WMU Board of Trustees Formal Session January 25, 2024

WMU Board of Trustees

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Western Michigan University
BOARD OF TRUSTEES – Annual Meeting

Thursday, January 25, 2024

Closed Informal Session – 9:00 AM
Formal Session – 11:00 AM
Hybrid Meeting Platform (In-Person and Virtual)
WMU Student Center, Ballroom 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, January 24th.

1. Acceptance of the Agenda – Edgerton
2. Approval of the Minutes – Edgerton
   November 30, 2023 – BOT Meeting
   December 14, 2024 – BOT Special Meeting
3. Remarks by the Chair – Edgerton
4. Remarks by the President – Montgomery
5. Updates by the Faculty Senate President – Summy
6. Updates by the Western Student Association President – Byrd and Powers
7. Western Michigan University Employee Graduates – Montgomery
8. Haenicke Institute for Global Education Presentation: Journey from Graduate Student to Assistant Professor – Montgomery, Zagalo-Melo, and Maddipatla
9. Public Comments Regarding Action Items – Schuemann

Action Items – Edgerton
10. 2024 Western Michigan University Board of Trustee Officer Election – Schuemann
11. Delegated Authority to Confer Degrees – Schuemann
12. Consent Items – (Chair)
   A. Curriculum Proposals
   B. Personnel Report
13. General Public Comments – Schuemann

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

November 30, 2023

The Western Michigan University Board of Trustees (BOT) Formal Session was called to order by Chair Shelly Edgerton at 11:08AM on Thursday, November 30, 2023. The meeting was conducted in a mixed modality with participants both attending in person in the Heritage Hall 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 Kahler Schuemann by 5PM, Wednesday, November 29th.

Presiding in person were Chair Shelly Edgerton along with Trustees Kelly Burris, Lynn Chen-Zhang, Jon Hoadley, Kurtis Trevan, and Lisa Williams. Vice Chair Alan Turfe engaged virtually through Zoom.

A motion to accept the November 30, 2023 BOT agenda was made by Trustee Jon Hoadley with a second by Trustee Lisa Williams. The motion passed unanimously.

A motion to accept the minutes as exhibited from the September 28, 2023 Meeting was made by Trustee Kelly Burris, with a second by Trustee Lynn Chen-Zhang. The motion passed unanimously.

Remarks were provided by Chair Shelly Edgerton – Attachment A, followed by remarks from President Edward Montgomery – Attachment B.

Faculty Senate President Sarah Summy and Western Student Association President Kayla Byrd provided comments regarding their respective areas and their ongoing activities and initiatives relating to shared governance, promoting student involvement, and academic enrichment.

Next, President Edward Montgomery introduced Professor Upul Attanayake who presented along with a group of WMU Civil and Construction Engineering students on Building a Bridge to Future Success.

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

As Action Items, VP for Business and Finance Jan Van Der Kley advocated for required approval of continued support for the Law Enforcement Support Office (LESO) Program. A motion to accept the required approval of continued support for the Law Enforcement Support Office (LESO) Program was made by Trustee Kelly Burris, with a second by Trustee Kurtis Trevan, and passed unanimously.

With the next agenda item, General Counsel Keith Hahn presented support for Adoption of Amendment to the Paper Tech Foundation Bylaws. A motion to approve Adoption of Amendment to the Paper Tech Foundation Bylaws was made by Trustee Jon Hoadley with a second by Trustee Lynn Chen-Zhang. The motion passed unanimously.
President Edward Montgomery next advocated support for an Honorary Degree Recommendation for President Emeritus John M. Dunn. **A motion to award an Honorary Degree to President Emeritus John M. Dunn** was made by Trustee Lynn Chen-Zhang with a second by Trustee Jon Hoadley. The motion passed unanimously.

For the next agenda item, President Edward Montgomery encouraged recognizing the life and leadership legacy of Trustee Shani J. Penn by awarding a Posthumous Honorary Degree. **A motion to award a Posthumous Honorary Degree for Trustee Shani J. Penn** was made by Vice Chair Alan Turfe, with a second by Trustee Kurtis Trevan, and passed unanimously.

**A motion to approve the Consent Items** was made by Trustee Jon Hoadley, with a second from Trustee Lynn Chen-Zhang. The BOT unanimously approved the following Consent Items as exhibited: A. Second Amendment to Tower Lease Agreement, B. Curriculum Proposals, C. Personnel Report, D. Annuity and Life Income Funds Performance Report, and E. Operating Cash Investment Performance Report.

There was no indicated interest in anyone addressing the Board in **General Public Comments**.

The BOT meeting ended at 12:06PM following **a motion to adjourn** made by Trustee Lynn Chen-Zhang with a second by Trustee Jon Hoadley, and unanimous approval.

Respectfully submitted,

Kahler B. Schuemann, Ph.D.
Chief of Staff and Secretary to the Board of Trustees
Western Michigan University
Proposed Special Meeting Minutes

December 14, 2023

The Western Michigan University Board of Trustees (BOT) Formal Special Session was called to order by Chair Shelly Edgerton at 12:05PM on Thursday, December 14, 2023. The meeting was conducted virtually 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 Kahler Schuemann by 5PM, Wednesday, December 13th.

Presiding virtually were Chair Shelly Edgerton along with Trustees, Jon Hoadley, and Lisa Williams. Vice Chair Alan Turfe engaged through a phone connection. Trustees Kelly Burris, Lynn Chen-Zhang, and Kurtis Trevan made prior notification of unavailability.

General Counsel Keith Hahn assisted the Board in navigating an emergency BOT meeting with quorum not met by participating trustees. Bylaw requirements for this provision were satisfied.

A motion to accept the December 14, 2023 BOT Special Meeting agenda was made by Trustee Jon Hoadley with a second by Trustee Lisa Williams. The motion passed unanimously.

Remarks were provided by Chair Shelly Edgerton - Attachment C, followed by remarks from President Edward Montgomery - Attachment D.

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

As Action Items, VP for Business and Finance Jan Van Der Kley advocated for the International Alliance of Theatrical Stage Employees Labor Agreement. A motion to accept the International Alliance of Theatrical Stage Employees Labor Agreement was made by Trustee Jon Hoadley, with a second by Vice Chair Alan Turfe, and passed unanimously.

With the next agenda item, Provost Julian Vasquez Heilig encouraged support for the Professional Instructors Organization Labor Agreement (Wage Reopener). A motion to approve the Professional Instructors Organization Labor Agreement (Wage Reopener) was made by Vice Chair Alan Turfe with a second by Trustee Lisa Williams. The motion passed unanimously.

There was no indicated interest in anyone addressing the Board in General Public Comments.

The BOT meeting ended at 12:19PM following a motion to adjourn made by Trustee Jon Hoadley with a second by Trustee Lisa Williams, and unanimous approval.

Respectfully submitted,

Kahler B. Schuemann, Ph.D.
Chief of Staff and Secretary to the Board of Trustees
Western Michigan University
Good morning, everyone, and thank you for attending the WMU Board of Trustees meeting. It is my pleasure to be here for our final board meeting of the semester and the year 2023. We have much to be thankful for this time of the year and I’m grateful to each of you for taking time out of your busy schedules to be here today in person and on livestream.

As we move into the final meeting of this semester and before we get into the business on the agenda this morning, I want to extend sincere thanks to my board colleagues. It is both a substantial responsibility and an honor to advance the University and provide fiduciary leadership. I have deep respect for each of you and appreciate the thoughtfulness, skill and care you bring to the role of trustee.

I also want to extend thanks to our shared governance partners who join us at each meeting. Faculty Senate President Sarah Summy and Western Student Association President Kayla Byrd, we have appreciated you for keeping us informed through your updates and we look forward to continuing engagement and partnership in the future. Thank you both for your valuable contributions to WMU.

I also want to thank President Montgomery for his leadership as we head into the homestretch of a busy and productive fall semester. The list of achievement is long: The opening of our remarkable, best-of-the-best student center; seeing an increase in new student enrollment as well as a record-breaking year for overall graduate student enrollment; the signing of the Okanagan [OH-can-noggin] Charter, which enhances our commitment to well-being campus wide—all these achievements are simply outstanding. What’s more, a few weeks ago in your 23-24 State of the University address you cast an incredible and exciting vision for our next decade of elevating student success to unprecedented heights. To quote some of your remarks, you noted that, “We’re not just attracting students, we’re empowering them to cross that graduation stage.” I’m so proud to say that Western is excellent at breaking through barriers “So that all may learn.”

Speaking of the graduation stage, I’m pleased to share that in about two weeks, we will celebrate Western’s 339th commencement exercises in Miller Auditorium. Three ceremonies will take place on Saturday, Dec. 16, and we look forward to celebrating approximately 1,200 graduates.

Relatedly, on the agenda today, the board is being asked to approve the awarding of honorary degrees for two distinguished individuals who have been pillars of the WMU community:

President Emeritus John M. Dunn is being recommended for an honorary doctorate, and our beloved trustee colleague, the late Shani J. Penn, for a posthumous degree. Both are very deserving of this high honor.
Yesterday we had a celebration of a different kind, one steeped in historical importance. I had the pleasure offering the welcome at an event commemorating an important figure in Western’s and Kalamazoo’s architectural history. Construction business owner Albert J. White is credited with the masonry construction of Western’s very first building, today called Heritage Hall, as well as several other notable buildings in Kalamazoo. White, who was the son of formerly enslaved individuals, started his business in Kalamazoo about two decades after the official end of slavery in the United States and completed work on Heritage Hall in the 1900s. We are proud to continue highlighting his legacy now and for future generations.

Before we turn our attention to the Board agenda, we have an exciting presentation today that I’m sure each of you will find intriguing, and it showcases the dedication of our students and professors, along with WMU’s strong collaboration efforts to advance technology and help shape the future of transportation throughout Michigan and globally. Later in the agenda, Dr. Montgomery will introduce Dr. Attanayake to discuss a partnership developed between the WMU Research Center of Excellence for Structural Durability and the Michigan Department of Transportation that has resulted in the official completion and opening of a bridge along Interstate 94. This is such exciting news, and we look forward to hearing details about the project after we hear updates from our shared governance partners.

Now, for today’s agenda:

Today we will be hearing from Jan Van Der Kley, Vice President for Business and Finance, who will introduce information about the Law Enforcement Support Office Program, or LESO. This program, which we have worked with since 2011, recommends board approval for participation. It allows Western’s Department of Public Safety to secure equipment that can further enhance campus safety. Having this pipeline to equipment that can aid our safety and security preparedness and responsiveness is extremely important and useful. I thank our Chief of Police, Scott Merlo, and his department for consistently pursuing enhancements—such as participation in the LESO program—to further strengthen safety for the campus community. We look forward to hearing from VP Van Der Kley on this action item.

We will also hear from WMU General Counsel Keith Hahn, who will lead a discussion on the adoption of the amendment to the Paper Tech Foundation bylaws.

As I earlier mentioned, two champions of the Western community are being recommended for honorary degrees during the December 16 commencement ceremonies. Dr. Montgomery will lead us in this agenda item.

To round out the agenda for today, we also have several consent items to consider—a second amendment to a Tower Lease Agreement, curriculum proposals, a personnel report, the Annuity and Life Income Funds Performance report and the Operating Cash Investment Performance report.

This concludes my opening remarks and introduction to the board’s agenda items.
Thank you, Chair Edgerton. Good morning, everyone. I hope your holiday season is off to a joyous one. What a remarkable semester we’ve had thus far. From the festive grand opening of our one-of-a-kind student center to the remarkable achievements of our all-around winning fall Bronco sports season, we have much to celebrate. I’ll share the record-breaking athletic highlights with you momentarily. But first, I'd like to note that we are looking forward to our hallmark event as an academic institution—commencement!

We will confer more than 900 bachelor's degrees, 220 master's degrees, 55 doctoral degrees and several specialist degrees during the fall commencement in three ceremonies at Miller Auditorium on December 16. It’s a time to honor our graduates and pay tribute to our honorary degree recipients, President Emeritus Dunn and our late Trustee Shani Penn. Next, I want to congratulate the College of Aviation—Allegiant Travel Company has selected Western as an inaugural partner in its Accelerate Pilot Pathway program, which will streamline career opportunities for our Broncos.

The program pairs students with Allegiant mentors who support them throughout their educational journey. Their senior year, they are positioned to work as cadets and possibly be hired by the company upon graduation. Our aviation students are not only receiving first-class education in the classroom, but this new opportunity is also offering incredible experience-driven learning.

We couldn’t be more proud. In other aviation news, the college recently hosted an intercollegiate regional flight competition, and the Sky Broncos precision flight team took first place in flight and ground competitions and now advance to the national competition in May in Wisconsin. Our Broncos are truly soaring!

Next week, we will recognize the fall semiannual Make a Difference award recipients spotlighting the excellence they bring to Western Michigan University. These individuals exemplify the heart of WMU, and I’m grateful that they make it a special place to work, teach and study. Congratulations to the awardees. The program will be held at 2 p.m. this Monday in the student center ballroom. Join us and support your colleagues.

In the vein of acknowledging exemplary employees at Western, next week we also will honor the long-tenured employees being inducted into the 25 Year Club.

Congratulations to each inductee—it is an honor to recognize individuals who have committed their talents and much of their careers to making WMU the strong academic institution it is today.
Special congratulations to Dr. Bob E. White, professor in Industrial and Entrepreneurial Engineering and Engineering Management, who will be recognized for 50 years of service at the University. Congratulations to Dr. White and we thank him for his service.

Let’s also congratulate Professor Cat Crotchett, whose artwork is in “Connections,” a juried group exhibition of works that address contemporary relationships to nature. If you are in the Chicago area over the next few weeks, Cat’s show is at ARC Gallery in Chicago through December 18. The exhibition is composed of 25 works of art by 13 various artists.

As Chair Edgerton noted, it was an honor yesterday to commemorate the life and work of Albert J. White and his role crafting the literal foundation of our institution. Celebrating all of our history is part and parcel of our commitment to diversity and inclusion. And acknowledging our past is critical to becoming a place where all may learn.

Now, sports highlights of the fall season!

Congratulations to the WMU women’s soccer team, who finished the 2023 season with a 12-4-3 record and earned the program’s first regular season MAC Championship. Along the way, WMU went on a program-best 11 game unbeaten streak. The Broncos went undefeated in conference play and earned six All-MAC selections. Congrats to head coach Lewis Robinson and staff on a phenomenal, record-breaking season!

Likewise, congratulations to the men’s soccer team, who finished their season with a 16-3-2 record, and earned second in program history for season wins. And they made it all the way to the Sweet 16 this year. They had one heck of a season, and we are extremely proud of their efforts. Congratulations to head coach Chad Wiseman, his coaching staff and team on another record season!

And what can we say about our volleyball team other than they’re going dancing! They play Auburn University in the first round of the NCAA volleyball tournament TODAY at 4 p.m. The team has had 20 wins in a row—the longest winning streak since 1983. We’re hoping for a W today. We are proud of our Broncos and congratulate them for such an exciting season of play. We are cheering on head coach Colleen Munson, her coaching staff and the volleyball team as they take on Auburn later today.

With all of the sports highlights this fall, we want to acknowledge the student-athletes who received academic awards this season. Way to go Broncos, and we look forward to a successful winter sports season.

Finally, I’d like to formally thank and congratulate Michelle Hruska, executive assistant senior in the Office of the President, who will be retiring in January after 35 years of service at Western Michigan University.
Michelle joined the staff in the Office of the President as senior executive assistant to the president in July 2017. She has served in a variety of leadership capacities since beginning her career at WMU in 1989, including seven years in the role of executive assistant senior to the provost and vice president of academic affairs.

Her service at WMU includes membership in the inaugural Everyone Counts Diversity and Broncos FIRST Professional Learning Communities, and as a mentor for the Seita Scholars Program. And she and her husband, Rich, are avid Bronco sports fans—I’m sure that will continue into retirement! We will miss her dearly and wish her well in retirement. This completes my remarks, and I will turn it back over to you, Chair Edgerton.
Again, I am pleased to welcome you to this special meeting of the Western Michigan University Board of Trustees. Today, our Board is asked to consider two action items.

While fulfilling our fiduciary responsibilities on behalf of Western, this board places great importance on our duty to vote on ratified contracts. We appreciate the work that went into bringing these proposed agreements to a vote and thank all the members of the bargaining units who took part in the voting.

First up is the three-year agreement between the University and the membership of the International Alliance of Theatrical Stage Employees, which represents independent stage workers for major theatre productions. Here at Western, the venue is Miller Auditorium.

In just a moment, Vice President Jan Van Der Kley will take us through this consideration.

In addition to considering approval of the ratified IATSE contract, today we will hear from Provost Vasquez Heilig on the consideration to approve the Professional Instructors Organization Labor Agreement—wage reopener.

Before we hear the details of the contracts, I want to send a special thank you to both negotiation teams for their engagement in this process. And to all the employees these unions represent, thank you for your service to Western Michigan University.
Thank you, Chair Edgerton.

Good afternoon.

I’m pleased to be here today as Vice President Van Der Kley and Provost Vasquez Heilig present labor agreements and seek the board’s approval.

I echo Chair Edgerton’s appreciation to all the parties involved in bringing these agreements to this point.

I would like to thank IATSE members for their work at Miller Auditorium. The independent stage workers’ behind-the-scenes and backstage work for major theatre productions helps patrons enjoy world-class performances in a professional, inviting and engaging environment.

And to the PIO membership who offer important instructional expertise to support our students’ learning, we thank you. You add value to our ecosystem of academic success, and your efforts are greatly appreciated.

With that, I will turn the meeting back over to Chair Edgerton.
PROPOSAL: 2024 Western Michigan University Board of Trustee Officer Election

Chair  
Shelly Edgerton

Vice Chair  
Alan Turfe

Secretary  
Kahler B. Schuemann

Treasurer and Assistant Secretary  
Jan Van Der Kley

Assistant Treasurer  
Colleen Scarff

Recommended Action

It is recommended the Western Michigan University Board of Trustees elect the proposed Officers for 2024.
PROPOSAL:  Delegated Authority to Confer Degrees

Background

The Board of Trustees, having the overall authority and responsibility for the governance of the university, retains ultimate responsibility for all university matters and constitutional authority over conferring degrees and granting diplomas. The Board reserves the right to delegate this authority.

Recommended Action

The Western Michigan University Board of Trustees authorizes the President of the University to confer degrees on their behalf at the 2024 commencement ceremonies as recommended by the Faculty.
PROPOSAL: Conversion of BFA: Acting concentration to Acting: BFA major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration BFA: Acting to a major entitled Acting: BFA offered by the Department of Theatre in the College of Fine Arts. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – BFA: Acting – to a major – Acting: BFA.
PROPOSAL: Conversion of Family Science and Human Development: Child Development and Services concentration to Child Development and Services major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration Family Science and Human Development: Child Development and Services to a major entitled Child Development and Services offered by the Department of Family of Consumer Sciences in the College of Education and Human Development. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Family Science and Human Development: Child Development and Services – to a major – Child Development and Services.
PROPOSAL: Conversion of Counselor Education: Clinical Mental Health Counseling concentration to Clinical Mental Health Counseling program

Background

The Graduate Studies Council of the Faculty Senate has approved the conversion of the concentration Counselor Education: Clinical Mental Health Counseling to a program entitled Clinical Mental Health Counseling in the College of Education and Human Performance. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Counselor Education: Clinical Mental Health Counseling – to a program – Clinical Mental Health Counseling.
PROPOSAL: Conversion of Geography: Environmental Geography concentration to Environmental Geography major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration Geography: Environmental Geography to a major entitled Environmental Geography offered by the School of Environment, Geography, and Sustainability in the College of Arts and Science. Per MOA 23/01 Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Geography: Environmental Geography – to a major – Environmental Geography.
PROPOSAL: Conversion of Family Science and Human Development: Family Studies concentration to Family Studies major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration Family Science and Human Development: Family Studies to a major entitled Family Studies offered by the Department of Family of Consumer Sciences in the College of Education and Human Development. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Family Science and Human Development: Family Studies – to a major – Family Studies.
PROPOSAL: Conversion of Fashion Merchandising and Design: Design Development concentration to Fashion Design and Development major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration Fashion Merchandising and Design: Design Development to a major entitled Fashion Design and Development offered by the Department of Family of Consumer Sciences in the College of Education and Human Development. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Fashion Merchandising and Design: Design Development – to a major – Fashion Design and Development.
PROPOSAL: Conversion of Fashion Merchandising and Design: Merchandising concentration to Fashion Merchandising major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration Fashion Merchandising and Design: Merchandising to a major entitled Fashion Merchandising offered by the Department of Family of Consumer Sciences in the College of Education and Human Development. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Fashion Merchandising and Design: Merchandising – to a major – Fashion Merchandising.
PROPOSAL: Conversion of Geography: Geographic Information Science concentration to Geographic Information Science major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration Geography: Geographic Information Science to a major entitled Geographic Information Science offered by the School of Environment, Geography, and Sustainability in the College of Arts and Science. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Geography: Geographic Information Science – to a major – Geographic Information Science.
PROPOSAL: Conversion of Educational Leadership: Educational and Global Leadership concentration to Global Leadership and Learning program

Background

The Graduate Studies Council of the Faculty Senate has approved the conversion of the concentration Educational Leadership: Educational and Global Leadership to a program entitled Global Leadership and Learning in the College of Education and Human Performance. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Educational Leadership: Educational and Global Leadership – to a program – Global Leadership and Learning.
PROPOSAL: Conversion of Counselor Education: Marriage, Couple and Family Counseling concentration to Marriage, Couple and Family Counseling program

Background

The Graduate Studies Council of the Faculty Senate has approved the conversion of the concentration Counselor Education: Marriage, Couple and Family Counseling to a program entitled Marriage, Couple and Family Counseling in the College of Education and Human Performance. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Counselor Education: Marriage, Couple and Family Counseling – to a program – Marriage, Couple and Family Counseling.
PROPOSAL: Conversion of Recreation: Recreation Management (RCMJ) concentration to Recreation Management major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration Recreation: Recreation Management (RCMJ) to a major entitled Recreation Management offered by the Department of Human Performance and Health Education in the College of Education and Human Development. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Recreation: Recreation Management (RCMJ) – to a major – Recreation Management.
PROPOSAL: Conversion of Counselor Education: Rehabilitation Counseling concentration to Rehabilitation Counseling program

Background

The Graduate Studies Council of the Faculty Senate has approved the conversion of the concentration Counselor Education: Rehabilitation Counseling to a program entitled Rehabilitation Counseling in the College of Education and Human Performance. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Counselor Education: Rehabilitation Counseling – to a program – Rehabilitation Counseling.
PROPOSAL: Conversion of Counselor Education: School Counseling concentration to School Counseling program

Background

The Graduate Studies Council of the Faculty Senate has approved the conversion of the concentration Counselor Education: School Counseling to a program entitled School Counseling in the College of Education and Human Performance. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Counselor Education: School Counseling – to a program – School Counseling.
PROPOSAL: Conversion of Sociology-Social Psychology concentration to Social Psychology major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration Sociology-Social Psychology to a major entitled Social Psychology offered by the Department of Sociology in the College of Arts and Sciences. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Sociology-Social Psychology – to a major – Social Psychology.
PROPOSAL: Conversion of Recreation: Sport Management (RCSJ) concentration to Sport Management major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration Recreation: Sport Management (RCSJ) to a major entitled Sport Management offered by the Department of Human Performance and Health Education in the College of Education and Human Development. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Recreation: Sport Management (RCSJ) – to a major – Sport Management.
PROPOSAL: Conversion of Theatre: Stage Management concentration to Stage Management: BFA major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration Theatre: Stage Management to a major entitled Stage Management: BFA offered by the Department of Theatre in the College of Fine Arts. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Theatre: Stage Management – to a major – Stage Management: BFA.
PROPOSAL:  Conversion of Theatre: Theatre Design and Technical Production concentration to Theatre Design and Technical Production BFA major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration Theatre: Theatre Design and Technical Production to a major entitled Theatre Design and Technical Production BFA offered by the Department of Theatre in the College of Fine Arts. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Theatre: Theatre Design and Technical Production – to a major – Stage Management: BFA Theatre Design and Technical Production BFA.
PROPOSAL: Conversion of Geography: Urban, Regional and Environmental Planning concentration to Urban, Regional and Environmental Planning major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration Geography: Urban, Regional and Environmental Planning to a major entitled Urban, Regional and Environmental Planning offered by the School of Environment, Geography, and Sustainability in the College of Arts and Sciences. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Geography: Urban, Regional and Environmental Planning – to a major - Urban, Regional and Environmental Planning.
PROPOSAL: Conversion of Family Science and Human Development: Youth and Community Development concentration to Youth and Community Development and Services major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the conversion of the concentration Family Science and Human Development: Youth and Community Development to a major entitled Youth and Community Development offered by the Department of Family of Consumer Sciences in the College of Education and Human Development. Per MOA 23/01

Concentrations were previously defined as separate academic programs in the July 8, 2015 revision of this policy. Concentrations have evolved since that time and in practice are technically the same as a major. To simplify the curriculum, no new concentrations will be created, and any curriculum change to existing concentrations must also change the concentration to a major.

Recommended Action

Convert the concentration – Family Science and Human Development: Youth and Community Development – to a major – Youth and Community Development.
PROPOSAL:  Create the Aircraft Dispatching & Scheduling Certificate

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Aircraft Dispatching & Scheduling Certificate offered by the Department of Aviation Sciences in the College of Aviation.

The demand for professionally trained aircraft dispatchers and schedulers is ever growing and is forecasted to continue on this upward trajectory well into the future. In offering this new program through the College of Aviation further exemplifies Western's commitment to prepare students for real-time career opportunities in the aviation industry.

Recommended Action

Create the Aircraft Dispatching & Scheduling Certificate.
PROPOSAL:  Create the Aircraft Management Certificate

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Airport Management Certificate offered by the Department of Aviation Sciences in the College of Aviation.

Airports and aviation are in a global growth mode. Aviation is needed to maintain globalization. Creating a certificate program allows the College of Aviation to broaden its aviation offerings and bring its expertise into this area. We anticipate interest from aviation students and externally. This certificate will provide Aviation students with an additional credential for a growing industry and help WMU remain competitive with other aviation programs around the country.

Recommended Action

Create the Airport Management Certificate.
PROPOSAL: Create the Minor in Business Communication

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Minor in Business Communication.

Communicating with a variety of audiences and mediums with confidence and clarity are essential skills in the modern workplace. WMU would be one of few universities offering an undergraduate business communication minor, so our graduates would stand out from other graduates when applying for jobs by having concrete proof of business communication skills on their career materials. Students will be able to pursue a career that meets the needs of the high-tech, global marketplace, by being able to add “business communication minor” on their resume.

According to WMUx market research for our department, minor programs are growing in popularity and are used by both current and former graduate students to expand their knowledge while not prolonging graduation or pursuing another degree. Minor programs are offered across the nation by institutions of different size and scope.

Recommended Action

Creating the Minor in Business Communication.
PROPOSAL: Create the Film and Digital Storytelling Minor

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of Film and Digital Storytelling minor offered by the School of Communication in the College of Arts and Sciences.

The ever-increasing significance of digital storytelling across various professions has required the WMU School of Communication to consistently adapt and innovate its curriculum to address the evolving media landscape and prepare students for careers in digital production and storytelling. The new Film and Digital Storytelling minor effectively addresses student needs in the area of technical proficiency. It emphasizes a foundational and core sets of courses focused on film and digital production that educate students in the technical and aesthetic aspects of film and digital storytelling so they can contribute to the ever-evolving world of visual storytelling.

Recommended Action

Create the Film and Digital Storytelling minor.
PROPOSAL: Create the Integrated Business Administration Major

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Integrated Business Administration major offered by the Department of Marketing in the Haworth College of Business.

The undergraduate curriculum in the Haworth College of Business is predominantly offered in person during the day, making it difficult for working adults or those living away from Kalamazoo to enroll, persist and graduate. This online degree allows students from across the state and region to benefit from the Haworth curricula, maximizing credits already attained toward an AACSB-accredited business degree.

Recommended Action

Create the Integrated Business Administration major.
PROPOSAL: Create the Master of Arts in Early Childhood General and Special Education: Birth through Kindergarten

Background

The Graduate Studies Council of the Faculty Senate has approved the creation of the Master of Arts in Early Childhood General and Special Education: Birth through Kindergarten to offered by the College of Education and Human Development - Interdisciplinary Program.

The Michigan Department of Education (MDE) recently moved to six certification grade bands. One of these bands is *Early Childhood General and Special Education: Birth through Kindergarten (BK)* with a new set of standards. Thus, in response to the new Michigan Department of Education (MDE) *Standards for the Preparation of Teachers of Early Childhood General and Special Education (Birth through Kindergarten)*, the three departments (Family & Consumer Science; Special Education & Literacy Studies; and Teaching, Learning & Educational Studies) propose an interdisciplinary BK master's graduate program that aligns with MDE’s new standards that recognize the importance of integrating early childhood education and special education teacher preparation into a unified program emphasizing content knowledge of the whole child; relationships between children, families, and care providers; socio-emotional development; and culturally responsive practices for children from birth through kindergarten.

Recommended Action

Create the Master of Arts in Early Childhood General and Special Education: Birth through Kindergarten
PROPOSAL:  Create the School of Theatre and Dance

Background
The Faculty Senate Executive Board has approved the creation of the School of Theatre and Dance in the College of Fine Arts.

The COVID-impacted budget cut required that we eliminate a production staff position in dance, reduce the FTE of the remaining staff in both theatre and dance, eliminate the chair of dance position, and accept the accelerated retirement of two dance faculty on half-time, transitional retirement. With that reality, then, came a deeper conversation about balancing the units within the College of Fine Arts as SRM launches. In this case the School of Theatre and Dance will be 290+. This is in line with the 355 grad/undergrads of the Frostic School of Art and the 430 grad/undergrads of the School of Music (as of census Fall 2020). These programs naturally fit together largely via the co-curricular experiences in live production and arts and studio management. We do acknowledge the challenge before us as we go about merging two programs, each nationally recognized, with robust enroll and with some of the highest retention rates in the university will be maintaining the integrity and success of the work of each unit under the umbrella of the new school.

Recommended Action

Create the School of Theatre and Dance.
PROPOSAL: Create the Unmanned Aerial Systems Operations Undergraduate Certificate

Background

The Undergraduate Studies Council of the Faculty Senate has approved the creation of the Unmanned Aerial Systems Operations Undergraduate Certificate offered by the Department of Aviation Sciences in the College of Aviation.

Unmanned aerial vehicles (UAS) are likely to be a big part of the future of aviation and the global workspace. According to the National Business Aviation Association, H.R. 5315 (the drone infrastructure inspection grant act) has passed the House and currently sits in the Senate. This proposed act would provide $100 million in grants for local governments to utilize unmanned aircraft systems (UAS) when inspecting, repairing or constructing roads, public utilities and other critical infrastructure. This certificate would serve as an introduction to these types of operations for aviation students so they could be conducted by safe and competent aviation professionals.

Recommended Action

Create the Unmanned Aerial Systems Operations Undergraduate Certificate.
PROPOSAL:  Delete the Counseling Education: Rehabilitation Teacher (RCTM) program

Background

The Undergraduate Studies Council of the Faculty Senate has approved deletion of the Counseling Education: Rehabilitation Teacher (RCTM) currently offered in the Department of Counselor Education and Counseling Psychology in the College of Education and Human Development.

The Counselor Education Unit cannot maintain this program without Blindness and Low Vision Studies (BLVS). BLVS has two courses that they teach in the program which will be deleted. Counselor Education needs their support to maintain the program. Since they deleted the program from their curriculum, we need to do the same. Moreover, we want to only have CACREP-accredited programs listed within our curriculum and the Counseling Education: Rehabilitation Teacher (RCTM) program is not a program that we could obtain CACREP accreditation. Rehabilitation Counseling is a program that we can obtain CACREP accreditation, so the Counselor Education Unit would like to keep that program but delete the Counseling Education: Rehabilitation Teacher (RCTM) program.

Recommended Action

Delete the Counseling Education: Rehabilitation Teacher (RCTM) from the Department of Counselor Education and Counseling Psychology.
PROPOSAL: Delete the Geography Major (GGLJ)

Background

The Undergraduate Studies Council of the Faculty Senate has approved the deletion of Geography major offered by the School of Environment, Geography, and Sustainability in the College of Arts and Sciences.

This major is being deleted because students need more specialization in Geography to get a job. By deleting this major, students will have to choose one of the more specialized options. Also, the unit is rethinking offering anything geared toward education. A new program proposal will be submitted if they want an education program.

Recommended Action

Delete the Geography major.
PROPOSAL: Delete the Undergraduate Certificate in Embedded Systems Venture

Background

The Undergraduate Studies Council of the Faculty Senate has approved the deletion of the Undergraduate Certificate in Embedded Systems Venture offered by the Department of Computer Science in the College of Engineering and Applied Sciences.

The unit does not have the faculty to offer the courses any longer and there is little student interest.

Recommended Action

Delete the Undergraduate Certificate in Embedded Systems Venture.
PROPOSAL: Elimination of the Department of Dance

Background

The Faculty Senate Executive Board has approved the elimination of the Department of Dance.

This is an administrative structure change as outlined in SOTD 1. Programs previously housed in the Department of Dance will now be housed in the administrative structure of the School of Theatre and Dance.

Recommended Action

Eliminate the Department of Dance.
PROPOSAL: Elimination of the Department of Theatre

Background

The Faculty Senate Executive Board has approved the elimination of the Department of Theatre.

This is an administrative structure change as outlined in SOTD 1. Programs previously housed in the Department of Theatre will now be housed in the administrative structure of the School of Theatre and Dance.

Recommended Action

Eliminate the Department of Theatre.
PROPOSAL: Moving programs in the Department of Dance to the School of Theatre and Dance

Background

The Faculty Senate Executive Board has approved the moving of programs from the Department of Dance to the School of Theatre and Dance.

This is an administrative structure change as outlined in SOTD 1. Programs and courses previously housed in the Department of Dance will now be housed in the administrative structure of the School of Theatre and Dance.

Recommended Action

Move programs in the Department of Dance to the School of Theatre and Dance.
PROPOSAL: Move the Minor in LatinX and Latin American Studies to the Department of Spanish.

Background

The Faculty Senate Executive Board has approved the moving of the Minor in LatinX and Latin American Studies from the College of Arts and Sciences to the Department of Spanish.

This is a change in administrative structure only. Courses and programs previously housed in the College of Arts and Sciences, which are listed by the Registrar under the College of Arts and Sciences/Interdisciplinary Programs, will now be administratively housed in the Department of Spanish. This will allow more efficient administration of these and other programs, and will allow us to expand these programs significantly in the coming years.

Recommended Action

Moving the Minor in LatinX and Latin American Studies to the Department of Spanish.
PROPOSAL: Moving programs in the Department of Theatre to the School of Theatre and Dance

Background

The Faculty Senate Executive Board has approved the moving of programs from the Department of Theatre to the School of Theatre and Dance.

This is an administrative structure change as outlined in SOTD 1. Programs and courses previously housed in the Department of Theatre will now be housed in the administrative structure of the School of Theatre and Dance.

Recommended Action

Move programs in the Department of Theatre to the School of Theatre and Dance.
PROPOSAL: Rename the Department of Comparative Religion to the Department of World Religion and Cultures

Background

The Faculty Senate Executive Board has approved the renaming of the Department of Comparative Religion to the Department of World Religion and Cultures.

The current name for the department, which has its roots in the early history of the academic study of religion, often leads to confusion among students and indeed fellow faculty in other departments who often ask what religions we compare and are we trying to determine which ones are best. Furthermore, students (and often fellow faculty) tend to mistakenly believe the department teaches theology. We believe the name change better reflects our offerings. All of our courses explore aspects of religion and culture.

In addition to courses on specific traditions and regions that explore the history, teachings and practices of religions situated within broader socio-historical and culture contexts we offer many thematic courses that the new name will help to highlight (this includes courses on religion and health, death and dying, religion and the environment, religion and globalization, among others). We believe it will increase enrollment by clarifying overall course content. The name change also better reflects changes in the department's faculty over the last decade and the future direction of department offerings.

Recommended Action

Rename the Department of Comparative Religion to the Department of World Religion and Cultures.
PROPOSAL: Rename the Digital Marketing and eCommerce (DMEJ) Major to Digital Marketing

Background

The Undergraduate Studies Council of the Faculty Senate has approved the renaming of Digital Marketing and eCommerce (DMEJ) major to Digital Marketing offered by the Department of Marketing in the Haworth College of Business.

The name change from "Digital Marketing and eCommerce (DMEJ)" to "Digital Marketing (DIGJ)" aligns with broader changes being made to the program, from being an interdisciplinary program between the Marketing and Business Information System departments to a uni-disciplinary program within Marketing only. "Digital Marketing" is an accurate and industry-appropriate name for a program that will offer broad training in a specialized area of marketing that comprises nearly 60% of modern marketing budgets, according to the 2023 CMO Survey.

Recommended Action

Rename the Digital Marketing and eCommerce major to Digital Marketing.
PROPOSAL: Rename the Early Childhood Unified Education: Birth through Third Grade (ECUJ) major to Early Childhood General and Special Education + Lower Elementary Education: Birth through Grade 3

Background

The Undergraduate Studies Council of the Faculty Senate has approved the renaming of the Early Childhood Unified Education: Birth through Third Grade (ECUJ) major to Early Childhood General and Special Education + Lower Elementary Education: Birth through Grade 3 offered by the Department of Teaching, Learning, and Education Studies in the College of Education and Human Development.

In an effort to make it easier to choose Western Michigan University's teacher education programs over others, we propose changing the name to reflect the ages and grade levels determined by Michigan Department of Education. This will allow potential students to easily locate their grade levels of interest on our website and in materials.

Recommended Action

Rename the Early Childhood Unified Education: Birth through Third Grade (ECUJ) major to Early Childhood General and Special Education + Lower Elementary Education: Birth through Grade 3.
PROPOSAL: Rename the Early Learning & Intervention: Birth – Kindergarten (ELIJ) major to Early Childhood General and Special Education: Birth through Kindergarten

Background

The Undergraduate Studies Council of the Faculty Senate has approved the renaming of the Early Learning & Intervention: Birth – Kindergarten (ELIJ) major to Early Childhood General and Special Education: Birth through Kindergarten offered by the Department of Teaching, Learning, and Education Studies in the College of Education and Human Development.

Early Learning and Intervention is unfamiliar to the general public and the field of early childhood. The terms "early childhood" and "early childhood special education" are more accurate and match the Michigan Department of Education certification exam and endorsement name.

Recommended Action

Rename the Early Learning & Intervention: Birth – Kindergarten (ELIJ) major to Early Childhood General and Special Education: Birth through Kindergarten.
PROPOSAL: Personnel Report

ACADEMIC

Administrative Appointments
Ann Chapleau; Interim Chair; Department of Physician Assistant; effective August 30, 2023 through June 30, 2024.

Appointments – Tenure Track
Michael Furmanski; Faculty Specialist II – Lecturer; Department of Aviation Sciences; effective January 1, 2024.

Amy Geib; Faculty Specialist I – Lecturer; School of Interdisciplinary Health Programs; effective January 1, 2024.

Gerardo Rincon; Faculty Specialist I – Lecturer; Department of Marketing; effective January 1, 2024.

Appointments – Term
Dinesh Maddiptala; Assistant Professor; Department of Electrical and Computer Engineering; effective December 31, 2023 through December 30, 2024.

Daniel Miller; Instructor; Department of Business Information Systems; effective January 1, 2024 through December 31, 2024.

LaCretisha McDole; Faculty Specialist I – Clinical Specialist; Department of Counselor Education and Counseling Psychology; effective January 1, 2024 through December 31, 2024.

Wendy O’Connor; Faculty Specialist I – Lecturer; Department of Special Education and Literacy Studies; effective January 1, 2024 through December 31, 2024.

Appointments – Grant/Contract
Sandra Wagner; Faculty Specialist I – Professional Specialist; Center for Disability Services, College of Health and Human Services; effective February 1, 2024 through January 31, 2025.
Adjunct Appointments
Matthew Shockey; Adjunct Professor; Department of Philosophy; effective January 1, 2024 through December 31, 2026.

Linda Shuster; Adjunct Professor; Department of Speech, Language and Hearing Sciences; effective September 1, 2023 through August 31, 2026.

Rachael Warga; Adjunct Instructor; Department of Biological Sciences; effective September 1, 2023 through August 31, 2026.

Visiting Professor
Sara Tripp; Visiting Professor; Richmond Institute for Design + Innovation; effective January 1, 2024 through May 14, 2024.

Professional Leave of Absence
Manuel Bautista-Plaza; Professor; Department of Physics; effective January 1, 2024 through December 31, 2024.

Maria Roche-Dean; Assistant Professor; WMU Bronson School of Nursing; effective August 15, 2024 through August 14, 2025

Faculty Retirements with Emeritus Status
Said Abubakr; Professor; Department of Chemical and Paper Engineering; effective May 14, 2029.

Ariel Anderson; Professor; Department of Teaching, Learning and Educational Studies; effective December 31, 2028.

Gwendolyn Rose; Professor; Irving S. Gilmore School of Music; effective August 14, 2024 (change in date only).

Donna Weinreich; Associate Professor; School of Social Work; effective April 30, 2024 (change in date only)

NON-ACADEMIC

Retirements
John Cernius; Supervisor Lab Engineering; Department of Civil and Construction Engineering; effective January 1, 2024.
Retirements (Continued)
Rachel Colingsworth; Assistant Director, Accounts Receivable; Office of Accounts Receivable; effective December 19, 2023.

Steven Darrell; Associate Director, Dining Center; Student Center Dining; effective January 1, 2024.

Kimberly Feenstra; Administrative Assistant Senior; College of Aviation; effective January 25, 2024.

Celene Jackson; Supervisor Laboratory Life Sciences; Department of Biological Sciences; effective January 9, 2024.

Sherry Peake; Custodian; Facilities Management – Building Custodial and Support; effective November 11, 2023.

Mary Ramlow; Administrative Assistant Senior; Evaluation Center; effective January 6, 2024.

Linda Walker; Executive Assistant; WMUx; effective January 1, 2024.