Western Michigan University
BOARD OF TRUSTEES

Thursday, December 10, 2020   Virtual Meeting Platform Amidst a Continued Global Pandemic

Closed Informal Session – 9:00 AM

Formal Session – 11:00 AM

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, December 9th.

1. Acceptance of the Agenda – Bolger
2. Approval of the Minutes (November 5, 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 – Student Athlete Achievement – Beauregard, Harrison, and Caliendo
9. Annual Presidential Assessment – Rinvelt
10. Outgoing Trustee Appreciation for Behen and Bolger – Schuemann
11. Public Comments Regarding Action Items – Schuemann

Action Items – Bolger

12. Sexual and Gender-Based Misconduct Policy – Crawford
13. Trustee Emeritus Recognition for James B. Bolger – Schuemann
14. Consent Items – Bolger
   A. Curriculum Proposal
   B. Personnel Report
   C. Annuity and Life Income Funds Performance Report
   D. Operating Cash Investment Performance Report
15. General Public Comments – Schuemann

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

November 5, 2020

The Board of Trustees (BOT) Formal Session was called to order by Chair Bolger at 11:03AM on November 5, 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, November 4th. Presiding were Chair Bolger, Vice Chair Chen-Zhang, and Trustees Behen, Edgerton, Johnston, Kitchens, Penn, and Rinvelt. Trustees Behen, Johnston, and Penn engaged virtually with all other trustees present at the Bernhard Center.

A motion to accept the November 5, 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 September 17, 2020 BOT Meeting was made by Trustee Rinvelt, with a second by Trustee Behen. 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 and Professor B. Bensley introduced three student leaders, G. Filpi, M. Mitchell, and A. Yelsma, who updated the Board on the success associated with the student initiated COVID Coalition.

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

As Action Items, Vice President for Business and Finance J. Van Der Kley proposed the General Revenue Bond Authorization. A motion to accept the General Revenue Bond Authorization was made by Trustee Kitchens with a second by Trustee Edgerton. The motion passed unanimously.
The next agenda item regarded the Western Michigan University External Audit Report and was recommended by Trustee Rinvelt. **A motion to accept the Western Michigan University External Audit Report** was made by Trustee Penn, with a second by Vice Chair Chen-Zhang, and passed unanimously.

Chair Bolger next recommended Termination of the Western Michigan University Cooley Law School Agreements. **A motion to accept Termination of the Western Michigan University Cooley Law School Agreements** was made by Trustee Johnston, with a second by Vice Chair Chen-Zhang. The motion passed unanimously.

**A motion to approve the Consent Items** was made by Trustee Kitchens, with a second from Vice Chair Chen-Zhang. The BOT unanimously approved the following Consent Items as exhibited: the Revised Western Michigan University Audit Committee Charter and the Personnel Report.

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

The BOT meeting ended at 11:59PM following a **motion to adjourn** by Trustee Behen, a second by Trustee Edgerton, and unanimous approval.

Respectfully submitted,

Kahler B. Schuemann
Secretary to the Board of Trustees
Western Michigan University
Our Western community, like the rest of our nation and our world, continues to be impacted by the pandemic. The Board is extremely confident that we have created a safe environment for all members of our University community to pursue our shared educational and research goals.

However, we must all take personal responsibility to protect the health and well-being of our fellow citizens. We must continue to practice social distancing, wear masks, practice good hygiene and follow all other CDC guidelines.

Please, for the health and welfare of the entire Bronco family, make sure that you and everyone around you complies with all the public health directives.

We will be dealing with two fiduciary matters this morning. The first, will be a review of the University Audit and the Audit Committee. There is no more basic responsibility for the Board then this audit review process. Thank you Trustee Rinvelt and members of our Audit Committee for your efforts in this regard.

Additionally, on our agenda today the Board will be considering our affiliation agreement with WMU-Cooley Law School. We will discuss our review in further detail during the action item portion of our agenda, but it is safe to say this assessment has been conducted to comply with the Board’s fiduciary oversight and supervisory responsibilities for our University. I would like to extend my appreciation to the team that has been working on this matter.

This has been a historic week in our nation. As voting in this year’s election has concluded, I hope that regardless of our individual thoughts about its outcome, we can continue to work, live and interact with one another while demonstrating mutual respect and understanding. If there’s one thing that we can agree on, it’s the fact that all Broncos share a belief in the value of democracy and the importance for the free exchange of ideas.
Recently I was asked what makes Western Michigan University so aspirational. In reflection, I believe that whenever we take full advantage of our time, talents and treasures to maximize our personal attributes toward achieving our University’s mission we are being aspirational. From our entire student body to our dedicated facility and staff, our senior leadership and loyal alumni—it takes us all to stretch our resources towards achieving Western’s ambitious efforts.

We know that this is not an easy endeavor, but from your entire Board we would like to thank you for making Western a truly aspirational citadel of higher education. Thank you.
Thank you, Chair Bolger.

I would like to echo your message about the importance of treating one another with civility, respect and grace during this very challenging time. I am confident that the Bronco spirit will prevail in the days and weeks to come and that, as we have done throughout this year, we will continue to rally around our shared goals to advance and elevate our institution.

Provost Bott recently announced our spring semester calendar. Classes will begin on Monday, Jan. 11, and conclude on Saturday, May 1. Spring break will take place from March 29 to April 2, and following that break, most classes will continue in a distance learning format. I’d like to extend my appreciation to the WMU faculty who voted to approve the spring calendar and continue to work with us to educate our students during this unconventional academic year.

At last month’s board meeting I talked about Rethink Smart. This is the strategy that showcases how WMU is building a college experience that helps students discover their purpose and explore careers in a holistic way. We recognize that health and well-being are key components of success. And to help connect students with resources that support health, we have introduced YOU at Western.

YOU at Western is a new tool that gives students information about the health-related subjects that are important to them. It’s a web-based interface that users can access on any device; it includes a wide range of searchable content that students can customize to meet their individual needs.
There are interactive quizzes and goal-tracking tools that let users monitor their progress and chart their growth. It’s just one more resource that we are deploying to support our students’ overall health and wellness. This tool is also accessible to faculty and staff, who can also use it to support their health goals. The web address for YOU at Western is YOU.wmich.edu.

And speaking of students taking charge when it comes to health, I am very much looking forward to hearing from the COVID-19 Student Coalition during today’s meeting. The members of this coalition are leaders who are using innovative ideas to educate and inform their community. What makes this group truly unique is that it’s not students taking part in an institution-led activity—these students are taking the lead in educating their peers about current public health guidelines and University goals.

They are providing information about how the entire student body can stay healthy and safe. We are not aware of any activity like this at another Michigan university where students are leading an information and education initiative. It underscores the dedicated and driven spirit that WMU students have and how they use creativity and ingenuity to truly make a difference in the world.

I always appreciate the chance to share positive news about our Bronco students, employees and alumni.

Dr. June Gothberg, assistant professor in the College of Education and Human Development, was recently invited by the Office of the United Nations High Commissioner for Human Rights to give a presentation to the members of a Working Group on Gender Equality, Disability and Human Rights.

In their adoption of the 2030 Agenda for Sustainable Development, UN member states pledged to leave no one behind, including persons with disabilities. Dr. Gothberg shared her experience on disability inclusion in evaluations using Zoom videoconferencing technology that featured a WMU background.
Ky’Aria Moses, a second-year master’s student in the behavior analysis program won the National Institute of Effective Instruction’s Cooper & Andronis Scholarship. This is a competitive scholarship for graduate students in psychology, behavior analysis or education. Ms. Moses’ scholarship will support her thesis research into helping teachers maintain classroom management strategies.

Alanna Van Huizen, a Ph.D. candidate in regeneration biology and biophysics, has been awarded an American Fellowship by the American Association of University Women. This fellowship is the AAUW’s largest and oldest funding program; it is presented to recipients who are pursuing academic work and innovative community projects aimed at empowering women and girls. Ms. Van Huizen will use it to support her research on how electromagnetic fields may affect biological systems, specifically a species of flatworm.

Dr. Kelley O’Reilly has been named recipient of the 2019-20 MAC Outstanding Faculty Award for Student Success. This is the inaugural year for this award, which recognizes one full-time faculty member from each MAC institution who has demonstrated a dedication to supporting student success inside and outside the classroom. Dr. O’Reilly is interim chair and associate professor in the Department of Marketing.

Finally, we recently learned of an alum who continues to earn accolades for his musical work. Saxophonist Eddie Codrington, who earned his bachelor’s and master’s degree at WMU in jazz studies, has been named the ASCAP Foundation’s Johnny Mandel Prize winner. The foundation also bestowed him with its Herb Alpert Young Jazz Composer Award for the second year in a row. Codrington is no stranger to awards. Last year, in addition to the Alpert award, he was also named Downbeat Magazine’s best collegiate solo award in the blues/rock/pop category.
ATTACHMENT C

REMARKS TO WMU BOARD OF TRUSTEES

November 5, 2020
President Marilyn S. Kritzman

Good morning Chair Bolger, President Montgomery, members of the Board and our WMU community. I am pleased to share an update on the work of the WMU Faculty Senate.

First, I wish to acknowledge and thank the north of 300 faculty colleagues engaging in the work of the Senate through councils, committees and special appointments. Faculty members spend many hours advancing the academic enterprise at WMU. This critical, core mission service serves a vital and necessary role in shared governance. We have completed the elections for all council and committee leadership, which were delayed from April until September due to the pandemic. We have accepted numerous resignations due to retirement and increased departmental workload. The Executive Board continues to recruit to fill vacated seats across our “entirely volunteer” organization.

At the Faculty Senate meeting tonight, the Senate will present resolutions to three outstanding faculty who retired as of August 2020. They are former Faculty Senate Executive Board member and Professor Maira Bundza, former Associate Provost and Associate Professor David Reinhold, and former Graduate Dean, Interim Provost and Professor, Susan Stapleton. We also finalized a presentation, which is posted on the Faculty Senate website, to recognize the 33 faculty who retired in the fiscal year ending June 30 of this year.

The Faculty Senate Executive Board elected Dr. Matthew Mingus (College of Arts and Sciences) to the Board effective October 16.

After nearly 41 ½ years of service to the Faculty Senate and Western Michigan University, Suzanne Davenport retired from our office on October 31st. We wish Suzanne the best in her retirement ventures and thank her for long-term service to both the University and in particular the Faculty Senate.
The University is helping faculty convert to teaching modalities which are relevant and timely to on-line education. We must remember that not all of our students have the same depth of knowledge when it comes to technology. As my students have stated “...please don’t assume I have a body of knowledge regarding technology” and “...looking up applications on YouTube does not mean I will understand how to use it...” After much discussion the Faculty Senate is partnering with the WSA leadership and collectively we are working with WMUx and instructional designers to create video’s and written instructions which will support students using the e-learning platform. This material, available through the Help Hub should assist students technologically, may reduce anxiety associated with on-line education and free up their time to learn content, rather than focusing on how to use the technology.

After years of planning, negotiation and effort, WMU Essential Studies (WES) has launched. WES was established as a vehicle for continuous improvement and to replace the nearly 40-year-old General Education curriculum. The WES Executive Advisory Committee and the Interim WES Director have launched the Navigating WES series. These virtual workshops will answer questions and assist faculty members in developing solid and meaningful content which aligns with the student learning outcomes required for each course.

As a partner in shared governance, the Faculty Senate is participating in the University-wide Racial Justice Advisory Committee, as well as the Marketing and Strategic Communications Faculty Advisory Committee.

In an effort to accommodate the on-going challenges of Covid-19, the Faculty Senate Executive Board, upon request of the Graduate Studies Council, recommended to the Provost and Vice President for Academic Affairs, and the Graduate College Dean, that WMU suspend the GRE admissions requirement.

For the 2020-21 academic year, the Academic and Information Technology Council has expanded to include members of the disbanded Extended University Programs Council. This combine committee is dedicated to serving the evolving technology needs of the WMU community during these unprecedented times.
The Campus Planning and Finance Council has drafted and approved a Memorandum of Action regarding faculty engagement in fundraising and development activities. This will be acted on at the Faculty Senate meeting this evening.

The Graduate Studies Council has reviewed its charges and is working on several issues to help improve graduate programming for students, including curriculum revisions.

In the wake of COVID-19 there are restrictions on travel that limit student mobility, therefore the International Education Council is focusing on initiatives to internationalize WMU’s curriculum.

The Faculty Senate congratulates Athletic Director Kathy Beauregard for earning the coveted 2020 Women of Achievement and Courage Award by Michigan Women Forward organization. We are very proud of our own Board of Trustees Vice Chair Lynn Chen Zhang who was recently awarded the 2020 Invest in Others Lifetime Achievement Award, which was awarded by LPL Financial, LLC, Charlotte, North Carolina. Lynn’s work with the WMU Foundation was the key reason she won this prestigious award. Congratulations Vice Chair Zhang!

As we move toward our mid-fall break, our pivot to on-line education, and well-deserved and much-needed virtual graduation celebration, let us take a moment to thank those who have helped us get to this point. Let us also remember, that we must not let what we cannot do prevent us from doing what we can do.

Thank-you Chair Bolger for allowing me to address the Board.
PROPOSAL: Sexual and Gender-Based Misconduct Policy

Background

Western Michigan University strives to cultivate a healthy and diverse community that recognizes the value of each individual and helps foster safety, civility and respect for all people. Members of the WMU Community have the right to be free from sexual and gender-based discrimination, harassment, violence, and all other forms of prohibited conduct described in this Policy. All members of the Community are expected to conduct themselves in a manner that does not unduly deprive, limit or deny education or employment access, benefits or opportunities. This Policy has been developed to reaffirm these principles and to provide accountability for conduct that violates this Policy.

The Sexual and Gender-Based Misconduct Policy has been updated to conform to the Board-approved Policy format; consolidate information; remove and relocate procedures that were contained in the Policy; and incorporate the 2020 Title IX Final Rule from the Department of Education (ED) Office of Civil Rights (OCR). This Policy subsumes and rescinds the May 17, 1985 Sexual Harassment and Sexism Policy, the July 31, 1992, Human Immunodeficiency Virus Policy, and the June 21, 1985, Human Rights Policy.

This Policy prohibits sexual discrimination, harassment, violence, and stalking committed by or against WMU community members of any gender, gender identity, gender expression, or sexual orientation. It also provides redress for those who have been victims of such behaviors or who have been accused of such behaviors.

Recommended Action

It is recommended the Board approve the updated Sexual and Gender-Based Misconduct Policy as presented.
RESOLUTION: Trustee Emeritus Recognition for James B. Bolger

WHEREAS  James B. Bolger has provided dedicated and faithful service to Western Michigan University and the people of Michigan as a member of the University's governing board, appointed in 2014;

WHEREAS  As an alumnus and trustee, he has brought recognition to the University through his many professional accomplishments and honors, which include serving in the Michigan State Police for over 26 years, and retiring in 1999, after rising through the ranks from trooper to Lt. Colonel and leading as the commanding officer of the Uniform Services Bureau with executive oversight of over 2,300 enlisted and civilian members of the State Police; and

WHEREAS  He has served the Board of Trustees as its vice chair twice and as chair for two consecutive terms, leading the governing board through a period of great accomplishment and external recognition for the University's efforts in such areas as accountability, transparency, and service to veterans and former foster care youth, and while bringing a deep knowledge of the University and its strengths to this important role; and

WHEREAS  His fiduciary leadership and wisdom helped pave the way for initiatives including the Gold Standard 2020 Strategic Plan, the Tobacco-Free Campus Designation, Consolidated Dispatch, the Sexual and Gender-Based Harassment Policy, Campus Wayfinding, and additionally to significant renovation and construction improvements including Western Heights, the WMU Autism Center of Excellence, Heritage Hall, the Valley Dining Center and Arcadia Flats, as well as mentoring two presidents and serving on the 2017 Presidential Search Committee; therefore be it

RESOLVED  The Western Michigan University Board of Trustees unifies in appreciation to grant the distinguished title of Trustee Emeritus to James B. Bolger, with all the rights and privileges appertaining thereto, in recognition of his exemplary devotion, vison, dedication, mentoring, and service to the University.
PROPOSAL: Graduate Certificate Program in Learning for Sustainability

Background

The Graduate Studies Council of the Faculty Senate has approved the deletion of the Graduate Certificate Program in Learning for Sustainability (GDP-LFSC). The Learning for Sustainability graduate certificate program, which is housed not in any one department but in the Graduate College, has never been implemented or offered. It was approved for fall 2016 to provide expertise in sustainability studies, having been developed by the previous director of the Office for Sustainability. No students were ever admitted to the program, and this program is not in our current application system so no students can apply to the program. We request deletion of the program in order to ensure accuracy of our offerings and to prevent confusion by prospective students.

Recommended Action

Delete the Graduate Certificate Program in Learning for Sustainability.
PROPOSAL: Personnel Report

ACADEMIC Appointments – Term
Eric Comer; Faculty Specialist I – Clinical Specialist; Department of Physician Assistant; effective January 1, 2021 through December 31, 2021.

Paula Eckert; Instructor; Department of Management; effective January 1, 2021 through December 31, 2021.

Barcley Johnson; Instructor; Department of Management; effective January 1, 2021 through December 31, 2021.

James Martin; Assistant Professor; Department of Philosophy; effective January 1, 2021 through December 31, 2021.

Javier Montefort-Sanchez; Assistant Professor; Department of Mechanical and Aerospace Engineering; effective January 1, 2021 through December 31, 2021.

Gerardo Rincon; Instructor; Department of Marketing; effective January 1, 2021 through December 31, 2021.

Appointments – Grant/Contract
Andrea Perez; Faculty Specialist I – Professional Specialist; School of Interdisciplinary Health Programs; effective December 16, 2020 through December 15, 2021.

Appointments – Adjunct
Nichol Holodick; Adjunct Assistant Professor; Department of Biological Sciences; effective September 1, 2020 through August 31, 2023.

Erik Larson; Adjunct Assistant Professor; Department of Biological Sciences; effective May 1, 2021 through April 30, 2024.

Gregory Vanden Heuvel; Adjunct Assistant Professor; Department of Biological Sciences; effective September 1, 2020 through August 31, 2023.

Richard VanEnk; Adjunct Assistant Professor; Department of Biological Sciences; effective January 1, 2021 through December 31, 2023.
Change in Department Affiliation
Jason Johnson; Faculty Specialist II – Lecturer; from the Department of Computer Science to a joint appointment in the Department of Computer Science and the Department of Business Information Systems; effective October 13, 2020.

Mariam Konaté; Associate Professor; from the Department of Gender and Women’s Studies to the Institute for Intercultural and Anthropological Studies; effective October 12, 2020.

Ángela Pérez-Villa; Assistant Professor; from the Department of Gender and Women’s Studies with a joint appointment in the Department of History to the Department of History; effective October 8, 2020.

Staci Perryman-Clark; Professor; from the Department of English with a joint appointment in the Department of Gender and Women’s Studies to the Department of English with a joint appointment in the Institute for Intercultural and Anthropological Studies; effective October 12, 2020.

Alan Rea; Professor; from the Department of Business Information Systems to a joint appointment in the Department of Business Information Systems and the Department of Computer Science; effective October 13, 2020.

Jennifer Richardson; Assistant Professor; Department of Gender and Women’s Studies to the Institute for Intercultural and Anthropological Studies; effective October 12, 2020.

Leave of Absence
Jacob Cameron; Associate Professor; School of Music; effective January 1, 2021 through May 14, 2021.

Sabbatical Leave
Whitney DeCamp; Professor; Department of Sociology; spring 2022 (change in date only).

Paul Solomon; Associate Professor; Frostic School of Art; fall 2021 (change in date only).

Faculty Retirements with Emeriti Status
Bernard Han; Professor Emeritus of Business Information Systems; Department of Business Information Systems; effective August 31, 2024.

Vince Torano; Professor Emeritus of Art; Frostic School of Art; effective May 14, 2026.

NON-ACADEMIC
Retirements
Darrell Claey’s; Applications Programmer Analyst; Office of Information Technology; effective December 16, 2020.
Retirements (Continued)

Annmarie Cox; Executive Assistant Senior; Office of the Vice President for Business and Finance; effective January 1, 2021.

Suzanne Davenport; Administrative Assistant II; Faculty Senate; effective November 1, 2020.

Nikki Fitzgerald; Parking Assistant; Department of Public Safety; effective December 1, 2020.

Betty Hughes; Cataloging Assistant; University Libraries; effective December 16, 2020.

Lou Ann Morgan; Marketing Specialist; University Libraries; effective December 16, 2020.

Angie O’Bryant; Coordinator ID Card System; Department of Public Safety; effective November 16, 2020.

Gary Sandlin; Custodian; Facilities Management – Building Custodial and Support; effective December 1, 2020.

Faith Wicklund; Business Manager Associate; Miller Auditorium; effective November 26, 2020.
PROPOSAL: Annuity and Life Income Funds

*Additional materials can be obtained through the Board of Trustees Office.
PROPOSAL: Operating Cash Accounts

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