WMU Board of Trustees Formal Session June 23, 2022

WMU Board of Trustees

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Western Michigan University
BOARD OF TRUSTEES

Thursday, June 23, 2022

Hybrid Meeting Platform (In-Person and Virtual) Transitioning Beyond a Global Pandemic

Closed Informal Session – 9:00 AM

Formal Session – 11:00 AM
Bernhard Center, Rooms 157-159 and Livestreamed at https://wmich.edu/trustees

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

1. Acceptance of the Agenda – Chen-Zhang
2. Approval of the Minutes (April 21, 2022 and May 19, 2022 Meetings) – Chen-Zhang
3. Remarks by the Chair – Chen-Zhang
4. Remarks by the President – Montgomery
5. Updates by the Faculty Senate President – Summy
6. Updates by the Western Student Association President – Sun
7. Updates by the Graduate Student Association Vice President – Hernandez
8. Presentation – WMU’s Investment in the Future – Academic Tenure and Promotion – Cheatham
9. Public Comments Regarding Action Items – Schuemann

Action Items – Chen-Zhang

10. Proclamation - Celebration of the 50th Anniversary of Title IX – Bartholomae, Crawford, and Smith
11. Academic Tenure and Promotion – Cheatham
12. Teaching Assistants Union (TAU) Labor Agreement – Van Der Kley
13. Police Officers Association (POA) Labor Agreement – Van Der Kley
14. Tuition and Required Fee Rates Fall 2022 – Van Der Kley
15. General Fund Budget, Fiscal Year 2022-2023 – Van Der Kley
16. Student Room, Board, and Apartment Rates 2022-2023 – Anderson
17. Presidential Retention – Turfe
18. Kendall Center, Battle Creek Property Sale – Van Der Kley
19. Consent Items – Chen-Zhang
   A. Western Michigan University Board of Trustees Meeting Dates 2023
   B. Curriculum Proposals
   C. Personnel Report
   D. Liquor License Application, West Hills Athletic Club, October 22, 2022
   E. Liquor License Application, West Hills Athletic Club, March 17 and 18, 2023
   F. One-Day Liquor License Applications John Gill Stadium Club, Fall 2022
   G. Annuity and Life Income Funds Performance Report
   H. Operating Cash Investment Performance Report
20. General Public Comments – Schuemann

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

April 21, 2022

The Western Michigan University Board of Trustees (BOT) Meeting Formal Session was called to order by Chair Chen-Zhang at 11:30AM on Thursday, April 21, 2022. The meeting was conducted, amidst the continued global pandemic, in a mix modality with participants both attending in person at the Bernhard Center, North Ballroom or engaging through Zoom, a virtual platform. The engagement was streamed live through the BOT website. Prior marketing encouraged the public to engage and those interested in providing comment were asked to notify Board Secretary Schuemann by 5PM, Wednesday, April 20th. Presiding in person were Chair Chen-Zhang, Vice Chair Edgerton, along with Trustees Johnston, and Penn. Trustees Trevan and Turfe participated virtually. Trustee Rinvelt notified of prior arrangements to be absent.

A motion to accept the April 21, 2022 BOT agenda was made by Trustee Penn, with a second from Trustee Johnston. The motion passed unanimously.

A motion to accept the minutes as exhibited from the March 17, 2022 BOT Meeting was made by Vice Chair Edgerton, with a second by Trustee Johnston. The motion passed unanimously.

Remarks were provided by Chair Chen-Zhang – Attachment A, followed by remarks from President Montgomery – Attachment B.

Faculty Senate President Kritzman, Western Student Association (WSA) President Morris, and Graduate Student Association (GSA) President Cheng 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 Kritzman.

President Montgomery introduced Professors P. Reeves, and J. Shen who together presented Changing Lives through the Promise Neighborhoods Program.

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

As Action Items, Vice President for Business and Finance J. Van Der Kley, presented the Michigan State Employees Association (MSEA) Labor Agreement for approval. A motion to accept the Michigan State Employees Association (MSEA) Labor Agreement was made by Trustee Johnston with a second by Vice Chair Edgerton. The motion passed unanimously.

Director at Facilities Management D. Dakin next recommended the approval of the Five Year State Capital Outlay Master Plan. A motion to accept the Five Year State Capital Outlay Master Plan was made by Trustee Penn, with a second by Vice Chair Edgerton. The motion passed unanimously.

The next agenda item regarded the Approval of Real Property Lease for WMU Homer Stryker M.D. School of Medicine and was recommended by VP for Business and Finance J. Van Der Kley. A motion to accept the Approval of Real Property Lease for WMU Homer Stryker M.D. School of Medicine was made by Trustee Johnston, with a second by Trustee Penn and passed unanimously.
A motion to approve the Consent Item was made by Vice Chair Edgerton, with a second from Trustee Johnston. The BOT unanimously approved the following Consent Items as exhibited: Curriculum Proposals; Personnel Report; and One-Day Liquor License Application for June 18, 2022.

During General Public Comments WMU TAU President T. Fischer and D. Palaszek addressed the Board.

The BOT meeting ended at 1:08PM following a motion to adjourn by Trustee Penn, with a second from Trustee Johnston, and unanimous approval.

Proposed Meeting Minutes

May 19th, 2022

The Western Michigan University Board of Trustees (BOT) Special Meeting was called to order by Chair Chen-Zhang at 1:05PM on Thursday, May 19th, 2022. The meeting was conducted through Zoom, a virtual platform. The engagement was streamed live through the BOT website. Prior marketing encouraged the public to engage and those interested in providing comment were asked to notify Board Secretary Schuemann by 5:00PM, Wednesday, May 18th. Presiding were Chair Chen-Zhang, Vice Chair Edgerton, and Trustees Johnston, Penn, Rinvelt, Trevan, and Turfe.

A motion to accept the May 19th, 2022 BOT agenda was made Trustee Penn, with a second from Trustee Rinvelt. The motion passed unanimously.

Remarks were provided by Chair Chen-Zhang – Attachment D, followed by remarks from President Montgomery – Attachment E.

As the Action Item, Vice President for Business and Finance J. Van Der Kley, presented the IF-1 Dunbar Hall Renovation Resolution for approval. A motion to accept the IF-1 Dunbar Hall Renovation Resolution was made by Trustee Johnston with a second by Trustee Penn. The motion passed unanimously.

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

The BOT meeting ended at 1:12PM following a motion to adjourn by Trustee Johnston, with a second from Trustee Rinvelt, and unanimous approval.

Respectfully submitted,

Kahler Schuemann, Ph.D.
Secretary to the Board of Trustees
Western Michigan University
Good morning! Welcome to our April board meeting.

In light of the Michigan legislature’s recent action, I would like to begin this morning by thanking Jon Hoadley for the time that he contributed in service to the board. As we look ahead to an exciting time, the board extends congratulations to all of the students who will be graduating on April 30. We know that you will be representing Western Michigan University very well as you go out into the world.

Spring is a time of much activity in Michigan and on our campus! As I noted, we celebrate graduation of students who will become Bronco alumni. We thank the faculty and staff who provided a great campus environment and learning experience for those students. As we wrap up this academic year we begin thinking about the transition toward the future and the possibilities that it brings. For Western, those possibilities mean opportunities to serve future students.

Some of those future students might be among the individuals whose lives are being changed by the Promise Neighborhoods Program led by Dr. Patricia Reeves and Dr. Jianping Shen. These two faculty members in the College of Education and Human Development will be giving a presentation during today’s meeting about their work to expand educational opportunities for thousands of children and their families. They were recently awarded a grant of nearly $30 million from the U.S. Department of Education—one of the largest federal grants in university history—that will fund the Grand Rapids Southeast Promise Neighborhood Project. Their work will have a positive impact on individuals, families and communities, and I am looking forward to learning more about it.

We will be considering three action items during today’s meeting. One will focus on a labor agreement with the Michigan State Employees Association that Vice President Van Der Kley will bring forward. She will also ask the board for approval of a real property lease for the Homer Stryker M.D. School of Medicine. Also, director of Planning, Space Management and Capital Projects David Dakin will bring forward the Five-Year State Capital Outlay Master Plan.

In addition to these items, we will also have consent items to address. There are curriculum proposals, a personnel report and a one-day liquor license applications.
About nine months ago the WMU Foundation humbly and gratefully received the Empowering Futures Gift. We immediately began strategically and mindfully planning the best investment of these funds based on student needs, institutional goals and anticipated resource levels.

In December, we were pleased to announce the Bronco Promise Scholarship to broaden access to Michigan students from lower income families. In February we launched the Empowering Futures Housing Scholarship Program which will provide both financial and community support that helps students stay and succeed.

Today, I’m pleased to share with the Board the next steps in our Empowering Futures journey. First, I’d like to introduce the Navigator Program which we’ll offer beginning this fall. Approximately 11 new navigators will be hired and work directly with students—especially our first-generation college students and those from historically marginalized communities. Navigators will lower three barriers to college persistence. First, each student will have a dedicated Student Success Navigator who will eliminate the paradox of student support—there is so much available that knowing where to go and where to begin is overwhelming.

Second, the Navigator will normalize help-seeking with consistent, proactive check-ins. Too many college students believe their need for help is exceptional rather than normal. Finally, the navigators will provide a foothold of belonging. And these Student Success Navigators are just the beginning. They are part of a new support network that will also include multicultural, student affairs, and financial aid navigators who will connect students to support services, student groups, programming, well-being and mental health services. They will also develop personalized education plans and coaching.

The strength of this program is that it leverages all that Western already has to offer and lowers barriers to accessing them. It is also built on a tiered approach that will allow us to tailor our support to each individual's needs, from simple referrals to intensive interventions. We are finalizing job descriptions now and we plan to have navigators up and running this coming fall.

The second update is our support for early career success. Also in the fall we’ll launch a paid internship program supported by the gift. Every undergraduate Bronco from the second year onward will be eligible for a paid internship or other professional opportunity. Career and Student Employment Services will shepherd the program with the help of two new support staff who will guide students on career preparation, assess their progress and provide day-to-day support while cultivating a network of host organizations. They will help ensure that students have valuable, resume-worthy experiences.
The program will also deepen our engagement at home and in Michigan communities by providing government, non-profits, and small businesses who may not be able to afford a full internship with the benefit of students’ contributions and talent at very low cost.

Finally, we are also expanding mental health and well-being resources that build on our commitment to developing students holistically. One proposal we are considering is a peer educators program for mental health. This new team would help Broncos build their mental health skills and provide opportunities for students, faculty and staff to learn how to help students in distress and connect them to support resources. We are also considering a new wellness coaching system that offers in-person and telehealth options. Students will work with a wellness coach to assess and build a personalized well-being action plan.

One of the overarching goals of the Empowering Futures Gift is supporting a diverse and equitable campus community. This work is never done, but some material ways we have advanced our efforts so far to include a new living learning community that has a multicultural lens for all residents; creating a well-being model that underscores the importance of equity, cultural norms in building one’s identity; and adding three new multicultural navigators to our well-being model.

Each of these efforts on its own strengthens an already outstanding Western Michigan University experience. Together, they demonstrate an interconnected and forward-looking approach that will provide even more opportunities for Broncos who will be matriculating with us for years to come.

It’s hard to believe that this is the final Board of Trustees meeting for spring semester. At the end of next week—Saturday, April 30—we’ll be celebrating commencement once again with more than 2,300 graduates. We will be conferring 1,868 undergraduate degrees, 422 master’s, 31 doctoral degrees and one specialist designation.

I look forward to seeing many of you at this special day that is truly one of the highlights of the year in higher education and at Western. And we are able to send off these well-prepared graduates thanks to the contributions that our faculty and staff make each and every day. I’d like to recognize one staff member who has made a deep and enduring difference and created a strong legacy at Western.

Mark Delorey is the Foundation Scholars advisor—but he is much more than that. Mark has certainly offered Western’s Foundations Scholars with advice, but throughout his career he’s helped many students who definitely needed someone in their corner. Mark has developed programs, support channels and much more for some of our most deserving students. He’s made an incredible difference to students who have overcome immense hardships getting to Western. Now, as he prepares to retire, I’d like to recognize him for his contributions to Western. Mark, please stand so we can share our appreciation. Thank you.
We have several important searches currently in progress and one that has concluded its work. We take the effort to identify the best candidate for each role very seriously. We are just as serious in our commitment to building a more diverse and inclusive campus. In this vein we are providing implicit bias training to all search advisory committee members. Through this effort we expect to not only strengthen our current workforce but build on that strength for the future.

As we announced Wednesday, pending final approval by this board, we have a new Vice President for Research and Innovation in Dr. Remzi Seker. Dr. Seker currently serves as Vice President for Research and Doctoral Programs at Embry-Riddle Aeronautical University in Daytona Beach, Florida. He led the team responsible for implementing Embry-Riddle’s latest Research and Innovation Strategic Plan, which launched in 2018. Under his watch, in the midst of that plan, the university has experienced very strong growth in externally funded research.

From Fiscal Year '19 to Fiscal Year '21, expenditures surged 52%. Fiscal Year '20 and Fiscal Year '21 were record years for externally supported research spending at the institution, which is on pace to set another record in FY 22. A member of Embry-Riddle's faculty since 2012, Dr. Seker's own research interests include aviation and aerospace cybersecurity and forensics, and security and safety-critical systems. During his academic tenure, he has earned a number of grants to support his scholarship, and he has numerous publications to his credit. We believe Dr. Seker is the leader Western needs to help advance our University wide research ambitions.

My thanks to members of the VP for Research and Innovation Search Advisory Committee, led by Dr. Jorge Rodriguez, professor in the Department of Engineering Design, Manufacturing and Management Systems; and Jeff Breneman, vice president for government relations. And, of course, we appreciate the steady leadership of Dr. Steven Carr, who has been serving as the interim vice president over the previous nine months.

We have formed a search advisory committee for the provost position. This committee is co-chaired by Dr. Sarah Summy, professor of special education and literacy studies and president-elect of the Faculty Senate, and Dr. Brian Gogan, associate professor of English and director of First-Year Writing. My thanks to them for their leadership of this 14-person committee, which includes a cross-campus group of faculty, staff and students. We are at the start of the search for this important role, and we’ll be gathering input from across our community to inform the process to select the next individual for this key role. Thanks also to Dr. Chris Cheatham for serving as the interim provost during this time.

The work of another search advisory committee, the team leading the search for a new dean of the College of Aviation is in progress. That team is led by Dr. Steven Butt, dean of the College of Engineering and Applied Sciences. Thanks to Dean Butt for his leadership in this capacity and to Ray Thompson, who is serving as interim dean.
We appreciate everyone who contributed during Giving Day on April 13. Thanks to the strength of the Western community, more than 3,400 alumni, friends, faculty and staff from all 50 states and nations around the globe gave nearly $3.2 million—a Giving Day record—to support students and programs. The Office of University Advancement and the WMU Alumni Association organized and carried out this event and we appreciate their leadership in making this annual event a rousing success.

Last week the Office of Research and Innovation hosted the 2022 Spring Research Convocation. During that event the newest class of Presidential Innovation Professors was introduced. These three outstanding individuals are recognized for their creativity and entrepreneurial approaches to their disciplines, and they represent excellence from across our academic spectrum.

Congratulations to this year’s honorees Dr. Martha Councell-Vargas, associate professor in the School of Music; Dr. Tianshu Liu, professor in the Department of Mechanical and Aerospace Engineering, and Dr. Alisa Perkins, associate professor in the Department of Comparative Religion.

I echo Chair Chen-Zhang’s thanks to our outgoing shared governance partner leaders. Presidents Morris, Kritzman and Cheng have made strong contributions to our University through their service and we thank them for their efforts on behalf of our faculty, staff and students.
ATTACHMENT C

Marilyn S. Kritzman, President
WMU Faculty Senate
April 21, 2022

Good morning Chair Chen-Zhang, members of the Board, President Montgomery, colleagues and guests. On behalf of the Western Michigan University Faculty Senate, thank-you for this opportunity to address the board and for allowing me to update you on our activities.

Since we last met, the Faculty Senate has been busy. The second Fallen Broncos Ceremony was held on Friday, April 8 in the Bernhard Center. The Fallen Broncos ceremony honors fellow faculty, staff, and students whose life has ended while being an employee or an enrolled student in our campus community.

The annual Presidential Scholars Convocation was held on Friday, April 8th. Jointly sponsored with the President’s office, this event recognizes and honors the most outstanding undergraduate students in academic departments. The Presidential Scholars were chosen by the faculty on the basis of academic and/or artistic excellence in their major program, as well as their overall promise for success.

The Campus Planning and Finance Council reviewed current and upcoming construction projects, received updates on enrollment forecasts for the fall 2022, and was briefed on and provided input to the University Space Management Committee regarding the new University Space Management Policy.

The Graduate Studies Council heard reports from its graduate student award committees. The All-University Graduate Student Research and Creative Scholars Awards Committee selected six students for recognition, and the All-University Graduate Student Teaching Effectiveness Award Committee selected eight students for recognition. The GSC also acted on multiple curriculum change proposals.

The Research Policies Council approved funding of 13 Faculty Research and Creative Activities Award proposals as recommended by the screening committee.

The Transfer of Credit Committee has been working on making the transfer process as user-friendly as possible by looking at the impact of WMU Essential Studies program, and the practice of Credit by Department Recommendations only.

The WMU Essential Studies Executive Advisory Committee hosted the spring event “Exploring and Assessing WMU Essential Studies on Friday, April 15, including discussions of data trends and implications, and the course development process for faculty.
The Faculty Senate, in cooperation with WSA, GSA and the president’s council, hosted the first-ever campus wide mental health forum Tuesday evening. The session, held both in-person and virtually, was well attended and is only the first of many discussions of this increasing important topic impacting our students, faculty and staff at the University.

All councils and committees are in the process of electing new officers and preparing their end of the year report as this year’s Faculty Senate session ends.

Since this is my last opportunity to address the Board, let me take a few moments to highlight part of our work of the last two years. As you all know, I submitted my petition to run for Faculty Senate president in a “normal” world and by the time I was elected, we were in lockdown and the global pandemic was underway. Who would have ever thought I would lead an organization virtually, and who could have predicted that I had board members who were elected and left due to retirement, sabbaticals and for personal reasons that I would never see in person. Leadership during global pandemics is indeed a unique experience.

However, during our “Brady Bunch” square meetings, the Senate was able to:
- create an approved process for conducting virtual meetings for the Senate, and all councils and committees.
- Created a Faculty Senate 101 orientation guide for new senators
- ratified revisions to both the Constitution and By-Laws
- approved a total of 18 MOA’s including MOA’s on research misconduct, undergraduate and graduate PLA (prior learning experience assessment).

I came into my presidency with specific goals. The two most significant were the Fallen Bronco’s ceremony (now held twice) and the soon to begin Last Lecture series. Both of these programs are intended to be incorporated into the University’s fabric and become a lasting part of our university culture. Recognition for long and distinguished service, and honoring those who have left us too soon are necessary recognition, that became reality. My thanks to those who worked on these programs including, but not limited to Director Decker Hains, Past Presidents Dennis Simpson and Richard Gershon, the staff in the President’s and Chief of Staff’s office, Dr. Kahler Schuemann, representatives from Marketing and Communication, Development, WSA, GSA, Student Engagement, Campus Ministers, the Senate Office, and the Bernard Center staff and everyone else who I may have accidentally missed. Thank-you for your contributions to our University.

Also threaded through my comments in the last two years have been references to the Apollo 13 space mission. With the lifting of masks in most campus spaces and a goal of a normal summer and fall on the horizon, we are close to the equivalent of that “gentle landing in the Indian Ocean”. Because of the efforts of hundreds, this mission is close to ending. But like the space program, we have continued missions. At Western Michigan University, our next mission(s) include: implementation of SRM, completing and implementing strategic planning, continued building construction, mental health resources and racial justice enhancements, and addressing issues of campus climate and morale.
It will take everyone, regardless of where they fall in the University’s organizational chart to work collectively and collaboratively for the betterment of Western Michigan University. We are, however, emerging from the pandemic with some employees, including faculty having greater levels of discontent, distrust and skepticism. Granted, many are tired, and some are experiencing mental and physical health issues. Our inability to interact face to face has changed the communication dynamic.

I leave you with a few passages from Abraham Lincoln’s 1858 House Divided Speech that are appropriate to the present-day environment that we are experiencing on campus. As we know, during the last year, “agitation has not only, not ceased, but has been augmented”.

We also know that the agitation “will not cease, until a crisis shall have been reached, and passed because “A house divided against itself cannot stand.”

I do not expect the University to be dissolved - I do not expect the University to fall - but I do expect it will cease to be divided. It will become all one thing, or all the other.

Because all it takes for bad to prevail is for good people to do nothing. I know that there are many good people at Western working on behalf of the University.

I believe Western Michigan University can and will endure, by supporting our executive leadership and the vision and direction of the Board of Trustees we can emerge a stronger and more vibrant Western. Now, before some of you conclude I am trying to silence opposition, let me be clear... disagreement, and difference of opinion is welcome in an academic community. Constructive debate is encouraged and we have heard this from Dr. Montgomery himself at Faculty Senate meetings. I challenge you to find your voice, step out of the shadows and constructively contribute to the conversations. Let’s, however, be careful to avoid disagreeing to be disagreeable or disagreeing to be divisive.

I never thought of the Senate President as a position of power or access, but rather one of significant service. After all, who would lead an organization in “Brady Bunch Squares”, attempt to run an organization of the size and scope of the Senate and still teach 10 assigned classes per year.

I thank-you for the opportunity to serve, to interact and to learn from each of you that I have encountered. You have taught me much. As we know the role of shared governance is different than for other organizations in that we discuss and resolve differences privately and don’t often publicly report on those conversations. I have often asked difficult questions as has my Board, raised the “not so popular” topics, and have stated that I will know if my/our efforts have had impact when I see outcomes. I have often been told, “Marilyn, you are nothing if you are not honest”. And my response has been, “Yes, and you continue to invite me back”.
Honesty and integrity are part of the core competencies that I live by. Many of our conversations have resulted in changes... and yes, changes are afoot ... if we allow ourselves to see them.

Thank-you to the Senate Executive Board: Drs. DeChano-Cook, Flanagan, Hains, Slawinski, Mingus, Abudayyeh, Summy, and Fogarty (not in alphabetical order) for their continued service. We couldn’t have accomplished we have without each of you, and I thank you for your true act of service. The next time the Board meets, Dr. Sarah Summy will be standing here. I wish her the best as she takes office.

The Faculty Senate meets again tonight, April 21 2022 at 5 p.m. in special session, in the 157 series of the Bernhard Center as well as virtually. We have one unfinished act of business to dispose of this evening.

Thank-you for allowing me to address the Board today. May God continue to bless Western Michigan University and everyone associated with it.
Good afternoon. I’d like to thank my board colleagues for arranging your schedules to attend this special board meeting. We are gathered to consider a resolution that will enable the University to receive 30 million dollars in state funding for the renovation of Dunbar Hall.

In addition to our regularly scheduled meetings, the board occasionally gathers in public special meetings like this one to consider and act on time-sensitive items. We are meeting today to consider a routine transaction as required by the State Building Authority Act and which is necessary for us to receive the state funds for the renovation.

The revitalization of Dunbar Hall is another step toward our vision to provide a world-class, holistic experience for our students. With that, I’ll ask President Montgomery to briefly describe why this action is so important.
ATTACHMENT E

WMU Board of Trustees
President Montgomery’s Remarks May 19, 2022

Thank you, Chair Chen-Zhang. I also want to thank the board for making time to act on this timely resolution which will allow Western to receive 30 million dollars in state support for our students.

Dunbar Hall is a workhorse in the delivery of our academic mission. It is home to over a dozen academic programs, many housed in the College of Arts and Sciences, and it is one of the busiest classroom buildings on campus. It is one of our most heavily used academic buildings for WMU Essential Studies courses, our core curriculum which provides students twenty-first century, change-ready knowledge, and competencies.

The building has not had a major renovation since it was built in 1971. As the building reaches its fiftieth birthday, it is time to create a state-of-the art educational facility that meets the needs of today’s students. Among many features, the renovation will include active learning classrooms, a dance studio overlooking Miller Plaza and a cutting-edge podcasting and broadcasting suite. The renovation will also advance our commitment to sustainability with two living, vegetative roofs and an upgraded, energy efficient utility infrastructure.

We have requested state funds to renovate Dunbar Hall for twenty years. As the original building reaches the end of its planned life and we create the campus environment that students seek, we bring this resolution forward with great enthusiasm for the positive impact it will have on our students.
PROPOSAL: Proclamation - Celebration of the 50th Anniversary of Title IX

Whereas, June 23, 2022 marks the 50th anniversary of the enactment of Title IX of the Education Amendments of 1972 which provided historic and significant protections against sex-based discrimination in education programs that receive federal financial assistance; and,

Whereas, the impetus for Title IX was an effort to strengthen and address sex-based discrimination issues not adequately covered by the passage of the Civil Rights Act of 1964. Since its passage, Title IX has dramatically increased athletic opportunities for women and girls throughout the nation. Specifically, Title IX contains provisions that athletic programs must follow when awarding athletic scholarships and establishing athletic teams at all institutions of higher education; and,

Whereas, Western Michigan University strives to uphold and abide by the provisions of Title IX in an effort to fully support all of our students, faculty and staff. Currently, WMU offers ten women’s varsity athletic programs for 190 female student-athlete participation opportunities. Seven of the university’s ten women’s programs have female head coaches and half of the department’s senior associate athletic directors are female former student-athletes; and,

Whereas, Western Michigan University’s support of our female student-athletes is well established from the first women’s basketball program game play in Read Fieldhouse the year after Title IX’s passage to the steady establishment of new women’s sports teams throughout the late 1970s-early 1990s and the countless MAC championships won by our female sports teams throughout the years, our female student-athletes and the staff that support them are truly a point of pride on campus; and,

Whereas, Western Michigan University will continue to celebrate this momentous anniversary with a schedule of ceremonies and recognition events throughout the year focused on empowering women and educating people on women’s issues;

Now, therefore, be it resolved that the Faculty Senate, American Association of University Professors, Western Student Association, and Graduate Student Association at Western Michigan University, do hereby proclaim, June 23, 2022 a Celebration of the 50th Anniversary of Title IX at Western Michigan University.

We encourage all students, student athletes, faculty, staff, alumni, and supporters to join Western Michigan University Department of Athletics in the year-long celebration of the 50th Anniversary of Title IX.
PROPOSAL: Personnel Report

ACADEMIC– TENURE AND PROMOTION

Tenure
It is recommended tenure be approved for the following faculty members, effective with the beginning of the 2022/23 academic/fiscal year:

Ashley Atkins; Department of Philosophy
Amy Bocko; University Libraries
Sunday Bonifas; Department of Accountancy
Scott Cowley; Department of Marketing
Alessander Danna dos Santos; Department of Physical Therapy
Joanne DeWit; WMU Bronson School of Nursing
Jeremy Duncan; Department of Biological Sciences
Bolortuya Enkhtaivan; Department of Finance and Commercial Law
Dyanne Foskey; Center for English Language and Culture for International Students
Pablo Gomez; Department of Electrical and Computer Engineering
Lori Gray; School of Interdisciplinary Health Programs
Monique Haley; Department of Dance
Bidyut Hazarika; Department of Business Information Systems
Donald Hoover; Department of Physical Therapy
Geumchan Hwang; Department of Human Performance and Health Education
Daryl Lawson; Department of Physical Therapy
Geoffrey Lindenberg; Department of Aviation Sciences
Rob Lyerla; Department of Physician Assistant
Colin MacCreery; Department of Computer Science
Dawn Mason; Department of Accountancy
Cara Masselink; Department of Occupational Therapy
Shannon McMorrow; School of Interdisciplinary Health Programs
Richard Meyer; Department of Mechanical and Aerospace Engineering
Mohammadreza Mousavizadeh; Department of Business Information Systems
Kelley Pattison; WMU Bronson School of Nursing
Carlos Pimentel; Department of World Languages and Literatures
Vincent Reitano; School of Public Affairs and Administration
Geraldine Rinna; University Libraries
Cybelle Shattuck; Institute for the Environment and Sustainability
Marianne Swierenga; University Libraries
Lee Wells; Department of Industrial and Entrepreneurial Engineering and Engineering Management
Li Xiang; Department of World Languages and Literatures
Russell Zwanka; Department of Marketing
Promotions

It is recommended that the following promotions be approved for the following faculty members, effective with the beginning of the 2022/23 academic/fiscal year:

Faculty Promoted to Professor
Bradley Bazuin; Department of Electrical and Computer Engineering
Martha Councell-Vargas; School of Music
Amy Damashek; Department of Psychology
Edward Eckel; University Libraries
Claudia Fajardo-Hansford; Department of Mechanical and Aerospace Engineering
Ramakrishna Guda; Department of Chemistry
Sally Hadden; Department of History
Jennifer Harrison; School of Social Work
Kevin High; Department of Aviation Sciences
Scott Irelan; Department of Theatre
Mariam Konaté; Institute for Intercultural and Anthropological Studies
Charles Kurth; Department of Philosophy
Heather McGee; Department of Psychology
Natalio Ohanna; Department of Spanish
Mary O’Kelly; University Libraries
Leah Omilion-Hodges; School of Communication
Dianna Sachs; University Libraries
Jagjit Saini; Department of Accountancy
Rika Saito; Department of World Languages and Literatures
Xiaoyun Shao; Department of Civil and Construction Engineering

Faculty Promoted to Associate Professor
Ashley Atkins; Department of Philosophy
Amy Bocko; University Libraries
Scott Cowley; Department of Marketing
Jeremy Duncan; Department of Biological Sciences
Bolortuya Enkhtaivan; Department of Finance and Commercial Law
Lori Gray; School of Interdisciplinary Health Programs
Monique Haley; Department of Dance
Bidyut Hazarika; Department of Business Information Systems
Geumchan Hwang; Department of Human Performance and Health Education
Cara Masselink; Department of Occupational Therapy
Shannon McMorrow; School of Interdisciplinary Health Programs
Richard Meyer; Department of Mechanical and Aerospace Engineering
Mohammadreza Mousavizadeh; Department of Business Information Systems
Kelley Pattison; WMU Bronson School of Nursing
Carlos Pimentel; Department of World Languages and Literatures
Vincent Reitano; School of Public Affairs and Administration
Geraldine Rinna; University Libraries
Faculty Promoted to Associate Professor, cont’d
Cybelle Shattuck; Institute for the Environment and Sustainability
Marianne Swierenga; University Libraries
Lee Wells; Department of Industrial and Entrepreneurial Engineering and Engineering Management

Faculty Promoted to Master Faculty Specialist
Theresa Bieszka; Center for English Language and Culture for International Students
Joanne DeWit; WMU Bronson School of Nursing
Dyanne Foskey; Center for English Language and Culture for International Students
Ramona Lewis; Department of Educational Leadership, Research and Technology

Faculty Promoted to Faculty Specialist II
Colin MacCreery; Department of Computer Science
Mary Nielsen; Department of Marketing
Veronica Rice McCray; Department of Business Information Systems
PROPOSAL:  Teaching Assistants Union (TAU) Labor Agreement

Background

The Teaching Assistants Union (TAU) represents approximately 450 teaching graduate assistants with appointment levels ranging from one-half to full. Approximately 69% of the teaching assistants have full appointments. The union was first organized in May 2006.

Negotiations between the TAU and the University began in March 2022 and a tentative agreement on a four-year contract was reached on May 31, 2022. This tentative agreement was ratified by the TAU membership on June 21, 2022.

The new contract would run from August 20, 2022 through August 21, 2026, and includes the following key contract terms:

- Wage increases are set at 2.5% in the first year, 2.25% in the second year, and 2% for each of the following two years of the contract for its members, which include graduate assistants, doctoral graduate assistants, and doctoral associates awarded candidacy.

- All bargaining unit members will receive an increase of $80 to the lump sum paid each semester (taking it to $405 per semester).

- Teaching assistants returning to an appointment for a second or subsequent academic year will receive a one-time payment of $100 during each fall and spring semester in recognition of their academic success during the prior year of employment. This is an increase from $75 in the previous Agreement and affects approximately 57% of the bargaining unit.

- It is now clarified how many hours can be assigned as a substitute for another instructor without additional compensation.

- Bargaining unit members are guaranteed to be provided their duties prior to the start of the semester/session, although language that allows those to be changed remains.

Recommended Action

It is recommended the Board of Trustees approve the four-year contract with the WMU Chapter of the Teaching Assistants Union (TAU).
PROPOSAL: Police Officers Association (POA) Labor Agreement

Background

Western Michigan University and the WMU Police Officers Association (POA) reached a tentative agreement on a five-year contract that would be effective from July 1, 2022 through June 30, 2027. This tentative agreement was ratified by the POA on June 20, 2022. Due to ongoing uncertainty relating to the COVID-19 pandemic, effective for the period July 1, 2021 through June 30, 2022, the University and POA effectuated a one-year contract extension with a 1% wage increase being the sole negotiated item (Officers received a 1% increase to base; Detectives received a 1% lump sum payment). The proposed five-year contract considers last year’s agreement as well as a more comprehensive negotiation of economic and non-economic articles so the WMU Department of Public Safety (WMU DPS) can continue to remain competitive in the rapidly changing marketplace.

The agreement provides for wage increases in each of the five years of the contract. A 3.25% increase would be provided July 1, 2022; a 3.0% increase on July 1, 2023; a 2.5% increase July 1, 2024; a 2.5% increase July 1, 2025; and a 2.0% increase on July 1, 2026. The agreement also eliminates the detective wage scale and includes a 3% increase to their compensation differential above officers. The agreed upon wages allow WMU DPS to be competitive with other police departments based on market data and able to continue to recruit and retain highly skilled officers and detectives. The agreement also continues to have the POA receive the same health insurance plan as the AAUP while paying the same employee share of premiums.

The contract requires approval by the Board of Trustees before it can be finalized and implemented.

Recommended Action

It is recommended the Board of Trustees approve the five-year contract with the WMU Police Officers Association (POA).
PROPOSAL: Fall 2022 Tuition and Required Fee Rates

Background

The University continues to allocate its financial resources to promote WMU being the school of choice, diversifying revenue streams, and recruiting and retaining students and ensuring their academic success. Tuition is the major revenue source for the general fund and is approximately 73% of the total budgeted revenue. It comprises approximately 53% of all university revenue.

We are recommending an increase of 3.85% on tuition and required fees for resident undergraduate students. A newly admitted full-time Michigan resident freshman will pay $13,950 in tuition and required fees to attend WMU for the 2022-23 academic year which is an increase of $516 for the academic year.

A comparable rate increase is being proposed for nonresident undergraduate students, resident and nonresident graduate students and students enrolled in fully on-line programs. It should also be noted that differential tuition rates will not be increased.

Being mindful of financial pressures to our students, the proposed increase is lower than the tuition restraint language currently proposed by the Governor (5%), House (4.4%) and Senate (5%) as well as the projected Higher Education Price Index (HEPI) rate of inflation of 4.2%. This is a continued effort of taking our fiduciary responsibilities to our students seriously. As a reminder, WMU was one of the few Michigan publics that kept tuition flat in FY21 and the FY22 tuition rate increase was 1% point less than allowed by State tuition restraint.

Recommended Action

It is recommended, effective with the Fall 2022 semester, the Board of Trustees approves the Schedule of Tuition and Required Fee Rates as attached.
PROPOSAL: General Fund Budget, Fiscal Year 2022-2023

Background

The general fund is the primary operating fund of the University and provides the University with the financial resources to meet instructional, programmatic and operating needs. WMU wants to ensure a distinctive and supportive learning experience that fosters success in a diverse and inclusive culture while advancing economic and environmental sustainability practices and policies. Resource allocation should promote WMU being the school of choice, diversifying revenue streams, and recruiting and retaining students and ensuring their academic success.

The budget being proposed today reflects our practice and commitment to present a balanced general fund budget for Board approval. The attached proposed fiscal year 2022-2023 general fund budget totals approximately $407.3M, which represents a decrease of -1.9% from last year’s budget. In terms of real dollars, both revenue and expenses decreased $7.8 million over last year’s general fund budget. The decrease in the general fund will not result in a budget reduction to departmental operations as expense reductions identified below will cover the decrease.

The State has not yet passed the higher ed appropriations bill. We are building the FY2022/23 general fund budget with the assumption of a 3.25% increase in State appropriations based on the ranges proposed in the various versions – Governor, Senate and House. Tuition and required fees were increased 3.85% which is less than any of the proposed State tuition restraint language. The change in budgeted revenues results from the increase in state appropriation, the tuition rate changes and adjusting for an enrollment change. The change in expenses recognizes compensation increases aligned with negotiated labor agreements and a 2.5% increase for non-bargaining employees. Other expense increases include a strategic commitment to need based financial aid (4.27%) for our students and increasing and utility costs. The increase in expenses is offset by reductions in the fringe rate due to health care plan design changes, reduction in debt service due to retirement of debt, the complete use of the contingency reserve fund and reallocation of $1M in strategic initiative reserves.

Recommended Action

It is recommended the Board approve the proposed fiscal year 2022-2023 general fund budget, which provides the necessary University financial resources to meet instructional, programmatic and operating needs.
WESTERN MICHIGAN UNIVERSITY  
2022/23 GENERAL FUND PLANNING BUDGET OUTLOOK

2021/22 General Fund Budget (In Thousands) $415,075.4 *

<table>
<thead>
<tr>
<th>2022/23 Revenue Changes (In Thousands)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Estimated state appropriation operating increase (+3.25%)</td>
<td>$3,651.8</td>
</tr>
<tr>
<td>Estimated tuition revenue change</td>
<td></td>
</tr>
<tr>
<td>Tuition rate change (+3.85%)</td>
<td>9,199.0</td>
</tr>
<tr>
<td>Enrollment Change (-8.0%)</td>
<td>(20,660.9)</td>
</tr>
<tr>
<td><strong>Subtotal 2021/22 - Revenue Changes</strong></td>
<td><strong>(7,810.1)</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2022/23 Expense Changes (In Thousands)</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Compensation</td>
<td>5,448.1</td>
</tr>
<tr>
<td>Utilities (+3.8%)</td>
<td>582.1</td>
</tr>
<tr>
<td>Student Financial Aid - Need based aid (+4.27%)</td>
<td>1,000.0</td>
</tr>
<tr>
<td>Fringe Benefit Rate Decrease (-1.75%)</td>
<td>(2,929.7)</td>
</tr>
<tr>
<td>Debt on OIT Infrastructure Paid- Off</td>
<td>(794.1)</td>
</tr>
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</table>

**Strategic plan and transformational initiatives:**

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>SRM Strategic Initiatives Adjustment - Investment in Student Retention</td>
<td>(1,000.0)</td>
</tr>
<tr>
<td>Use of Base Contingency Funds</td>
<td>(10,116.5)</td>
</tr>
<tr>
<td><strong>Total Strategic Initiatives</strong></td>
<td><strong>(11,116.5)</strong></td>
</tr>
</tbody>
</table>

| Subtotal 2022/23 - Expense Changes | **($7,810.1)** |

2022/23 Estimated Balanced Budget $0.0
2022/23 Estimated General Fund Budget $407,265.30

* The FY2021/22 general fund budget was restated for the new budget model that allocates new revenues and expenses to the general fund.
PROPOSAL: Student Room, Board, and Apartment Rates 2022-2023

Background

For 2021/22, Western Michigan University operated 12 residence halls, two dining facilities, nine cafés, and four apartment-style complexes. In the fall 2021 semester, 3,682 residents lived on-campus, and 80.95% of degree seeking, first time freshmen chose to live in the residence halls. Apartment complexes operated at 93.55% occupancy for fall 2021.

The integrated planning and budgeting strategy utilized by Residence Life and Dining Services has allowed for significant incentives and discounts for students and families, while also enabling collaborative, future-looking, administration of housing, dining and student center operations and facilities. With the completion of the new Student Center, all dining centers and more than 40% of the current housing portfolio will have been constructed after 2011.

Students living in on campus housing benefit from easy access to classes, events, and services. All on campus housing options include laundry, water/sewer services, trash removal and enhanced security services. One in three first-year students live in one of our eleven living and learning communities. These communities range from academic-themed communities like the Aviation or Engineering House, to Interest-based communities like Global and Languages, and our Spectrum House. These experiences are meant to enhance the connections between the academic and co-curricular experience. We also see that nearly 40% of our students choose to return beyond their first year, a testament to the connections and positive experiences of on campus living.

This year’s request for room and board maintains our competitive advantage compared with other Michigan public Universities. Additionally, the request for apartment rates keeps our rates comparable to offerings in the surrounding community.

The recommendation not only continues to support and assist WMU in recruitment, retention, and student success efforts; but it also supports responsible fiscal management and educational campus living that is affordable, attainable, and attractive.

Recommended Action

It is recommended the Board of Trustees authorize administration to implement a 2.00% increase to student room and board rates and a 3.75% increase for Stadium Drive Apartments and Western View for 2022/23, effective fall semester 2022.
Western Michigan University  
Room and Board and Apartment Rates

Proposed student room and board rates for 2022/23, effective fall 2022.

<table>
<thead>
<tr>
<th>RESIDENCE HALLS</th>
<th>2021/22 Rates</th>
<th>% Change</th>
<th>Proposed 2022/23 Rates</th>
<th>$ Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Room and Board (Bronco Gold Plus Meal Plan)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Traditional Halls Academic Year</td>
<td>$10,884</td>
<td>2.00%</td>
<td>$11,102</td>
<td>$218</td>
</tr>
<tr>
<td>Western Heights Academic Year</td>
<td>$11,858</td>
<td>2.00%</td>
<td>$12,095</td>
<td>$237</td>
</tr>
</tbody>
</table>

**Room and Board (Bronco Gold Meal Plan)**

Traditional Halls Academic Year $10,773 2.00% $10,989 $216
Western Heights Academic Year $11,747 2.00% $11,982 $235

**Room and Board (Bronco 14 Meal Plan)**

Traditional Halls Academic Year $10,338 2.00% $10,545 $207
Western Heights Academic Year $11,312 2.00% $11,538 $226
Traditional Halls Summer Session $2,438 2.00% $2,487 $49
Western Heights Summer Session $2,732 2.00% $2,787 $55

Traditional rates include $25 per semester/$12.50 per session deferred maintenance fee.

Proposed apartment rates for 2022/23, effective fall 2022.

<table>
<thead>
<tr>
<th>APARTMENTS</th>
<th>2021/22 Monthly Rates</th>
<th>% Change</th>
<th>Proposed 2022/23 Monthly Rates</th>
<th>$ Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Arcadia Flats</strong>**</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Loft*</td>
<td>$1,200</td>
<td>0.00%</td>
<td>$1,200</td>
<td>$0</td>
</tr>
<tr>
<td>Studio</td>
<td>$950</td>
<td>0.00%</td>
<td>$950</td>
<td>$0</td>
</tr>
<tr>
<td>2 Bedroom Flat</td>
<td>$800</td>
<td>0.00%</td>
<td>$800</td>
<td>$0</td>
</tr>
<tr>
<td>2 Bedroom Studio</td>
<td>$750</td>
<td>0.00%</td>
<td>$750</td>
<td>$0</td>
</tr>
<tr>
<td>2 Bedroom Flat, 4-Person*</td>
<td>$585</td>
<td>0.00%</td>
<td>$585</td>
<td>$0</td>
</tr>
</tbody>
</table>

**Western View**

1 Bedroom  
2 Bedroom  
3 Bedroom  
4 Bedroom

**Stadium Drive****

2 Bedroom $428 3.75% $444 $16

*Rate includes furnishings
**Rates include utilities
PROPOSAL:  Presidential Retention

Background

Western Michigan University is building momentum as it emerges from one of most difficult
times in American history. Nationally, public higher education has become an exceedingly
difficult environment as public universities face declining demographics and disruption in the
value proposition of college as the burden of educational costs shift from the public to the
student. The demographic challenges in Michigan are some of the greatest in the nation and
the pandemic only exacerbated them.

Nevertheless, Western Michigan University is gaining momentum and has not been stymied by
the pandemic. Our students are developing twenty-first century skills in connection with the
new WMU Essential Studies core curriculum and are receiving holistic guidance through the
new Merze Tate College. We have attracted top-flight executives who will take Intercollegiate
Athletics and our Research and Innovation mission to new levels of excellence while our new
Associate Vice President for Enrollment Management will focus essential enrollment efforts.

The historic Empowering Futures Gift has begun to transform the university and students will
see its first benefits in the fall semester. The gift is an anchor for the university’s comprehensive
campaign with a working goal of $1.25 billion; the first in nearly two decades. The physical
campus has been transformed with new facilities attractive to students. Arcadia Flats
Apartments and the Aviation Education Center and will soon be complemented by WMU’s new
Student Center and Dining Facility this fall, and a renovated Dunbar Hall will follow in fall of
2023. New, green buildings have been complemented by razing those that were past their
planned life, detracted from the beauty of campus, and added to the university’s carbon
footprint.
WMU’s long-term pivot to become more competitive and impactful is beginning to bear fruit and the next three years will be pivotal in Western’s history. This is the moment to reach the full measure of ambition and President Montgomery’s continued leadership will be essential to capitalizing on this moment. In consideration of this and as a retention inducement, the Board of Trustee’s Presidential Compensation and Assessment Committee recommends establishing a three-year deferred compensation plan.

**Recommended Action**

It is recommended the Board establish a deferred compensation plan for President Montgomery in the amount of $10,000 per year for each of the next three years. These funds will serve as the President’s annual raise at a rate of approximately 2% per year. Funds will be deposited in a deferred compensation account on or before July 1, 2022. The funds will vest at $10,000 on July 1, 2023, 2024, and 2025 for as long as Montgomery is serving as President of Western Michigan University. Vested funds for which he becomes eligible will be available to President Montgomery at the time of his separation from the university. Any ineligible funds will be returned to the university.
PROPOSAL:  Sale of Kendall Center Property

Background

At the March 17, 2022 meeting, the Board of Trustees approved the sale and transfer of the Kendall Center Property (“Property”) located in Battle Creek, Michigan to the City of Battle Creek. As conversations continued within the Battle Creek community related to the sale, it was determined that Battle Creek Unlimited will be the entity to purchase the property instead of the City of Battle Creek. Battle Creek Unlimited’s mission is to build a strong community by driving strategic investment and job creation within the City of Battle Creek. All other conditions of the proposed sale remain as previously presented and approved.

Recommended Action

Pursuant to the retained powers of the Board regarding the transfer of real property, it is recommended the Board approve the sale of the Kendall Center to Battle Creed Unlimited for $1 and authorize the President, Treasurer or Assistant Treasurer (the “Authorized Officers”) to finalize and to negotiate and execute any deeds, easements, closing statements, agreements or documents, and to take such other actions, necessary or convenient to effectuate and complete the transactions contemplated herein, with such modifications as they or anyone of them may approve as reasonable or necessary.
PROPOSAL: Western Michigan University Board of Trustees Meeting Dates 2023

Background

The following dates have been vetted through the University Calendar, Religious Holiday Observances, Executive Leadership, and Trustee availability.

Thursday, January 26th
Thursday, March 23rd
Thursday, April 27th
Thursday, June 29th
Thursday, September 21st
Thursday, November 9th
Thursday, December 14th

Recommended Action

It is recommended the Board approve the proposed Board of Trustees meeting dates for 2023.
PROPOSAL: Public Health Minor

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of a new minor in Public Health offered by the School of Interdisciplinary Health Programs in the College of Health and Human Services. With the onslaught of the worst public health pandemic in the past 100 years a large interest in public health has evolved. At present WMU offers a public health major but great interest has been shared by many other majors in being able to add a public health minor to their degree. Many other disciplines pace graduates in positions and agencies associated with public health. Being able to add a public health minor to the degree provides the basic public health concepts to their field of study. Adding a public health minor provides the interdisciplinary skills needed for these graduates to succeed in positions related to public health.

Recommended Action

Create a Minor in Public Health.
PROPOSAL:  Long-Term Care Administration Minor

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of a new minor in Long-Term Care Administration offered by the School of Interdisciplinary Health Programs in the College of Health and Human Services. Completion of this minor will help students meet the need of our aging population with increasing prevalence of chronic diseases. It builds on existing courses and will complement the current Healthcare Services and Sciences major and the proposed Health Administration major. Successful completion of the minor meets the educational requirements for students to apply and test to become a licensed nursing home administrator in Michigan.

Recommended Action

Create a Minor in Long-Term Health Administration.
PROPOSAL: Change in Title: BS in Occupational Therapy (OCPJ)

Background

The Undergraduate Studies Council of the Faculty Senate has approved a title change for the Bachelor of Science degree in Occupational Therapy offered by the Department of Occupational Therapy in the College of Health and Human Services. The entry-level degree requirement for an occupational therapist, the Bachelor of Science in Occupational Therapy, is no longer available or offered at any university. The Bachelor of Science in Occupational Therapy (OT) degree title was selected and used for this program, an occupational therapy assistant program. As a result, the Initial curriculum program submission and assigned title was reviewed and approved by the Undergraduate Studies Council at the 9 February 2021 meeting. As it stands currently, the title, "Bachelor of Science in Occupational Therapy (OT)" will be on the diploma of future graduates but does not reflect the appropriate terminology used by the Accreditation Council for Occupational Therapy Education (ACOTE) or the exam administrator, the National Board for the Certification of Occupational Therapy Education (NBCOT). The degree title needs to reflect the correct degree awarded for the program accreditor and the national board exam administrator. The title should state "Bachelor of Science in Occupational Therapy Assistant (OTA)."

Recommended Action

Rename Occupational Therapy as Occupational Therapy Assistant.
PROPOSAL: Personnel Report

ACADEMIC

Administrative Appointments
Charles Cotton III; Associate Vice President for Enrollment Management; Provost and Vice President for Academic Affairs;
  effective June 15, 2022 through June 30, 2025.

David DeThorne; Director; Office of Academic Labor Relations;
  effective June 20, 2022 through June 30, 2025.

Steven Durbin; Interim Chair; Department of Engineering Design, Manufacturing and Management Systems;
  effective July 1, 2022 through June 30, 2023.

Kristal Ehrhardt; Interim Dean; College of Education and Human Development;
  effective July 1, 2022 through June 30, 2023.

Julie Garrison; Dean; University Libraries;
  effective July 1, 2022 through June 30, 2027.

Daniel Guyette; Dean; College of Fine Arts;
  effective July 1, 2022 through June 30, 2023.

Melinda Koebling; Chair; Department of Mathematics;
  effective July 1, 2022 through June 30, 2025.

Adriane Little; Director; Frostic School of Art;
  effective July 1, 2022 through June 30, 2025.

Raymond Thompson; Interim Dean; College of Aviation;
  effective July 1, 2022 through December 31, 2022.

Administrative Retirement
Steven Ziebarth; Chair and Professor Emeritus of Mathematics; Department of Mathematics;
  effective June 30, 2022.

Administrative Resignation
Ming Li; Dean; College of Education and Human Development;
  effective June 30, 2022.
Return to Faculty
Ajay Gupta; Professor; Department of Computer Science;  
effective July 1, 2022.

Ming Li; Professor; Department of Human Performance and Health Education;  
effective July 1, 2022.

Appointments – Tenure Track
Jessica Brandl; Assistant Professor; Frostic School of Art;  
effective August 15, 2022.

Jacklyn Brickman; Assistant Professor; Frostic School of Art;  
effective August 15, 2022.

Charles Bruce; Faculty Specialist I – Professional Specialist; Department of Family and Consumer Sciences;  
effective August 15, 2022.

Deborah Droppers; Faculty Specialist I – Lecturer; Department of Human Performance and Health Education;  
effective August 15, 2022.

Anderson Hagler; Instructor; Department of Comparative Religion;  
effective August 15, 2022.

Britt Hartenberger; Faculty Specialist II – Lecturer; Institute for Intercultural and Anthropological Studies;  
effective August 15, 2022.

Michelle Hrivnyak; Faculty Specialist II – Lecturer; Institute for Intercultural and Anthropological Studies;  
effective August 15, 2022.

Gary Marquardt; Faculty Specialist II – Lecturer; Institute for Intercultural and Anthropological Studies;  
effective August 15, 2022.

Sarah Pinkelman; Associate Professor; Department of Psychology;  
effective August 15, 2022.

Sharlet Rafacz; Associate Professor; Department of Psychology;  
effective August 15, 2022.
Appointments – Tenure Track (Continued)
Chitra Singh; Assistant Professor; Department of Family and Consumer Sciences; effective August 15, 2022.

Andrew Thompson; Assistant Professor; Department of Biological Sciences; effective August 15, 2022.

Appointments – Term
Timothy Buchanan; Instructor; Department of Business Information Systems; effective August 15, 2022 through August 14, 2023.

Deanna Bush; Faculty Specialist I – Clinical Specialist; School of Music; effective July 1, 2022 through June 30, 2023.

Tracey Corbett; Instructor; Department of Business Information Systems; effective August 15, 2022 through August 14, 2023.

Elise DeCamp; Faculty Specialist I – Lecturer; Institute for Intercultural and Anthropological Studies; effective August 15, 2022 through August 14, 2023.

Amy Dolinski-Geib; Faculty Specialist I – Professional Specialist; School of Interdisciplinary Health Programs; effective August 15, 2022 through August 14, 2023.

Edward Kudzia; Faculty Specialist II – Aviation Specialist; Department of Aviation Sciences; effective July 1, 2022 through June 30, 2023.

William Kurtz; Instructor; Department of Accountancy; effective August 15, 2022 through August 14, 2025.

Diana Lamphiere; Instructor; Department of Finance and Commercial Law; effective August 15, 2022 through August 14, 2023.

James Martin; Assistant Professor; Department of Philosophy; effective August 15, 2022 through August 14, 2024.

Muslema Pervin; Faculty Specialist I – Lecturer; Department of Physics; effective August 15, 2022 through August 14, 2024.

Karin Rourke; Instructor; Department of Family and Consumer Sciences; effective August 15, 2022 through August 14, 2023.
Appointments – Term (Continued)
Junqi Tang; Assistant Professor; School of Music;
effective August 15, 2022 through August 14, 2023.

Tanya Timmerman; Faculty Specialist I – Lecturer; Department of Speech, Language and Hearing Sciences;
effective July 1, 2022 through June 30, 2023.

Rena VanDerwall; Assistant Professor; Department of Special Education and Literacy Studies;
effective August 15, 2022 through August 14, 2023.

Lori Van Zoeren; Faculty Specialist II – Clinical Specialist; WMU Bronson School of Nursing;
effective August 15, 2022 through August 14, 2023.

Adjunct Appointments
Lawrence Anker; Adjunct Professor; Department of Chemical and Paper Engineering;
effective July 1, 2022 through June 30, 2025.

Neil Drobny; Adjunct Instructor; Department of Management;
effective May 1, 2022 through April 30, 2025.

James Jastifer; Adjunct Professor; Department of Mechanical and Aerospace Engineering;
effective July 1, 2022 through June 30, 2025.

Professional Leave of Absence
Michael Famiano; Professor; Department of Physics;

Denise Keele; Associate Professor; Department of Political Science;
effective August 15, 2022 through August 14, 2023.

Charles Kurth; Professor; Department of Philosophy;
effective August 15, 2022 through August 14, 2024.

Sabbatical Leaves
Bolortuya Enktaivan; Associate Professor; Department of Finance and Commercial Law;
effective academic year 2022/23.

Shannon McMorrow; Associate Professor; School of Interdisciplinary Health Programs;
effective academic year 2022/23.

Jana Schulman; Professor; Department of English;
effective academic year 2022/23.
Faculty Retirements with Emeritus Status
Willem Homan; Professor Emeritus of Aviation Sciences; Department of Aviation Sciences; effective May 14, 2027.

Dennis McFall; Master Faculty Specialist Emeritus of Aviation Sciences; Department of Aviation Sciences; effective December 31, 2022.

Jennifer Palthe; Professor Emerita of Management; Department of Management; effective December 31, 2022.

Faculty Resignations
Lori Reichel; Assistant Professor; Department of Human Performance and Health Education; effective August 14, 2022.

Mark Schreiner; Instructor; Department of Mathematics; effective August 14, 2022.

Jamie Weathers; Assistant Professor; Department of Finance and Commercial Law; effective August 14, 2022.

NON-ACADEMIC

Administrative Appointments
Lisa Garcia; Interim Assistant Vice President for Community Partnerships; Office of Governmental Relations; effective June 28, 2022.

Remzi Seker; Vice President for Research and Innovation; effective July 1, 2022.

Administrative Resignation
Kara Wood; Associate Vice President for Community Partnerships; Office of Government Relations; effective June 11, 2022.

Administrative Retirements
Carrick Craig; General Counsel; Office of Legal Affairs, Risk and Compliance; effective August 15, 2022.

Peter Strazdas; Associate Vice President for Facilities Management; Office of the Vice President for Business and Finance; effective July 1, 2022.
Retirements

Ishmael Acker; Custodian; Facilities Management – Building Custodial and Support; 
effective April 30, 2022.

Barbara Caras-Tomczak; Associate Director, Student Support/Global Business Center; Haworth 
College of Business; 
effective July 1, 2022.

Dorilee Crown; Administrative Assistant Senior; Department of Biological Sciences; 
effective July 1, 2022.

Betsy Drummer; Director of Academic Advising; Haworth College of Business; 
effective July 1, 2022.

Mary Fosburg; Administrative Assistant II; Department of Civil and Construction Engineering; 
effective July 1, 2022.

Bart Hains; Environmental Control Person; Facilities Management – Maintenance Services; 
effective February 26, 2022.

Kevin Knutson; Director of Academic Advising; College of Arts and Sciences; 
effective July 1, 2022.

James Smith; Detective; Department of Public Safety; 
effective July 1, 2022.
PROPOSAL: Liquor License Application, West Hills Athletic Club, October 22, 2022

Background

West Hills Athletic Club would like to request approval of a one-day liquor license. The special license will be used for the Fall Classic tennis tournament event at the West Hills Athletic Club located at 2001 South 11th Street, Kalamazoo, on October 22, 2022. This is the ninth year we are requesting the license for the Fall Classic. West Hills Athletic Club is part of Western Michigan University. WMU will be responsible for checking identification of all participants prior to serving any alcohol.

Recommended Action

It is recommended the Board of Trustees, through its duly authorized officers, make application to the Michigan Liquor Control Commission for special licenses for the sale of liquor by the West Hills Athletic Club, for consumption by Fall Classic tennis tournament participants on October 22, 2022.
PROPOSAL:  Liquor License Application, West Hills Athletic Club, March 17 and 18, 2023

Background

West Hills Athletic Club would like to request approval of a two-day liquor license. The special license will be used for the Irish Open tennis tournament event at the West Hills Athletic Club located at 2001 South 11th Street, Kalamazoo, on March 17 and 18, 2023. This is the tenth year we are requesting the license for the Irish Open. West Hills Athletic Club is part of Western Michigan University. WMU will be responsible for checking identification of all participants prior to serving any alcohol.

Recommended Action

It is recommended the Board of Trustees, through its duly authorized officers, make application to the Michigan Liquor Control Commission for special licenses for the sale of liquor by the West Hills Athletic Club, for consumption by Irish Open tennis tournament participants on March 17 and 18, 2023.
PROPOSAL: One-Day Liquor License Applications John Gill Stadium Club, Fall 2022

Background

Bernhard Center requests six (6) special one-day Michigan Liquor Control Commission (MLCC) licenses to be used for alcohol sales at the John Gill Stadium Club for home football game-day beer and wine sales. Sales will begin 90 minutes prior to kickoff and end at the conclusion of the 3rd quarter. Game days and kickoff time:

- Saturday, September 17, 7:30pm
- Saturday, October 01, TBD
- Saturday, October 08, TBD
- Saturday, October 15, 3:30pm
- Wednesday, November 9, 7:00pm
- Friday, November 25, 12:00pm

Bernhard Center TIPS trained staff will manage the alcohol service.

Recommended Action

Resolved that Western Michigan University, through its duly authorized officers, make application to the Michigan Liquor Control Commission for six (6) special one-day licenses for use at the at the John Gill Stadium Club for 2022 home football game-day beer and wine sales.
PROPOSAL: Annuity and Life Income Funds

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

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