WMU Board of Trustees Formal Session November 4, 2020

WMU Board of Trustees

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Western Michigan University
BOARD OF TRUSTEES

**Thursday, November 5, 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](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, November 4th.*

1. Acceptance of the Agenda – Bolger
2. Approval of the Minutes (September 17, 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 – The COVID Coalition – Bott, Bensley, Filpi, Mitchell, and Yelsma
9. Public Comments Regarding Action Items – Schuemann

**Action Items** – Bolger

10. General Revenue Bond Authorization – Van Der Kley
11. Western Michigan University External Audit – Rinvelt
12. Termination of the Western Michigan University Cooley Law School Agreements – Bolger
13. Consent Items – Bolger
   A. Revised Western Michigan University Audit Committee Charter
   B. Personnel Report
14. General Public Comments – Schuemann

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

September 17, 2020

The Board of Trustees (BOT) Formal Session was called to order by Chair Bolger at 11:24AM on September 17, 2020. The meeting was conducted, amidst the continued global pandemic, in a hybrid modality with participants engaging both face to face with appropriate social distancing in the Bernhard Center North Ballroom and through Zoom, a virtual platform. 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, September 16th. Presiding were Chair Bolger, Vice Chair Chen-Zhang, and Trustees Behen, Edgerton, Johnston, Kitchens, Penn, and Rinvelt.

A motion to accept the September 17, 2020 BOT agenda was made by Trustee Kitchens, with a second from Vice Chair Chen-Zhang. The motion passed unanimously.

A motion to accept the minutes as exhibited from the June 25, 2020 BOT Meeting was made by Trustee Penn, with a second by Trustee Rinvelt. 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) Vice President J. Wright, 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.

Vice President for Diversity and Inclusion C. McCorkle along with Executive Director of Institutional Equity E. Winfield-Thomas and WSA Vice President J. Wright updated the Board on WMU’s Focus on Social and Racial Justice.

While there was no indicated public interest in providing commentary regarding any Action Item, Secretary Schuemann indicated the Board received and reviewed a letter from Mr. T. Boyle.

As Action Items, Vice President for Business and Finance J. Van Der Kley proposed the General Fund Budget Fiscal Year 2020-2021. A motion to accept the General Fund Budget Fiscal Year 2020-2021 was made by Trustee Rinvelt with a second by Trustee Edgerton. The motion passed unanimously.
The next agenda item regarding State Capitol Outlay Priority List was recommended by Vice President for Business and Finance J. Van Der Kley. A motion to accept State Capitol Outlay Priority List was made by Trustee Kitchens, with a second by Trustee Johnston, and passed unanimously.

Vice President for Business and Finance J. Van Der Kley next presented the Parking Fee Adjustment. A motion to accept the Parking Fee Adjustment was made by Vice Chair Chen-Zhang with a second by Trustee Behen. The motion passed unanimously.

Vice President for Student Affairs D. Anderson proposed Student Code Changes. A motion to accept the Student Code Changes was made by Trustee Johnston with a second Trustee Penn. The motion passed unanimously.

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

Commentary was provided during General Public Comments by WMU AAUP President C. Weideman, Black Student Union President J. Howard, and student J. Wright.

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
Before our fall semester began, I had the opportunity to visit campus to review the safety protocols we are employing to ensure what we have a safe environment for conducting our academic activities. Seeing all that Western is doing reinforces the fact that this pandemic continues to be a “life-altering event” on our University and for all of society.

Our way of life, the way we conduct business, attend classes and socialize has been impacted by the coronavirus and our response to it.

On behalf of the Board, I would like to thank President Montgomery and our entire University team for their steadfast efforts during this challenging time. Many individuals across our campus, from the faculty who have adjusted their teaching methods, to the custodial staff who have implemented rigorous cleaning schedules utilizing state-of-the-art products and tools, to the modifications that our administrative staff have accomplished, everyone has made an exceptional effort in preparing for this unconventional school year.

The Board is extremely confident that we have created a safe environment for our students and faculty to pursue their academic goals. The one issue that causes us our greatest concern is the ability for all of us to take personal responsibility in social distancing, wearing masks and following the CDC’s guidelines.

On our agenda today, the Board will be considering additions to the Student Code that reinforce our commitment to creating and maintaining a safe and healthy environment for all here at Western.

Additionally, we will be exercising our fiduciary responsibilities as we discuss and consider the university's general fund budget, our capital outlay priority list and an adjustment to our parking fees.
I would also like to extend the Board’s appreciation to the leaders of our shared governance organizations for their commitment to addressing social justice concerns and their work to advance our efforts on enhancing diversity and inclusion for our entire Western community.
Thank you, Chair Bolger, and good morning. It’s good to be back on campus and to see everyone, whether on screen or in person.

I want to begin my comments by thanking those who have made it possible for us to return for this academic year. It’s been humbling to watch our campus community take on the challenge of preparing to carry out our missions of educating students and advancing the frontiers of knowledge and creative activity in the midst of a global pandemic. From the faculty who have pivoted their teaching modalities—and those who have supported them in doing that—to the individuals who have served on planning committees to prepare for the return. Our exceptional Sindecuse Health Center staff, the staff who returned to their campus offices to serve students, the list goes on.

I especially would like to recognize our AFSCME team members. This team plays a critical, but not always-visible role in creating a safe campus. As many were gearing up to return campus, they were already here. They went above and beyond to prepare our interior and exterior spaces for a safe return for faculty, staff and students. In addition to quickly and efficiently putting state-of-the-art cleaning tools and technologies to use on our campus, they were instrumental in preparing our classroom spaces for socially distanced learning and posting more than 1,500 COVID-19 safety sings across campus. We all owe our appreciation to these committed Broncos.

Among its tasks today, this board will consider our general fund budget. While there are indeed sizeable challenges facing us, we have been working for months to prepare and plan for the future. While this has required us all to make difficult decisions, by being proactive, we are laying a solid foundation for the future of our institution. We see relative bright spots in our enrollment numbers and in the state’s less-than-expected revenue deficit, but we cannot be blind to the continuing negative effects of the COVID-19 pandemic. We appreciate the board’s
solid commitment to its fiduciary responsibility and welcome the collaboration of our shared governance partners as we move forward.

Our nation, our city and our community continue to wrestle with how to address longstanding issues related to social justice and systemic racism. WMU also faces this challenge, and in response to concerns raised by faculty, staff and students, I have asked Dr. Candy McCorkle, Vice President of Diversity and Inclusion to lead a Racial Justice Advisory committee. This body, which convened for the first-time last week, will look at how we can address these challenges at WMU and make our University a more open, welcoming and inclusive place for everyone. Dr. McCorkle will be sharing more about this group with the Board today, and I thank her for her leadership in this area.

We will also be hearing from Provost Bott today about the faculty members and academic administrators who retired in the last fiscal year. I thank them for their service to our University, and look forward to honoring them at a celebration later this year.

Some of them might be among the first retirees to get the opportunity to take part in a new initiative that is being developed by the Faculty Senate that is called the Last Lecture Series. It’s an idea that is based on similar programs at other universities. Retirees will be invited to share their wisdom and perspectives in one final lecture that, in the age of COVID-19, can be delivered in a virtual format. It will also allow us the opportunity to recognize and share our appreciation for the contributions that these individuals have made to our institution, to their respective disciplines and to our broader understanding of the world. I look forward to learning more about this program as it is developed over the coming months, and I thank those who have spearheaded its formation: Former Senate Presidents Richard Gershon and Dennis Simpson, and Senate Executive Board Director Yvonne Ford.

Communication with all members of our University community is important. To improve our ability to engage with external partners, our University’s Corporate Engagement Team, which includes a broad swath of representatives from across our campus, has established a new, streamlined corporate engagement process. Thanks to their efforts, it will be easier for those who are interested in collaborating in areas like research, student internships, job placements
and scholarships to make the connections they need. This will definitely be a win-win for all. The team is currently gathering input from key stakeholders and will roll out a new website in the weeks ahead.

I hope that you have seen our new television spots and digital promotions. The spots are inspiring to those of us who already know what is great about WMU, and they offer our first look at Rethink Smart, the creative strategy behind our new brand identity. This strategy emerged from our collective work as part of the Think Big process. It defines Western as the place that is expanding what it means to be smart in a changing world. Yes, you need all the things you expect to get in college, but to be smart today you must also craft your purpose. Knowing your ‘why’ is what will prepare our students to thrive personally and professionally—regardless of the obstacles they may face.

Ninety-four percent of teens say that having a meaningful career—not a job—a meaningful career is important to them. That’s probably why research showed that Rethink Smart was not only the most differentiating, authentic and compelling concept to come out of Think Big. It’s also the idea most likely to generate new interest among prospective students. When we tested it, 92% of college-bound students who were not seriously considering WMU became more interested in our University after seeing Rethink Smart concepts and ideas. That’s very telling, and it’s a positive point as we build on our existing strengths in academics and research and seek to appeal to 21st century students.

It’s always a pleasure to share a few news items from across our campus.

For example, it was great to see that the team who launched the Center for Principled Leadership and Business Strategy at the Haworth College of Business has a new initiative under way—Sleeping Giant Capital. Drs. Doug Lepisto and Derrick McIver are managing this new investment firm that is focused on generating economic, social and educational returns in West Michigan by acquiring small businesses. These businesses will be connected with MBA students and experienced professionals who are part of a training program that the Center will soon launch. The overall goal is to train aspiring leaders on small business management to create
ownership pipelines. It’s a win for the businesses, the participants, the region and our University.

We recently learned that a team of WMU investigators has received a nearly $1 million award from the National Science Foundation to increase STEM degree completion among low-income, high-achieving undergraduates with demonstrated financial need. This five-year project will begin in January. It will focus on integrating and supporting transfer students while developing their identities as scientists and preparing them for scientific careers and/or graduate studies. The investigator team includes Associate Professor of Chemistry Megan Grunert Kowalske, Geological and Environmental Sciences Department Chairperson Heather Petcovic, Professor of Chemistry Andre Ventner and Assistant Professor of Chemistry Kelly Teske.

Dr. Kevin Corder, professor of political science, is the co-author of a new book focusing on the outcomes following the 1920 passage of the 19th amendment, which gave U.S. women the right to vote. In A Century of Votes for Women: American Elections Since Suffrage, Corder and his co-author Christina Wolbrecht explore how the amendment’s ratification did not equal access for women who wished to vote. They have recently been featured discussing this topic in The Wall Street Journal and Smithsonian Magazine, as well as the American Bar Association’s Insights on Law and Society magazine.

When Dr. Alessander Danna-dos-Santos, an associate professor of physical therapy, learned that there was a need for better face shield protection for school children, he jumped into action to develop an effective and affordable prototype. He then engaged Dr. Adriana Degani of our Unified Clinics—along with his own middle-school-aged kids—to help design and test the shields. The result of that effort is a product produced through a partnership between the WMU Laboratory for Advances in Rehabilitation Sciences and Synergy Applied Medical and Research Inc. and they have donated dozens of the shields that have been produced at a local school.
Good morning Chair Bolger, members of the Board, President Montgomery and esteemed colleagues. Thank-you for the opportunity to participate in today’s Board of Trustees meeting, as one of the partner’s in shared governance.

During my June comments to the Board, I compared life on Western’s campus during a global pandemic to those six nail biting days in April 1970 when the world watched the Apollo 13 space mission conclude as a successful failure. (I am not quite ready to give that analogy up yet)! We are partially around the moon and have successfully opened for fall classes. Colleagues from every corner of campus have joined forces to create a mixed model of instruction and out of classroom experiences to welcome our nearly 20,000 students back to campus. Dozens and dozens have worked tirelessly to ensure that this fall opening was one of Western’s finest hours.

Many of us have added new skill sets to our repertoire as we moved to online instruction and made our campus covid-19 ready. I, as do many others, consider this leg of our mission a success. I want to now take a moment to say to my faculty, staff and administrative colleagues...thank-you! Western could have never launched this fall opening without your time, talent and commitment. You should be proud of yourself and what you have accomplished. The Senate Executive Board proudly and humbly acknowledges what you have done in the past few months. We only wish we had the opportunity to express our appreciation to each of you personally!

One of the Senate’s major projects over the summer was to create protocols for virtual meetings. In order to ensure continuity and predictability, the Faculty Senate Executive Board has voted to conduct all Senate, Council, Committee and Executive Board meetings virtually through December 2020.
We have created and approved processes, learned new applications, held multiple meeting rehearsals, and thanks to the College of Engineering, have a Faculty Senate command center for tonight’s first virtual meeting.

You are all invited to join us later today. Our meeting begins promptly at 5 p.m. Please follow the link on the Faculty Senate website to the Web Ex meeting location.

WMU ESSENTIAL STUDIES LAUNCH

After multiple years of planning, research, design, redesign, and testing, the Faculty Senate is proud to announce the official launch of the WMU Essential Studies program. This program was made possible by the work of course designers and reviewers but was pushed past the finish line by the collective efforts of the entire campus community. We should all take pride in how far we have come. As we move into the implementation phase we bid a fond farewell to WMU Essential Studies Director Mervyn Elliott, who guided the process. At the same time, we welcome Interim WMU Essential Studies Director James Cousins, who will bring renewed energy to the implementation phase.

COVID-19 SYLLABUS STATEMENT

The Faculty Senate created a syllabus statement about COVID-19 and recommended that it be included in every in-person and hybrid class syllabus this fall. In addition, the Provost and Vice President for Academic Affairs, in collaboration with the Office of Student Conduct, released a classroom management statement related to COVID-19. Both of these may be found on the Faculty Senate’s website. Collectively, these documents guide both classroom behavior and classroom management to best serve our community and keep us safe.

WORK OF OUR COUNCILS AND COMMITTEES

Each of our Councils and Committees are meeting during September. They are completing unfinished work from last year and beginning work on new projects for the upcoming year. We have charged each Council and Committee to identify collaborative action in the areas of diversity, equity, inclusion and civility. We look forward to working with the President and to collaborate on the larger University initiatives surrounding these critical topics.
AD HOC COMMITTEE ON INTERDISCIPLINARY ACADEMIC STUDIES REPORT

The final report of the Faculty Senate’s Ad Hoc Committee on Interdisciplinary Academic Studies was presented to the Faculty Senate Executive Board earlier this summer, and was subsequently provided to the WMU administration and Board of Trustees for review. This project concluded a year-long effort by several colleagues and will provide solid guidance for the creation of new and innovative cross-department and cross-college instructional initiatives.

We continue to work collaboratively on the Last Lecture Series, which President Montgomery shared in his comments. We are confident that this will provide a unique and memorable departure opportunity for many of our colleagues.

Last, but not least, I extend congratulations and best wishes to our 85 colleagues who have chosen to take the early retirement buy-out in addition to the 34 faculty who retired during the fiscal year ending this past June 30. There is a large-hole on our campus as we bid farewell to successful and trail-blazing faculty who have worked on behalf of our students, our University and the greater community. As I conclude my remarks today, I want to share a few words with our retiring colleagues:

A professor ignites the fire that fuels a student’s thirst for knowledge, curiosity and wisdom.
Words cannot adequately express our gratitude for your contributions and the insight you brought to our daily lives.

As you retire:
Have fun
Be brave
Be curious
Discover a wider world
Enjoy the years that lie ahead
Now that you have climbed the mountain, you can enjoy the view
You will be missed!
PROPOSAL:  General Revenue Bond

Background

We are presenting for your approval the resolution prepared by the University’s bond counsel, Miller Canfield, evidencing our intention to borrow funds by issuing general revenue bonds. The resolution provides for some flexibility such as the bonds can be either tax-exempt or taxable, or some combination thereof. The bonds issued will not exceed the principal amount needed to produce proceeds of $70,000,000 to be used for new projects, capitalized interest and costs of issuance plus the amount necessary to accomplish the refunding of currently outstanding bonds if the refunding is deemed to provide financial benefit to WMU.

The bond proceeds will be used to finance site completion, construction, furnishing and equipping of the new student center, including a new dining facility and the design and construction of a new roadway at the south side of the new student center for vehicle drop-off and parking. WMU completed one financing in 2019 which was used to partially fund the student center/dining project. At that time, we noticed our intent to obtain the final financing needed in the 2020-21 year.

If market conditions are favorable, a portion of this bond issue may be used to refund currently outstanding general revenue bonds. Current market conditions indicate that refunding certain bonds outstanding may provide an opportunity for the University to achieve present value savings.

We are also asking for your approval to secure our ability to have the President and/or Vice President for Business and Finance authorized to negotiate, execute and deliver on behalf of the Board the borrowing as recommended by the resolution.

Recommended Action

It is recommended the Board approve the attached Resolution authorizing the issuance and delivery of the general revenue bonds, and providing for other matters relating thereto.
RESOLUTION OF THE BOARD OF TRUSTEES OF WESTERN MICHIGAN UNIVERSITY
AUTHORIZING THE ISSUANCE AND DELIVERY OF GENERAL REVENUE BONDS
AND PROVIDING FOR OTHER MATTERS RELATING THERETO

WHEREAS, the Board of Trustees of Western Michigan University (the “Board”) is a constitutional body corporate established pursuant to Article VIII, Section 6 of the Michigan Constitution of 1963, as amended, with general supervision of Western Michigan University (the “University”) and the control and direction of all expenditures from the University’s funds under Article VIII, Sections 4 and 6 of the Michigan Constitution of 1963, as amended; and

WHEREAS, in the exercise of its constitutional duties and in order to properly serve the needs of students attending the University, the Board has determined that it is appropriate and in the best interests of the University to finance all or a portion of the costs of certain capital improvements of the University, as described in Exhibit A attached hereto (all of such capital improvements described in Exhibit A being collectively referred to herein as the “Projects”); and

WHEREAS, the Board has previously issued and has outstanding certain series of General Revenue Bonds payable from and secured by a lien on General Revenues (as hereinafter defined) (collectively, the “Prior Bonds”); and

WHEREAS, it may be appropriate and economic to refund all or portions of the outstanding Prior Bonds as shall be determined by an Authorized Officer (as hereinafter defined) (the portions of the Prior Bonds to be refunded, if any, as determined by an Authorized Officer, is referred to herein as the “Bonds to be Refunded”); and

WHEREAS, in the exercise of its constitutional duties, and in order to prudently control and direct expenditures from the University’s funds, the Board determines it is necessary and desirable to authorize the issuance and delivery of General Revenue Bonds of the Board, in one or more series (the “Bonds”), to be payable from and secured by a pledge of General Revenues, in order to provide funds that, together with other available funds, will be used to pay all or part of the costs of the Projects, to pay all or part of the costs of refunding the Bonds to be Refunded, if any, and to pay costs incidental to the issuance of the Bonds and the refunding; and

WHEREAS, one or more trust indentures (collectively, the “Trust Indenture”) must be entered into by and between the Board and a trustee (the “Trustee”) to be designated by an Authorized Officer, pursuant to which the Bonds will be issued and secured; and

WHEREAS, it is necessary to authorize the Authorized Officers, or either of them individually, to negotiate the sale of the Bonds with one or more underwriters or groups of underwriters to be selected by an Authorized Officer (collectively, the “Underwriter”), and to enter into one or more bond purchase agreements with the Underwriter (collectively, the “Bond Purchase Agreement”) setting forth the terms and conditions upon which the Underwriter will agree to purchase the Bonds and the interest rates thereof and the purchase price therefor; and

WHEREAS, in order to be able to market the Bonds at the most opportune time, it is necessary for the Board to authorize the President and the Vice President for Business and Finance and Treasurer (each an “Authorized Officer”), or either of them individually, to negotiate the terms
of and to execute and deliver on behalf of the Board the Trust Indenture, the Bond Purchase Agreement, one or more remarketing agreements with the Underwriter or other remarketing agent selected by an Authorized Officer (collectively, the “Remarketing Agreement”), and other related documents, to establish the specific terms of the Bonds and to accept the offer of the Underwriter to purchase the Bonds, and to undertake such other actions and make such other determinations on behalf of the Board as authorized hereby, all within the limitations set forth herein; and

WHEREAS, the trust indentures authorizing the Prior Bonds create certain conditions for the issuance of additional obligations payable from and secured by a pledge of General Revenues on a parity basis with the Prior Bonds; and

WHEREAS, the trust indentures authorizing the Prior Bonds create certain conditions for the issuance of additional obligations payable from and secured by a pledge of General Revenues on a parity basis with the Prior Bonds; and

WHEREAS, the Vice President for Business and Finance and Treasurer shall, on or prior to the date of delivery of the Bonds, certify that the conditions for issuing the Bonds, secured by General Revenues on a parity basis with the Prior Bonds, have been met; and

WHEREAS, the Board has full power under its constitutional authority for supervision of the University, and control and direction of expenditures from the University’s funds, to acquire, construct, furnish and equip the Projects, to refund the Bonds to be Refunded, if any, and to pay all or a portion of the costs of the Projects and the costs of the refunding by issuance of the Bonds, and to pledge General Revenues for payment of the Bonds.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF WESTERN MICHIGAN UNIVERSITY, AS FOLLOWS:

1. The Board hereby approves the definition of the term “Projects” as set forth in Exhibit A attached hereto, and authorizes the Authorized Officers, or either of them individually, to select the portions of the Projects to be financed, in whole or in part, from the proceeds of the Bonds, and to fund, as appropriate, the remaining portion of the costs of the Projects from available funds of the University or other available funds. Subject to the Board’s policies regarding approval of capital projects, either Authorized Officer may subsequently approve additional components of the Projects and specify that such additional components shall be financed in whole or in part from the proceeds of the Bonds, upon which occurrence such components shall thereupon become components of the Projects hereunder. The Board further approves the refunding of all or any portion of the Prior Bonds, and authorizes the Authorized Officers, or either of them individually, to select the portion, if any, of the Prior Bonds to constitute the Bonds to be Refunded, in order to produce interest or other cost savings or a more favorable debt service structure, or to provide for more favorable terms or covenants, and to fund, if deemed appropriate, a portion of the costs of the refunding from available funds of the University and the balance of such costs from the proceeds of the Bonds, and to proceed with the refunding.

2. The Board hereby authorizes the issuance, execution and delivery of the Bonds of the Board, in one or more series, to be designated GENERAL REVENUE BONDS, with appropriate series designations, in the aggregate original principal amount to be established by an Authorized Officer, but not to exceed the aggregate principal amount necessary to produce proceeds of SEVENTY MILLION DOLLARS ($70,000,000) for the payment of the costs of the Projects and the costs of issuance of the Bonds, plus the amount, if any, necessary to accomplish the refunding of the Bonds to be Refunded and to pay costs related thereto, as determined by an
Authorized Officer. The Bonds shall be dated as of the date or dates established by an Authorized Officer, and shall be issued for the purpose of providing funds which, together with other available funds, will be used to pay all or a portion of the costs of the Projects, including, if determined to be appropriate by an Authorized Officer, capitalized interest related to all or any portion of the Projects for a period specified by an Authorized Officer, to pay all or a portion of the costs of refunding the Bonds to be Refunded, if any, and to pay costs related to the issuance of the Bonds and the refunding, including the costs of bond insurance premiums, if an Authorized Officer determines such insurance to be appropriate. The Bonds shall be serial bonds or term bonds, which may be subject to redemption requirements, or both, as shall be established by an Authorized Officer, but the first maturity or mandatory redemption date shall be no earlier than November 15, 2021 and the last maturity shall be no later than November 15, 2055. The Bonds may be issued as federally tax-exempt bonds or as federally taxable bonds, or any combination thereof, as shall be determined by an Authorized Officer. The Bonds may bear interest at stated fixed rates for the respective maturities thereof as shall be established by an Authorized Officer, but the weighted average yield of the Bonds (computed using the stated coupon and the stated original offering price) shall not exceed 5.00% per annum for tax-exempt bonds and 8.00% per annum for taxable bonds. Alternatively, all or part of the Bonds may bear interest at a variable rate of interest for all or a portion of their term, determined on the basis of an index or a spread to an index or through market procedures, or any combination thereof, and the variable rate of interest shall not exceed the lesser of 25% per annum, the maximum rate permitted by law or the maximum rate, if any, specified in the Trust Indenture. The Bonds may be subject to redemption or call for purchase prior to maturity at the times and at the prices (which may be expressed as a percentage of the principal amount being redeemed or be based on a “make-whole” formula, or both) as shall be determined by an Authorized Officer. Interest on the Bonds shall be payable at such times as shall be specified by an Authorized Officer. The Bonds shall be issued in fully-registered form in the denominations, shall be payable as to principal and interest in the manner, shall be subject to transfer and exchange, and shall be executed and authenticated, and may be issued in book-entry-only form, all as shall be provided in the Trust Indenture. The Bonds shall be sold to the Underwriter for a price to be established by an Authorized Officer (but the Underwriter’s discount, exclusive of original issue discount, shall not exceed 1.00% of the principal amount thereof) plus accrued interest, if any, from the dated date of the Bonds to the date of delivery thereof.

Any or all of the Bonds may be made subject to tender for purchase at the option of the holder thereof or to mandatory tender for purchase. The obligation of the Board to purchase any Bonds subject to tender for purchase may be limited to the remarketing proceeds of such Bonds, or may be made payable from General Revenues (as defined in Section 3 below), from available cash reserves of the University, subject to such limitations as may be specified in the Trust Indenture, or from a letter of credit, line of credit, standby bond purchase agreement or other credit or liquidity device (the “Liquidity Device”), or any combination thereof, all as shall be determined by an Authorized Officer and provided for in the Trust Indenture. Any reimbursement obligation for draws under the Liquidity Device shall be a limited and not a general obligation of the Board, payable from, and may be secured by a pledge of, General Revenues. Each Authorized Officer is individually authorized to execute and deliver at any time, for and on behalf of the Board, any amendments to the Trust Indenture and any agreements or instruments with a party or parties selected by an Authorized Officer necessary to obtain, maintain, renew or replace, and provide for repayments under, any Liquidity Device deemed by such officer to be required for the purposes of this Resolution.
In relation to the debt service on all or any portion of the Bonds, either of the Authorized Officers may, at any time, on behalf of and as the act of the Board, enter into or modify an interest rate swap, cap, forward starting swap, option, swaption, rate lock or similar agreement or agreements (collectively, the “Swap Agreement”) with a counterparty or counterparties selected by the Authorized Officer. Such Swap Agreement shall provide for payments between the Board and the counterparty related to interest on all or a portion of the Bonds at indexed or market established rates. If the Swap Agreement is entered into at approximately the same time as the issuance of the Bonds and is related to the Bonds, the expected effective interest rate on the Bonds to which the Swap Agreement relates, taking into account the effect of the Swap Agreement, shall be within the limitations set forth herein. Any Swap Agreement in the form of a forward starting swap, option, swaption or rate lock may, if the Bonds to which such agreement relates are not ultimately issued, be required to be terminated, which may result in termination payments due by the Board. Any such required termination payments and other costs of termination may be funded from available funds of the University or the proceeds of the Bonds or other indebtedness of the Board, as determined by an Authorized Officer.

3. The Bonds, and the obligations of the Board under any Swap Agreement or Liquidity Device, if either or both is entered into, shall be limited and not general obligations of the Board, payable from and, except as provided below in this Section 3, secured by a lien on, the General Revenues of the Board (as shall be defined in the Trust Indenture in a manner generally consistent with the definition thereof contained in the trust indentures pursuant to which the Prior Bonds were issued). Except as otherwise determined by an Authorized Officer, as provided below in this Section 3, the lien on General Revenues securing the Bonds, the Swap Agreement, if any, and the Liquidity Device, if any, shall be on a parity basis with the liens on General Revenues securing the Prior Bonds and other previously issued obligations of the Board secured by a first lien on General Revenues. The Bonds, and the obligations of the Board under the Swap Agreement, if any, and the Liquidity Device, if any, may also be payable from and secured by a lien on moneys, securities or other investments from time to time on deposit in certain funds created pursuant to the Trust Indenture or the agreements entered into in connection with the Swap Agreement or Liquidity Device.

No recourse shall be had for the payment of the principal amount of or interest or premium on the Bonds, or for the payment of any amounts owing under the Swap Agreement, if any, or the Liquidity Device, if any, or for any claim based thereon, against the State of Michigan, or any member or agent of the Board (including, without limitation, any officer or employee of the University), as individuals, either directly or indirectly, nor, except as specifically provided in the Trust Indenture or the instruments entered into in connection with the Swap Agreement, if any, or the Liquidity Device, if any, against the Board, nor shall the Bonds and interest and premium with respect thereto, or any obligations of the Board in connection with the Swap Agreement, if any, or the Liquidity Device, if any, become a lien on or be secured by any property, real, personal or mixed, of the State of Michigan or the Board, other than General Revenues and the moneys, securities or other investments from time to time on deposit in certain funds established as pledged pursuant to the Trust Indenture or pursuant to the agreements entered into in connection with the Swap Agreement, if any, or the Liquidity Device, if any.
Any pledge of General Revenues, and funds specified in the Trust Indenture or in any agreements entered into in connection with the Swap Agreement, if any, or the Liquidity Device, if any, shall be valid and binding from the date of the issuance and delivery of the Bonds or such agreements, and all moneys or properties subject thereto that are thereafter received shall immediately be subject to the lien of the pledge without physical delivery or further act. The lien of said pledge shall be valid and binding against all parties (other than the holders of any other bonds, notes or other obligations secured by a parity first lien on General Revenues) having a claim in tort, contract or otherwise against the Board, irrespective of whether such parties have notice of the lien.

Notwithstanding anything herein to the contrary, any obligations of the Board under the Swap Agreement or the Liquidity Device may, if determined appropriate by an Authorized Officer, be payable and secured on a subordinated basis to the Bonds and other General Revenue obligations of the Board, or may be payable from General Revenues but be unsecured.

4. The right is reserved to issue additional bonds, notes or other obligations payable from General Revenues and secured on a parity or subordinated basis with the Bonds, the Prior Bonds and other obligations of the Board so secured by a lien on General Revenues, upon compliance with the terms and conditions therefor as shall be set forth in the Trust Indenture.

5. Either Authorized Officer is hereby authorized and directed, in the name and on behalf of the Board, and as its corporate act and deed, to select the Trustee and to negotiate, execute and deliver the Trust Indenture. The Trust Indenture may contain such covenants on behalf of the Board and terms as either Authorized Officer deems appropriate, including, but not limited to, covenants with respect to the establishment of General Revenues at levels expressed as a percentage of debt service on the Bonds or all General Revenue obligations of the Board, and with respect to the issuance of additional bonds, notes or other obligations payable from and secured by General Revenues. In addition, either Authorized Officer is hereby authorized, empowered and directed to negotiate, if deemed appropriate by an Authorized Officer in connection with the issuance of the Bonds, for the acquisition of bond insurance and to execute and deliver an insurance commitment or other documents or instruments required in connection with such insurance.

6. Either Authorized Officer is hereby authorized and directed, in the name and on behalf of the Board and as its corporate act and deed, to select the Underwriter and to negotiate, execute and deliver the Bond Purchase Agreement with the Underwriter setting forth the terms of the Bonds and the sale thereof, and containing such other covenants and agreements of the Board as may be required by the Underwriter in connection therewith, in the forms as an Authorized Officer may approve, all within the limitations set forth herein. Either Authorized Officer is further authorized and directed, in the name and on behalf of the Board and as its corporate act and deed, to negotiate, execute and deliver the Remarketing Agreement, if any, with the Underwriter or other remarketing agent selected by the Authorized Officer.

7. Either Authorized Officer is hereby authorized, empowered and directed, in the name and on behalf of the Board and as its corporate act and deed, to execute the Bonds by manual or facsimile signature, and to deliver the Bonds to the Underwriter in exchange for the purchase price therefor.
8. Either Authorized Officer is authorized to solicit ratings on the Bonds from any national rating services that the Authorized Officer deems appropriate and to cause the preparation of a Preliminary Official Statement and an Official Statement with respect to each series of the Bonds, to deem such official statements “final” in accordance with applicable law, and to execute and deliver the Official Statements. Either Authorized Officer, or the Underwriter or the University’s financial advisor, as appropriate, is authorized to circulate and use, in accordance with applicable law, the Preliminary Official Statements and the Official Statements in connection with the offering, marketing and sale of the Bonds.

9. The President, the Vice President for Business and Finance and Treasurer, the Associate Vice President for Business and Finance, the Secretary to the Board, the General Counsel and any other appropriate officer or representative of the Board or the University are each hereby authorized to perform all acts and deeds and to execute and deliver, for and on behalf of the Board, all instruments and documents required by this Resolution, the Trust Indenture, the Bond Purchase Agreement, the Remarketing Agreement, the Swap Agreement and the Liquidity Device, or necessary, expedient and proper in connection with the issuance, sale and delivery of the Bonds, as contemplated hereby, including, if deemed appropriate, one or more escrow deposit agreements with an escrow agent to be selected by an Authorized Officer as may be necessary to accomplish the refunding of the Bonds to be Refunded. Either Authorized Officer is authorized to designate and empower the escrow agent to subscribe for United States Treasury Securities – State and Local Government Series, on behalf of the Board, as may be necessary in connection with any refunding authorized hereby. Either Authorized Officer is further authorized to execute and deliver all instruments and documents for and on behalf of the Board or the University, and to take all other actions, required, necessary or appropriate for the ongoing administration or operation of the financing program represented by the Bonds, the Trust Indenture, the Bond Purchase Agreement, the Remarketing Agreement, the Swap Agreement and the Liquidity Device. Any action required under the Trust Indenture, the Bond Purchase Agreement, the Remarketing Agreement, the Swap Agreement or the Liquidity Device or any other instrument related to the Bonds, and any action necessary or appropriate in connection with the ongoing administration of the financing program authorized hereby, may be taken by and on behalf of the Board by an Authorized Officer. Any reference to an officer of the Board or the University herein shall include any interim or acting officer appointed by the Board.

10. In accordance with the requirements of Rule 15c2-12 of the United States Securities and Exchange Commission, the Board may be required in connection with the issuance of the Bonds to enter into one or more continuing disclosure undertakings for the benefit of the holders and beneficial owners of the Bonds. Either Authorized Officer is authorized to cause to be prepared and to execute and deliver, on behalf of the Board, the continuing disclosure undertakings.

11. Either Authorized Officer is hereby authorized and delegated the power to execute, on behalf of the Board, one or more declarations of intent to reimburse the University from Bond proceeds for any expenditures with respect to the Projects incurred prior to the issuance of the Bonds, and for future projects to be funded with the proceeds of future bond issues, all in accordance with U.S. Treasury Regulation § 1.150-2. Any and all actions of an Authorized officer previously taken in connection with the execution of such declarations of intent are hereby ratified and confirmed.
12. If deemed necessary by the University’s bond counsel, either Authorized Officer is authorized to arrange for the publication of a notice of and to conduct a public hearing with respect to the issuance of the Bonds, all in accordance with requirements of Section 147(f) of the Internal Revenue Code of 1986, as amended.

13. Any resolutions or parts of resolutions or other proceedings of the Board in conflict herewith are hereby repealed insofar as such conflict exists.
EXHIBIT A

THE PROJECTS

The Projects, as that term is used in the Resolution to which this Exhibit A is attached, consists of the components described below:

<table>
<thead>
<tr>
<th>Project</th>
<th>Currently Estimated Costs to be Funded From Bond Proceeds*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. New Student Center and Dining Facility: Site completion, construction, furnishing and equipping of a new student center, including a new dining facility.</td>
<td>$60,100,000</td>
</tr>
<tr>
<td>2. Loop Road Phase I: Design and construction of a new roadway at the south side of the new student center for vehicle drop-off and parking.</td>
<td>$2,700,000</td>
</tr>
</tbody>
</table>

**Total**                                                                 $62,800,000

*Exclusive of capitalized interest, if any, and bond issuance costs.
I hereby certify that the attached is a true and complete copy of a resolution adopted by the Board of Trustees of Western Michigan University at a meeting held on November 5, 2020, and that said meeting was conducted and public notice of said meeting was given pursuant to and in full compliance with all applicable law, and that the minutes of said meeting were kept and will be or have been made available as required by law.

I further certify as follows:

1. Present at the meeting were the following Board members:

____________________________________________________________________
____________________________________________________________________

Absent from the meeting were the following Board members:

____________________________________________________________________

2. The following members of the Board voted for the adoption of the Resolution:

____________________________________________________________________

The following members of the Board voted against adoption of the Resolution:

____________________________________________________________________

RESOLUTION DECLARED ADOPTED.

___________________________________
Kahler B. Schuemann
Secretary to the Board of Trustees of Western Michigan University
PROPOSAL:  Western Michigan University External Audit

Background

The WMU Audit Committee assists the WMU Board of Trustees in fulfilling its oversight responsibilities relating to: (1) the integrity of the University’s financial statements, and internal control system (2) the external auditor’s qualifications and independence, (3) the performance of the University’s external auditors, (4) communication with and oversight of the University’s internal audit function, and (5) matters involving compliance with Board policies, including conflict of interest; and other matters designated by the Chair of the Board, the President, Treasurer, or Assistant Treasurer.

The WMU Audit Committee oversaw the 2020 University Audit conducted by external auditor Plante Moran. WMU received a clean, unqualified opinion, this is the highest level of assurance that can be provided. The audit was completed September 24, 2020, and the report was accepted by the Audit Committee at its last meeting. A copy is available upon request.

Recommended Action
It is recommended the Board accept the 2020 external audit report dated September 24, 2020, conducted by Plante Moran.
PROPOSAL: Termination of the Western Michigan University Cooley Law School Agreements

Background

The Western Michigan University Board of Trustees has responsibilities under the Michigan Constitution to both WMU and the State of Michigan. These responsibilities include the Board’s fiduciary and administrative oversight of activities associated with WMU and specifically includes the obligation to adopt, revise or reaffirm the mission, goals, objectives and priorities of the institution and approve long-range goals. As part of fulfilling that responsibility a thorough assessment of WMU’s partnership with the WMU Thomas M. Cooley Law School has been undertaken over the last year.

In 2013, following thorough due diligence by both institutions, Western Michigan University and Cooley Law School entered into an Affiliation Agreement and a Co-Branding and Cross License Agreement. These Agreements allowed Cooley Law School to use the Western Michigan University name after approval by the accrediting bodies. Both WMU and Cooley maintained complete financial and academic autonomy and they remained separate legal entities. It was the hope of both institutions that the affiliation would improve the quality of the educational experience for students at both institutions and would serve to enhance the reputation and standing of both institutions in the academic community. Several years after implementation those hopes have not been realized.

In addition, the impact of the pandemic on higher education has led each institution to focus on their core missions. Much has changed at both organizations and in the world of legal education since 2013. The affiliation was intended to be a prelude to more joint programs and a closer collaboration between the institutions. Those intentions have not materialized in seven years, and they are not on the immediate horizon. Ventures not at the center of WMU’s strengths and mission have been eliminated to maintain focus and stability through these unprecedented times. The Board believes that affiliation with Cooley has become a distraction from the University’s core mission. The Affiliation Agreement requires three years written notice should one institution decide to unilaterally terminate the Agreements.

Recommended Action

It is recommended the Board approve termination of the agreements with WMU Cooley and begin the three-year separation process.
PROPOSAL: Revised Western Michigan University Audit Committee Charter

Background

The WMU Audit Committee assists the WMU Board of Trustees in fulfilling its oversight responsibilities relating to: (1) the integrity of the University’s financial statements, and internal control system (2) the external auditor’s qualifications and independence, (3) the performance of the University’s external auditors, (4) communication with and oversight of the University’s internal audit function, and (5) matters involving compliance with Board policies, including conflict of interest; and other matters designated by the Chair of the Board, the President, Treasurer, or Assistant Treasurer.

The WMU Audit Committee adopted a new charter in September, 2020 to address organizational changes in the University and to improve readability.

Recommended Action

It is recommended that the Board adopt the revised 2020 WMU Audit Committee Charter.
Western Michigan University (WMU)
Audit Committee Charter

Purpose and Scope of Responsibility

To assist the WMU Board of Trustees (hereinafter “Board of Trustees”) in fulfilling its oversight responsibilities relating to: (1) the integrity of the University’s financial statements, and internal control system (2) the external auditor’s qualifications and independence, (3) the performance of the University’s external auditors, (4) communication with and oversight of the University’s internal audit function, and (5) matters involving compliance with Board policies, including conflict of interest; and other matters designated by the Chair of the Board, the President, Treasurer, or Assistant Treasurer.

Authority

The audit committee has authority to conduct or authorize investigations into any matters within its scope of responsibility. The audit committee shall have no other authority than that conferred on them by the Board of Trustees, shall exercise no final authority, and shall have no power to act on behalf of or in place of the Board of Trustees. It is empowered to:

- Appoint and oversee the work of the public accounting firm employed by the University to conduct the annual financial audit subject to the recommendation of the Treasurer, as well as other contracted engagements.
- Resolve any disagreements regarding financial reporting.
- Retain independent counsel, accountants or others to advise the committee or assist in the conduct of an investigation.
- Seek any information it requires from the appropriate individuals, all of whom are directed to cooperate with the committee’s requests, or external parties.
- Meet with officers, external auditors, or outside counsel as necessary.
- Make determinations brought to it by the internal audit function upon request by the President, Treasurer, Assistant Treasurer, or General Counsel, in response to disclosed, potential, and/or actual conflicts of interest as defined by the University’s conflict of interest policy.
- Other responsibilities as the Chair of the Board of Trustees directs or requests.
- Other actions as described in this charter.

Composition

The audit committee will consist of at least three (3) members and no more than five (5) members. The committee can be comprised of current and/or emeriti trustees of the Board, current and/or former directors of the WMU Foundation, alumni of the University, or WMU community members that have some interest in WMU.

Each committee member will be independent and have a basic understanding of finance and accounting, with the ability to read and understand fundamental financial statements. The members should also collectively possess sufficient knowledge of audit, finance, specific
industry knowledge, IT, law, governance, risk, and control. Committee member additions are to be approved by the Board of Trustees.

Meetings

The committee will meet at least twice annually, with authority to convene additional meetings as circumstances require. The committee will invite University employees, auditors, or others to attend meetings and provide pertinent information as necessary.

Responsibilities

The committee is charged with carrying out the responsibilities as described above and as follows:

Financial Statements

- Review with the Treasurer and the external auditors the results of the audit, including any difficulties encountered. This review will include any restrictions on the scope of the external auditor’s activities or on access to requested information and any significant disagreements with the Treasurer.
- Review significant accounting and reporting issues and understand their impact on the financial statements. These issues include:
  - Complex or unusual transactions and highly judgmental areas
  - Major issues regarding accounting principles and financial statement presentations, including any significant changes in the University’s selection or application of accounting principles
  - The effect of regulatory and accounting initiatives as well as off-balance sheet structures on the financial statements of the University
- Review analyses prepared by University staff and/or the external auditor setting forth significant financial reporting issues and judgments made in connection with the preparation of the financial statements, including analyses of the effects of alternative GAAP methods on the financial statements.
- Discuss the annual audited financial statements with the Treasurer and the external auditors, including the University’s disclosures under “Management’s Discussion and Analysis of Financial Condition and Results of Operations.”
- Recommend acceptance of the audited financial statements to the Board of Trustees.
- Other responsibilities as the Chair of the Board of Trustees directs or requests.

Internal Control

- Consider the effectiveness of the University’s internal control system, including information technology security and control.
- Understand the scope of internal and external auditor’s review of financial and internal control system, and obtain reports on significant findings and recommendations together with management’s responses.
Compliance

- Review the effectiveness of the system for monitoring compliance with laws and regulations and the results of investigation and follow-up (including disciplinary action) of any instances of noncompliance.
- Review significant findings of any financial and internal control system examinations by regulatory agencies, and any auditor observations.
- Obtain regular updates from the President, Treasurer, and General Counsel, as appropriate, regarding significant compliance matters.

External Audit

- Review with the external auditor the annual audit plan including, proposed audit scope, approach, risk assessment, critical accounting policies and estimates and scope of reports to be issued for other University reporting entities or activities, including coordination of audit effort with the University’s internal audit function.
- Meet with the external auditor to discuss audit conclusions and review the results including the applicable audit reports, required auditor communications and any management letters of recommendation.
- At least annually but as needed, meet separately with the external auditors to discuss any matters that the committee or auditors believe should be discussed privately.

Internal Audit

- Review and approve proposed risk-based internal audit plan and make recommendations concerning internal audit projects.
- Review internal audit reports, an update on the status of prior year recommendations and results of special investigations.
- Inquire of the internal audit function about steps taken to ensure that internal audit activity conforms to the Institute of Internal Auditor’s International Standards for the Professional Practice of Internal Auditing.
- Inquire of the internal audit function whether any evidence of fraud has been identified during internal audit engagements, or is otherwise discovered by or comes to the attention of the committee, and evaluate what additional actions, if any, should be taken.

Conflicts of Interest

- Adhere to the Board of Trustee’s Conflict of Interest Policy. It is the responsibility of the audit committee members to disclose any conflict of interest or appearance of a conflict of interest to the committee.
- Make any determination as requested by the Board of Trustees or senior university administrators pursuant to the University’s Conflict of Interest Policy regarding a transaction or arrangement involving a material interest between the University and any interested person.
Reporting Responsibilities

- Regularly report to the Board of Trustees about committee activities, such as issues that arise with respect to the quality or integrity of the University’s financial statements, the University’s compliance with legal or regulatory requirements, and the performance and independence of the University’s external auditors.
- Provide an open avenue of communication between the University’s internal auditors, the external auditors and the Board of Trustees.
- Review any other reports the University issues that relate to committee responsibilities.

Other Responsibilities

- Discuss with the Treasurer the University’s major policies with respect to risk assessment and risk management as it relates to the financial and internal control activities, or other operational activities, of the University.
- Review and monitor the University’s methods and procedures for the receipt, retention, and treatment of significant allegations of criminal or ethical violations reported by University employees, students, contractors, and other University affiliated persons.
- Review all whistleblower allegations that are reported to the internal audit function through the reporting hotline or other medium. Provide oversight of internal audit and management’s response to the allegations.
- Perform other activities related to this charter as requested by the Board of Trustees.
- Institute and oversee special investigations as needed.
- Review and assess the adequacy of the committee charter annually, requesting Board of Trustees approval for proposed changes, and ensure appropriate disclosure as may be required by law or regulation.
- Confirm annually that all responsibilities outlined in this charter have been carried out.

Audit Committee Charter

Approved by the WMU Board of Trustees on July 25, 2012
Revised by the Audit Committee September 16, 2020
Last reviewed by Audit Committee September 24, 2020
Approved by WMU Board of Trustees as revised on March 14, 2019
PROPOSAL: Personnel Report

ACADEMIC

Administrative Appointments
Osama Abudayyeh; Interim Chair; Department of Industrial and Entrepreneurial Engineering and Engineering Management; effective July 1, 2020 through June 30, 2021.

Carla Adkison-Johnson; Interim Chair; Department of Counselor Education and Counseling Psychology; effective September 14, 2020 through June 30, 2021.

Steven Carr; Interim Chair; Department of Engineering Design, Manufacturing and Management Systems; effective July 1, 2020 through June 30, 2021.

Deveta Gardner; Associate Dean; University College; effective September 1, 2020 through September 30, 2023.

Monica Liggin-Abrams; Executive Director Strategic Initiatives; University College; effective October 1, 2020 through September 30, 2023.

Raymond Thompson; Associate Dean; College of Aviation; effective July 1, 2020 through June 30, 2023.

Raymond Thompson; Interim Chair; Department of Aviation Sciences; effective July 1, 2020 through June 30, 2021.

Appointments – Tenure Track
Guanyue Hong; Associate Professor; Department of Computer Science; effective August 15, 2020.

Rhea Olivaccé; Assistant Professor; School of Music; effective August 15, 2020.

Jessica Wilson; Assistant Professor; Department of Physician Assistant; effective January 1, 2021.

Appointments – Term
Tracy Young; Faculty Specialist II – Clinical Specialist; Department of Occupational Therapy; effective July 1, 2020 through June 30, 2020.
Appointments – Adjunct
Prentiss Jones; Adjunct Assistant Professor; Department of Biological Sciences; effective September 1, 2020 through August 31, 2023.

Linda Shuster; Adjunct Professor; Department of Speech, Language and Hearing Science; effective September 1, 2020 through August 31, 2023.

Amy Wagenfeld; Adjunct Instructor; Department of Occupational Therapy; effective January 1, 2021 through December 31, 2023.

Catherine Wardley; Adjunct Associate Professor; Department of Physician Assistant; effective September 1, 2020 through August 31, 2023.

Rachel Warga; Adjunct Instructor; Department of Biological Sciences; effective September 1, 2020 through August 31, 2023.

Leave of Absence
Jennifer Hudson; Associate Professor; Department of Mechanical and Aerospace Engineering; effective September 14, 2020 through August 31, 2021.

Sabbatical Leave
Regina Garza Mitchell; Associate Professor; Department of Educational Leadership, Research and Technology; effective Spring 2022 (change in date only).

Faculty Retirements with Emeriti Status
Sarah Hill; Associate Professor Emerita of the Environment and Sustainability; Institute of the Environment and Sustainability; effective April 30, 2026.

Faculty Resignations
Siddharth Bhandari; Assistant Professor; Department of Civil and Construction Engineering; effective December 31, 2020.

Zijiang Yang; Professor; Department of Computer Science; effective December 31, 2020.

NON-ACADEMIC
Retirements
Joann Ambs; Utility Food Worker; Bernhard Center Dining Services; effective September 26, 2020.

Patricia Campbell; Carpenter; Facilities Management- Maintenance Service; effective November 1, 2020.

Melanie Chapin-Lechner; Gardener; Facilities Management – Landscape Services; effective October 1, 2020.
Retirements (Continued)

Kerry Craighead; Utility Food Worker; Valley Dining Center; effective November 9, 2020.

Jeannyne Depoian; Administrative Assistant II; Department of Blindness and Low Vision Studies; effective October 1, 2020.

Judith Gipper; Director Dining Services; University Dining Services; effective October 31, 2020.

Louann Green; Custodian; Facilities Management – Building Custodial and Support; effective October 1, 2020.

Robert Monck; Preventive Maintenance Scheduler; Facilities Management – Maintenance Service; effective September 12, 2020.

Randy Randt; Floor Technician; Facilities Management – Building Custodial and Support; effective September 2, 2020.

Robert Reed; Project Manager IT; Office of Business and Finance – Information Technology; effective September 12, 2020.

Joyce Simonds; Utility Food Worker; Bernhard Center Dining Services; effective October 1, 2020.

Darcey Stevens; Administrative Assistant II; College of Education and Human Development; effective October 1, 2020.

Margaret von Steinen; Executive Assistant Senior; Office of Government Relations; effective November 20, 2020.

Johanna Wells; Administrative Assistant II; College of Engineering and Applied Sciences; effective September 17, 2020.