lee Honors College; effective July 1, 2020 through June 30, 2021.

Kelley O’Reilly; Interim Chair; Department of Marketing; effective September 1, 2020 through June 30, 2021.

Timothy Palmer; Interim Chair; Department of Management; effective September 1, 2020 through June 30, 2021.

James Penner; Interim Chair; Department of Accountancy; effective September 1, 2020 through June 30, 2021.
Administrative Appointments (Continued)
John Saillant; Acting Chair; Department of English; effective July 1, 2020 through June 30, 2021.

Donna Talbot; Chair; Department of Educational Leadership, Research and Technology; effective July 1, 2020 through June 30, 2022.

Nicolas Witschi; Interim Associate Dean; College of Arts and Sciences; effective July 1, 2020 through June 30, 2021.

Return to Faculty
Timothy Greene; Professor; Department of Industrial and Entrepreneurial Engineering and Engineering Management; effective May 15, 2020 (change in date only).

Susan Pozo; Professor; Department of Economics; effective July 1, 2020.

Megan Slayter; Associate Professor; Department of Dance; effective August 15, 2020.

Appointments – Tenure Track
Wassnaa Al-Mawee; Faculty Specialist I – Lecturer; Department of Computer Science; effective July 1, 2020.

Kimberly Buchholz; Faculty Specialist I – Professional Specialist; Department of Family and Consumer Sciences; effective August 15, 2020.

Summer Davis; Assistant Professor; Department of Teaching, Learning and Educational Studies; effective August 15, 2020.

Carly Hagins; Assistant Professor; Frostic School of Art; effective August 15, 2020.

Katherine Rigley; Faculty Specialist II – Clinical Specialist; Department of Speech, Language and Hearing Sciences; effective July 1, 2020.

Yanyu Ward; Faculty Specialist I – Lecturer; Department of World Languages and Literatures; effective August 15, 2020.

Appointments – Term
Abbie Andrzejak; Faculty Specialist I – Counseling Specialist; Department of Counseling Services; effective August 15, 2020 through August 14, 2021.

Rebecca Beronja; Faculty Specialist II – Counseling Specialist; Department of Counseling Services; effective July 1, 2020 through June 30, 2021.
Appointments – Term (Continued)
Balmatee Bidassie; Master Faculty Specialist – Lecturer; Department of Engineering Design, Manufacturing and Management Systems; effective August 15, 2020 through August 14, 2020.

Daniel Briggs; Instructor; Department of Mathematics; effective August 15, 2020 through August 14, 2021.

Autumn Brown; Assistant Professor; Frostic School of Art; effective August 15, 2020 through August 14, 2021.

Deanna Bush; Faculty Specialist I – Clinical Specialist; School of Music; effective July 1, 2020 through June 30, 2021.

Timothy Chapman; Faculty Specialist I – Lecturer; Department of Industrial and Entrepreneurial Engineering & Engineering Management; effective July 1, 2020 through June 30, 2021.

Deborah Droppers; Faculty Specialist I – Lecturer; Department of Human Performance and Health Education; effective August 15, 2020 through August 14, 2021.

Juliana Espinosa; Assistant Professor; University Libraries; effective June 17, 2020 through June 16, 2021.

Katie Fitzgerald; Faculty Specialist I – Professional Specialist; School of Interdisciplinary Health Programs; effective August 15, 2020 through August 14, 2021.

Matthew Fries; Assistant Professor; School of Music; effective August 15, 2020 through August 14, 2021.

Gina Garza-Kling; Instructor; Department of Mathematics; effective August 15, 2020 through August 14, 2021.

Greg Gerfen; Instructor; Department of Marketing; effective August 15, 2020 through August 14, 2021.

Sarah Good-McLeod; Faculty Specialist II – Counseling Specialist; Department of Counseling Services; effective August 15, 2020 through August 14, 2021.

Teresa Greenlees; Instructor; Department of Marketing; effective August 15, 2020 through August 14, 2021.

Keith Hall; Assistant Professor; School of Music; effective August 15, 2020 through August 14, 2021.
Appointments – Term (Continued)
Dana Hammond; Faculty Specialist I – Lecturer; Department of Industrial and Entrepreneurial Engineering & Engineering Management; effective August 15, 2020 through August 14, 2021.

Patrick Hanlin; Faculty Specialist I – Counseling Specialist; Department of Counseling Services; effective August 15, 2020 through August 14, 2021.

Britt Hartenberger; Faculty Specialist I – Lecturer; Institute for Intercultural and Anthropological Studies; effective August 15, 2020 through August 14, 2021.

John Hebert; Instructor; School of Music; effective August 15, 2020 through August 14, 2021.

Melinda Holohan; Faculty Specialist I – Lecturer; Department of Family and Consumer Sciences; effective July 1, 2020 through June 30, 2021.

Michelle Hrivnyak; Faculty Specialist I – Lecturer; Institute for Intercultural and Anthropological Studies; effective August 15, 2020 through August 14, 2021.

Yufeng Hu; Assistant Professor; Department of Civil and Construction Engineering; effective August 15, 2020 through August 14, 2021.

Carol Hustoles; Faculty Specialist II - Lecturer; Department of Finance and Commercial Law; effective August 15, 2020 through August 14, 2021.

Beth Jarl; Faculty Specialist I – Lecturer; Department of Family and Consumer Sciences; effective August 15, 2020 through August 14, 2021.

Lindsay Jeffers; Faculty Specialist I – Lecturer; Department of Spanish; effective August 15, 2020 through August 14, 2021.

Philip Johnson; Faculty Specialist II – Counseling Specialist; Department of Counseling Services; effective August 15, 2020 through August 14, 2021.

Thomas Kelly; Instructor; Department of Management; effective August 15, 2020 through August 14, 2021.

Edward Kudzia; Faculty Specialist I – Aviation Specialist; Department of Aviation Sciences; effective July 1, 2020 through June 30, 2021.

Moi Mooi Lew; Faculty Specialist I – Lecturer; Department of Teaching, Learning and Educational Studies; effective August 15, 2020 through August 14, 2021.

Kaitlin Marshall, Instructor; Department of Business Information Systems; effective August 15, 2020 through August 14, 2021.
Appointments – Term (Continued)
Kenneth Martin, Jr; Faculty Specialist II – Counseling Specialist; Department of Counseling Services; effective July 1, 2020 through June 30, 2021.

Gary Marquardt; Faculty Specialist I – Lecturer; Institute for Intercultural and Anthropological Studies; effective August 15, 2020 through August 14, 2021.

Eugene McKay; Assistant Professor; School of Public Affairs and Administration; effective August 15, 2020 through August 14, 2021.

Carrie McKeen; Faculty Specialist I – Lecturer; Department of Statistics; effective August 15, 2020 through August 14, 2021.

William Merbs; Faculty Specialist I – Lecturer; Department of Physician Assistant; effective August 15, 2020 through August 14, 2021.

David Middleton; Master Faculty Specialist – Lecturer; Department of Engineering Design, Manufacturing and Management Systems; effective July 1, 2020 through June 30, 2021.

David Middleton; Master Faculty Specialist – Lecturer; Department of Engineering Design, Manufacturing and Management Systems; effective August 15, 2020 through August 14, 2021.

Marie Moreno; Instructor; Department of Business Information Systems; effective August 15, 2020 through August 14, 2021.

Mary Nielsen; Instructor; Department of Marketing; effective August 15, 2020 through August 14, 2021.

Grace Orlando; Faculty Specialist II – Counseling Specialist; Department of Counseling Services; effective August 15, 2020 through August 14, 2021.

Melissa Plair; Faculty Specialist II – Counseling Specialist; Department of Counseling Services; effective September 21, 2020 through June 30, 2021.

Lori Reichel; Assistant Professor; Department of Human Performance and Health Education; effective August 15, 2020 through August 14, 2021.

Karin Rourke; Instructor; Department of Family and Consumer Sciences; effective August 15, 2020 through August 14, 2021.

Mark Schreiner; Instructor; Department of Mathematics; effective August 15, 2020 through August 14, 2021.
Appointments – Term (Continued)
Holly Sisson; Faculty Specialist I – Lecturer; Department of Human Performance and Health Education; effective August 15, 2020 through August 14, 2021.

Danielle Standish; Faculty Specialist II – Counseling Specialist; Department of Counseling Services; effective August 15, 2020 through August 14, 2021.

Matthew Stoops; Faculty Specialist II – Lecturer; Department of Chemical and Paper Engineering; effective August 15, 2020 through August 14, 2021.

Sherri Swinehart; Faculty Specialist II – Counseling Specialist; Department of Counseling Services; effective July 1, 2020 through June 30, 2021.

Tanya Timmerman; Faculty Specialist I – Lecturer; Department of Speech, Language and Hearing Sciences; effective July 1, 2020 through June 30, 2021.

Joyashish Thakurta; Faculty Specialist I – Lecturer; Department of Geological and Environmental Sciences; effective August 15, 2020 through August 14, 2021.

Lori Van Zoeren; Faculty Specialist II – Clinical Specialist; WMU Bronson School of Nursing; effective August 15, 2020 through August 14, 2021.

Appointments – Grant/Contract
Janet Hahn; Assistant Professor; School of Interdisciplinary Health Programs; effective July 1, 2020 through June 30, 2021.

Joseph Kuchenbuch; Faculty Specialist I – Professional Specialist; Department of Physician Assistant; effective July 1, 2020 through June 30, 2021.

Dawn Robarge; Faculty Specialist I – Professional Specialist; Department of Blindness and Low Vision Studies; effective July 1, 2020 through June 30, 2021.

Janell Svinicki; Faculty Specialist I – Professional Specialist; Department of Blindness and Low Vision Studies; effective July 1, 2020 through June 30, 2021.

Cody Williams; Assistant Professor and Director of the Science and Mathematics Program Improvement (SAMPI); Mallinson Institute for Science Education; effective July 1, 2020 through June 30, 2021.

Appointments – Adjunct
Joshua Koenig; Adjunct Instructor; Department of History; effective September 1, 2020 through August 31, 2023.
**Leave of Absence**
Joan Conway; Master Faculty Specialist – Language Specialist; Center for English Language and Culture for International Students; effective September 2, 2020 through September 1, 2021.

David Flanagan; Professor; Department of Management; effective January 1, 2021 through June 30, 2021.

Mark Hurwitz; Professor; Department of Political Science; effective September 3, 2020 through August 14, 2021.

**Sabbatical Leave**
Susan Freeman; Associate Professor; Department of Gender and Women’s Studies; effective Fall 2020.

Dwandra Lampkin; Associate Professor; Department of Theatre; effective academic year 2021-22 (change in date only).

Carolyn Pavlik; Professor; Department of Dance; effective fall 2021 (change in date only).

Edward Roth; Professor; School of Music; effective academic year 2021-22 (change in date only).

Mohamed Sultan; Professor; Department of Geological and Environmental Science; effective Fall 2020.

**Promotion**
Katherine Tierney; Assistant Professor; Department of Sociology; effective August 15, 2020.

**Faculty Retirements with Emeriti Status**
Donald Alexander; Professor Emeritus of Economics; Department of Economics; effective August 31, 2020.


Mary L. Anderson; Associate Professor Emerita of Counselor Education and Counseling Psychology; Department of Counselor Education and Counseling Psychology; effective August 31, 2020.

Mary Z. Anderson; Professor Emerita of Counselor Education and Counseling Psychology; Department of Counselor Education and Counseling Psychology; effective December 31, 2025.
Faculty Retirements with Emeriti Status (Continued)
Paula Andrasi; Associate Professor Emerita of Interdisciplinary Health Programs; School of Interdisciplinary Health Programs; effective August 31, 2020.

Kailash Bafna; Professor Emeritus of Industrial and Entrepreneurial Engineering and Engineering Management; Department of Industrial and Entrepreneurial Engineering and Engineering Management; effective August 31, 2020 (change in date only).

Ila Baker; Master Faculty Specialist – Language Specialist Emerita of English Language and Culture for International Students; Center for English Language and Culture for International Students; effective August 31, 2020.

Blair Balden; Associate Professor Emeritus of Aviation Sciences; Department of Aviation Sciences; effective August 31, 2020.

Kent Baldner; Associate Professor Emeritus of Philosophy; Department of Philosophy; effective August 31, 2020 (change in date only).

Janice Bedrosian; Professor Emerita of Speech, Language and Hearing Sciences; Department of Speech, Language and Hearing Sciences; effective August 31, 2020.

Peter Blickle; Professor Emeritus of World Languages and Literatures and Gender and Women’s Studies; Department of World Languages and Literatures; effective August 31, 2020.

Maira Bundza; Associate Professor Emerita of University Libraries; University Libraries; effective August 31, 2020.

Sharon Carlson; Professor Emerita of University Libraries; University Libraries; effective August 31, 2020.

Eva Copija; Master Faculty Specialist – Language Specialist Emerita of English Language and Culture for International Students; Center for English Language and Culture for International Students; effective August 31, 2020.

David Curwen; Professor Emeritus of Dance; Department of Dance; effective August 31, 2020 (change in date only).

Nancy Eimers; Professor Emerita of English; Department of English; effective August 31, 2020 (change in date only).

Mervyn Elliott; Master Faculty Specialist – Lecturer Emeritus of Aviation Sciences; Department of Aviation Sciences; effective August 31, 2020.
Faculty Retirements with Emeriti Status (Continued)

Charles Emerson; Professor Emeritus of Geography; Department of Geography; effective August 31, 2020.


Sharon Garber; Professor Emerita of Dance; Department of Dance; effective August 31, 2020 (change in date only).

Delores Gauthier; Professor Emerita of Music; School of Music; effective August 31, 2020.

Raghvendra Gejji; Associate Professor Emeritus of Electrical and Computer Engineering; Department of Electrical and Computer Engineering; effective August 31, 2020.

Richard Gershon; Professor Emeritus of Communication; School of Communication; effective August 31, 2020.


Susan Hoffmann; Professor Emerita of Political Science; Department of Political Science; effective August 31, 2020 (change in date only).

James Hopfensperger; Professor Emeritus of Art; Frostic School of Art; effective August 31, 2020.

Bradley Huitema; Professor Emeritus of Psychology; Department of Psychology; effective August 31, 2020.

Yvette Hyter; Professor Emerita of Speech, Language and Hearing Sciences; Department of Speech, Language and Hearing Sciences; effective August 31, 2020.

Rand Johnson; Professor Emeritus of World Languages and Literatures; Department of World Languages and Literatures; effective August 31, 2020.

Donna Kaminski; Associate Professor Emerita of Computer Science; Department of Computer Science; effective August 31, 2020 (change in date only).

John Kapenga; Associate Professor Emeritus of Computer Science; Department of Computer Science; effective August 31, 2020.
Faculty Retirements with Emeriti Status (Continued)

William Kern; Professor Emeritus of Economics; Department of Economics; effective August 31, 2020 (change in date only).

Andrew Kline; Professor Emeritus of Chemical and Paper Engineering; Department of Chemical and Paper Engineering; effective August 31, 2020.

Steven Kohler; Professor Emeritus of Biological Sciences; Department of Biological Sciences; effective August 31, 2020.

Robert Landeros; Professor Emeritus of Management; Department of Management; effective August 31, 2020.

David Lemberg; Associate Professor Emeritus of Geography; Department of Geography; effective August 31, 2020.

Kathryn Lewis-Ginebaugh; Associate Professor Emerita of Interdisciplinary Health Programs; School of Interdisciplinary Health Programs; effective August 31, 2020.

Leszek Lilien; Associate Professor Emeritus of Computer Science; Department of Computer Science; effective August 31, 2020.

Daniel Litynski; Professor Emeritus of Electrical and Computer Engineering; Department of Electrical and Computer Engineering; effective August 31, 2020 (change in date only).

Mushtaq Luqmani; Professor Emeritus of Marketing; Department of Marketing; effective August 31, 2020.

David Lyth; Professor Emeritus of Industrial and Entrepreneurial Engineering and Engineering Management; Department of Industrial and Entrepreneurial Engineering and Engineering Management; effective August 31, 2020.

Jennifer Machiorlatti; Professor Emerita of Communication; School of Communication effective August 31, 2020.

D. Steven Mackey; Associate Professor Emeritus of Mathematics; Department of Mathematics; effective August 31, 2020.

Niloufer Mackey; Professor Emerita of Mathematics; Department of Mathematics; effective August 31, 2020 (change in date only).

Thomas Marks; Master Faculty Specialist – Language Specialist Emeritus of English Language and Culture for International Students; Center for English Language and Culture for International Students; effective August 31, 2020.
Faculty Retirements with Emeriti Status (Continued)

David Meade; Associate Professor Emeritus of Industrial and Entrepreneurial Engineering and Engineering Management; Department of Industrial and Entrepreneurial Engineering and Engineering Management; effective August 31, 2020.

Terrance Michmerhuizen; Associate Professor Emeritus of Aviation Sciences; Department of Aviation Sciences; effective August 31, 2020.

Judy Moonert; Professor Emerita of Music; School of Music; effective August 31, 2020.

Patrick Munley; Chair Emeritus and Professor Emeritus of Counselor Education and Counseling Psychology; Department of Counselor Education and Counseling Psychology; effective August 31, 2020.

Koorosh Naghshineh; Professor Emeritus of Mechanical and Aerospace Engineering; Department of Mechanical and Aerospace Engineering; effective August 31, 2020.

Michael Nassaney; Professor Emeritus of Anthropology; Department of History; effective August 31, 2020.

Magdalena Niewiadomska-Bugaj; Professor Emerita of Statistics; Department of Statistics; effective August 31, 2020.

Onaiwu Ogbomo; Professor Emeritus of Africana Studies; Institute for Intercultural and Anthropological Studies; effective August 31, 2020.

John Patten; Professor Emeritus of Industrial and Entrepreneurial Engineering and Engineering Management; Department of Industrial and Entrepreneurial Engineering and Engineering Management; effective August 31, 2020 (change in date only).

Annegret Paul; Professor Emerita of Mathematics; Department of Mathematics; effective August 31, 2020.

Robert Peters; Professor Emeritus of Public Affairs and Administration; School of Public Affairs and Administration; effective August 31, 2020.

Sue Poppink; Professor Emerita of Educational Leadership, Research and Technology; Department of Educational Leadership, Research and Technology; effective August 31, 2020.

Bernard Proeschl; Associate Professor Emeritus of Family and Consumer Sciences; Department of Family and Consumer Sciences; effective August 31, 2020 (change in date only).

Shaila Rao; Professor Emerita of Special Education and Literacy Studies; Department of Special Education and Literacy Studies; effective August 31, 2020 (change in date only).
Faculty Retirements with Emeriti Status (Continued)

Doris Ravotas; Master Faculty Specialist – Professional Specialist Emerita of Interdisciplinary Health Programs; School of Interdisciplinary Health Programs; effective August 31, 2020.

Timothy Ready; Associate Professor Emeritus of Sociology; Department of Sociology; effective August 31, 2020.

Patricia Reeves; Professor Emerita of Educational Leadership, Research and Technology; Department of Educational Leadership, Research and Technology; effective August 31, 2020.

David Reinhold; Associate Professor Emeritus of Chemistry; Department of Chemistry; effective August 31, 2020.

Thomas Rienzo; Master Faculty Specialist – Lecturer Emeritus of Business Information Systems; Department of Business Information Systems; effective August 31, 2020.

Vladimir Risukhin; Professor Emeritus of Aviation Sciences; Department of Aviation Sciences; effective August 31, 2020.

Cynthia Running-Johnson; Professor Emerita of World Languages and Literatures; Department of World Languages and Literatures; effective August 31, 2020.

Barbara Sagara; Master Faculty Specialist – Lecturer Emerita of Business Information Systems; Department of Business Information Systems; effective August 31, 2020.

David Schuster; Associate Professor Emeritus of Physics; Department of Physics; effective August 31, 2020.

Ola Smith; Professor Emerita of Accountancy; Department of Accountancy; effective August 31, 2020.

Susan Stapleton; Professor Emerita of Chemistry; Department of Chemistry; effective August 31, 2020.

Jocelyn Steinke; Professor Emerita of Communication; School of Communication; effective August 31, 2020.

Joseph Stoltman; Professor Emeritus of Geography; Department of Geography; effective August 31, 2020.

John Tanis; Professor Emeritus of Physics; Department of Physics; effective August 31, 2020.

Stephen Tasko; Associate Professor Emeritus of Speech, Language and Hearing Sciences; Department of Speech, Language and Hearing Sciences; effective August 31, 2020.
Faculty Retirements with Emeriti Status (Continued)
Charlotte Thralls; Professor Emerita of English; Department of English; effective August 31, 2020 (change in date only).

Ann Tyler; Associate Dean Emerita of Health and Human Services and Professor Emerita of Speech, Language and Hearing Sciences; College of Health and Human Services; effective August 31, 2020.

Patricia Vander Meer; Professor Emerita of University Libraries; University Libraries; effective August 31, 2020.

R. Paul Vellom; Associate Professor Emeritus of Teaching, Learning and Educational Studies; Department of Teaching, Learning and Educational Studies; effective August 31, 2020.

Karen Vocke; Associate Professor Emerita of English; Department of English; effective August 31, 2020 (change in date only).

Delores Walcott; Professor Emerita of Interdisciplinary Health Programs; School of Interdisciplinary Health Programs; effective August 31, 2020 (change in date only).

Philip Walcott; Master Faculty Specialist – Lecturer Emeritus of Physician Assistant; Department of Physician Assistant; effective August 31, 2020.

Daneen Wardrop; Professor Emerita of English; Department of English; effective August 31, 2020 (change in date only).

Earlie Washington; Dean Emerita of Health and Human Services and Professor Emerita of Social Work; School of Social Work; effective August 31, 2020.

Carolyn Webber; Associate Professor Emerita of Family and Consumer Sciences; Department of Family and Consumer Sciences; effective August 31, 2020 (change in date only).

Lester Wright; Associate Professor Emeritus of Psychology; Department of Psychology; effective August 31, 2020.

Huizhong Zhou; Professor Emeritus of Economics; Department of Economics; effective August 31, 2020 (change in date only).

Faculty Resignations
Cary Cekola; Faculty Specialist II – Clinical Specialist; Department of Speech, Language and Hearing Science; effective August 31, 2020.

Kirsi LaPointe; Faculty Specialist II – Lecturer; Department of Educational Leadership, Research and Technology; effective August 14, 2020.
Faculty Resignations (Continued)

H. Justin Pace; Assistant Professor; Department of Finance and Commercial Law; effective August 14, 2020.

Jing Shen; Assistant Professor; Department of Speech, Language and Hearing Sciences; effective August 15, 2020.

Sherri Swinehart; Faculty Specialist II – Counseling Specialist; Department of Counseling Services; effective August 14, 2020.

Houssam Toutanji; Professor; Department of Civil and Construction Engineering; effective August 15, 2020.

NON-ACADEMIC Retirements

Diana Allen; Custodian; Facilities Management – Building Custodial and Support; effective July 1, 2020.

Christine Blum; Floor Technician; Facilities Management – Building Custodial and Support; effective August 1, 2020.

Mary Choker; Administrative Assistant I; Valley Dining Center; effective August 15, 2020.

Lee Ann Claussen; Administrative Assistant II; Department of Political Science; effective August 1, 2020.

Mark Daniel; Personal Trainer; West Hills Athletic Club; effective July 14, 2020.

Kerry Eldred; Administrative Assistant II; Facilities Management – Building Custodial and Support; effective September 1, 2020.

Nancy Landsberger; Administrative Assistant II; Department of World Languages and Literatures; effective May 16, 2020.

Carol Mountjoy; Assistant Director Outreach; Student Financial Aid; effective August 1, 2020.

Linda Renauld; Finance Assistant Senior; Cashiering; effective August 1, 2020.

Sherry Sandlin; Utility Food Worker; Burnham Dining Service; effective August 2, 2020.

Lisa Soule; Skilled Trades Helper; Facilities Management – Maintenance Service; effective August 1, 2020.

Tony Thompson; House Staff; Bernhard Center; effective August 1, 2020.
Retirements (Continued)
Don Jeffrey Upchurch; Associate Director, Dining Center; Valley Dining Center; effective August 2, 2020.
PROPOSAL: Operating Cash Accounts

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

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