Text of President Miller's Retirement Letter

Dear Chairman Adams and Members of the Board of Trustees:

Consistent with a long held personal conviction that I should not remain in a University Presidency beyond age sixty, I respectfully request approval of my retirement from the Presidency of Western Michigan University effective December 31, 1973 or as soon thereafter as the Trustees can arrange. The important position of Vice President for Academic Affairs has been capably filled and I now feel free to announce this request.

What I propose as my final year I am confident we can both bring a number of important projects to fruition and initiate a number of this University's top priorities. We should and I believe we shall in the current Legislative session, with strong gubernatorial support already evident, move our institution significantly in the direction of that full measure of equity in operating funds that this University's faculty and students so rightly deserve. We should and I believe we can persuade the Legislature to remove the inequitable ceiling that is placed on our operating grant thereby making it possible to treat our faculty and staff as equitably in retirement matters as are their counterparts at the University of Michigan, Michigan State University, Wayne State University, Grand Valley State College, Saginaw Valley State College, Oakland University and at the branches of the University of Michigan at Flint and Dearborn. We should and we can by next Fall, I believe, structure a faculty, student and staff review of our graduate programs to complement the earlier study by our Committee on Undergraduate Education. We should and we shall continue to demonstrate to the State Board of Education, the Governor and the Legislature that a law school that is natural and logical progression in this University's development of graduate professional educational opportunities for the State of Michigan in general and for the Western side of the State in particular. These and other priorities we pledge to pursue as vigorously in 1973 as we did earlier objectives in 1961.

In the area of capital development, the realization of a pedestrian campus is well within sight with the Howard Street Extension now scheduled for completion to Kendall Avenue in the Summer of 1973. At that time West Michigan Avenue will be closed to through traffic. Waldo Stadium should be completely refurbished and ready for use next Fall. The new ice arena and natatorium will be completed and ready for use in the Spring of 1974. Our major efforts in 1973 will be to secure full planning authorization and construction funds for the first of our Fine Arts buildings (Music) and a complex of buildings to accommodate our fully accredited and expanding College of Business programs. These and other capital projects such as funds to complete land acquisition for our already authorized campus development plan and expansion of our utilities will have our full attention in 1973.

Let me close this request by expressing my gratefulness for the opportunities of leadership that the Presidency of this University has given to me within the University and within what I regard as a uniquely outstanding Kalamazoo community. No one could wish for as fine a faculty, student body, Board of Trustees, administrative colleagues, alumni and overall supporting staff and community leaders than those with whom I've been privileged to be associated. While the experience continues for me to be exhilarating, I seek your approval of my retirement at this time because of a personal commitment to develop a new career for myself in the years immediately ahead.

Sincerely yours,
James W. Miller
President

POLICY ON NEPOTISM

Persons related by family or marriage may be employed by the University provided such individuals meet and fulfill regular University employment standards. However, no faculty or staff members shall neither initiate, participate in, nor be any way institutional decisions involving a direct (initial appointment, retention, promotion, salary, leave of absence, etc.) members of their families.

In instances where a conflict of interest might occur under normal operating procedures, the responsibility for the decision will pass to an authorized representative of the next highest administrative level. All such decisions will be regularly and automatically reviewed by the appropriate dean and vice president. Approved by the Board of Trustees November 17, 1972

NO PETS IN BUILDINGS

Dogs, cats, or other animals, reptiles or birds are prohibited in University buildings, except when properly authorized for special events or for approved activities of the instructional program, including research. Persons violating this provision shall be subject to the regular procedure for violations of other University regulations. Such animals, reptiles or birds in violation of this policy are subject to be impounded by University officials.

This restriction shall not apply to single family residences nor to leader or guide dogs when assisting blind or visually handicapped persons. Approved December 15, 1972 by the Board of Trustees

Leonard Gernant, Chairman
January 8, 1973
Senate Revise Principles, Guidelines for Western's Faculty Research Fund

INTRODUCTION

Money has again been made available from the University fund to get for awards to members of the faculty of WMU to encourage scholarly research and creative activities through the Faculty Research Fund. Two types of awards are available to the faculty through this Fund: Faculty Research Grants and Faculty Research Fellowships. An applicant may apply for one or both types of awards.

All applications are evaluated under procedures and deadlines established by the Research Screening Committee and approved by the Research Policies Council. Deadlines are:

Grants and Fellowships—Jan. 36
Grants Only—March 5

(if funds remain available)

PRINCIPLES

Purpose

The purpose of the Faculty Research Fund is to encourage a high standard of excellence among the members of the faculty of Western Michigan University in original artistic activity, significant scholarly research, rigorous scientific inquiry, and inventive technology in the areas of individual faculty member's academic and intellectual interests. In cooperation with the Research Screening Committee, the Research Committee will attempt to determine rules of identifying and supporting works and projects that are creative, innovative in art, science, and technology, and that seek to insure the continuity of human life, its social structures and natural resources, as well as its artistic and intellectual inheritance.

In general, the Faculty Research Fund Program is intended to be a "seed money" program to fund small projects that normally would not get direct support and for which no other sources of funds are available. Many of the funded projects are of a pilot nature.

Structure

The Research Screening Committee consists of a Chairman and the four Area Review Board Chairmen. The Research Screening Committee Chairman is appointed for a three-year term by the Vice President for Academic Affairs upon recommendation by the Research Policies Council. The Screening Committee Chairman must be a member of the Research Policies Council at the time of his appointment.

The Research Nominating Committee has been established to nominate Area Review Board members and to chair the selection of the Chairman of the Nominating Committee. The Chairman of the Review Board is elected by the Board's membership. The Research Nominating Committee will consider applications to this fund irrespective of the potential of the proposed research for obtaining outside sponsorship. However, the Committee will take into consideration the extent to which the applicant has or expects to have financial assistance from other sources and the availability of funds from other sources.

Eligibility

Only faculty members of Western Michigan University are eligible for awards. They may apply for one or both types of awards. A faculty member's status (adjunct, part-time, and previous Faculty Research Fund support. Normally supplemental awards, a separate application for each type must be submitted.

The Application

Each application consists of five parts:

1. Standard Cover Page
2. Narrative Statement
3. Biographical Sketch
4. Faculty Reference
5. Budget

The Research Policies Council will duplicate the necessary copies. Final application materials are available from the Office of Research Services.

Research Applications

1. Standard Cover Page

A standard cover page, Form FRF-1 that includes instructions for its completion, is attached.

2. Narrative Statement

The Narrative Statement should be an expansion of the brief summary on Form FRF-1 and can be more technical in its terminology. It should also indicate an awareness of the current literature in the proposed area of study including a bibliography when appropriate. The following is a suggested outline appropriate for submission to any of the Review Boards (feel free to vary the format as necessary):

- Statement of the problem and objective
- Summary of review of related literature
- Research plan (methods, procedures, analysis techniques)
- Anticipated results and significance
- Special facilities and/or equipment required

Applications for Support of Creative Activities

The Narrative Statement should address itself to the following questions:

- What do you want to do? (Where appropriate, discuss techniques involved)
- What is the relevance of the project?

(Continued on page 4)

GUIDELINES AND INSTRUCTIONS

Procedure for Applying

Applications for both Faculty Research Grants and Fellowships should be submitted directly to the Office of Research Services.

Office of Research Services will forward applications to the appropriate Review Boards. If a faculty member wishes to apply for both types of awards, a separate application for each type must be submitted.
ENVIRONMENT CHIEF

Mr. William J. Kowalski
Director, Campus Planning
Western Michigan University

Dear Mr. Kowalski:

For some time there has been a campus-wide interest in the establishment of a committee and an administrative office to study and coordinate the many phases of environmental protection which either in progress or in some stage of planning. I am aware that the Campus Planning Council has recently approved the formation of a University Environmental Protection Committee to serve these purposes. In the near future I shall appoint such a committee.

With regard to the matter of coordinating the work of this committee and the work of the several groups which are engaged in environmental concerns, I am confident that you are the person best qualified to represent the University as a member of the Environmental Protection Committee and Coordinator.

Very truly yours,
Robert B. Wething
Vice President for Finance

(Continued on page 4)
Senate Revises Guidelines
(Continued from page 2)
posal to the subject matter of your discipline?
• What evidence can you present confirming your ability to do it? (Where appropriate, slides or tapes of your work may be included with your proposal.)

3. Biographical Sketch
A brief biographical sketch of the applicant should follow the Narrative Statement. The following is suggested as the format:
Name
Education (starting with the latest degree)
Experience (starting with the most recent)
Recent publications (published, in press)
Additional information that may assist the evaluation of the applicant's qualifications and the proposed study, (e.g., other research support, with titles; past research accomplishments, including exhibitions and performances; honors; professional affiliations, etc.).

4. Faculty References
Please include the names of faculty members on campus who are knowledgeable in your area of research.

5. Budget (not required for Fellowships)
The last page of the proposal should be the budget page. An itemized list of anticipated expenditures should be provided.

Award Requirements
Significant departure from the original project direction or budget may be approved by the Research Screening Committee. Minor budget changes do not need approval.

At the end of an award period or extension unexpended funds shall revert to the Faculty Research Fund.

The investigator shall submit a final report summarizing the activities pursued and end results achieved at the completion of the project or the end of the award period or extension.

If publication, exhibition, or performance results from an award, the investigator agrees to acknowledge support from the Research Committee. No changes in project objectives and related unexpended funds shall be requested at the completion of the project.

Additional information that may assist in the evaluation of the applicant's qualifications and the proposed study, (e.g., other research support, with titles; past research accomplishments, including exhibitions and performances; honors; professional affiliations, etc.).

WESTERN FAMILY
(Continued from page 1)
BOUMA, professor of Sociology, and DR. DONALD G. WILLIAMS, of Grand Valley State College, are presented in The Police Chief, official publication of the International Association of Chiefs of Police ... DR. ALBERT H. JACKSON, professor of Geography, spoke to the Optimist Breakfast Club and the Portage Rotary Club, discussing "The History of Highways on Wilderness Environmen..."

PLATT, associate professor of Social Work, authored "Changing Approaches in Human Services for the Aged and How to Effect Them" in the American Orthopsychiatric Association Newsletter ... DR. DAVID D. SHON, associate professor of Geography and Social Science Area chairman, College of General Studies, was discussion leader for New Curriculum Trends in General Education at the Rochester (N.Y.) Institute of Technology meeting of the Association for General Education and Social Studies, and presented a paper "Getting It Together: A Warranted Curriculum Model" at the Los Angeles meeting of the Community College Social Science Association. ... The New York Times Book Review section carried reviews by DR. PAUL L. MAIER, professor of History, on two books—This Man—Jesus by David Melton, and Jesus—What Manner of Man Is This? by Richard Hanson ... DR. DAVID G. DICKASON, assistant professor of Geography, presented a paper "Using the Computer as an Audit Tool," an article written with KARL G. KING, III, of the Michigan State University, focused on "Foster Care and Adoption: The Forgotten Child" ... DR. WILLIAM R. SIEBERT, professor of Religion, published "Institutional Religion According to Critical Sociology" which appeared in the Sociology of Religion issue of the Concilium, an international review of Theology. ... DR. JOHN R. LINDBERG, professor of Accounting, was the speaker at a session on "A Response to One Minority: One Example of Change" at the Detroit meeting of the Michigan League of Women Voters, was the co-organizer and chairman of a session on "Foster Care and Adoption: The Forgotten Child" ... DR. DAVID E. NEWELL, associate professor of Accounting, wrote an article "Should Humans Be Reported as Assets" for Management Accounting, published by the National Association of Accountants.

Environment Chief
(Continued from page 3)
Sincerely,
James W. Miller
President
January 3, 1973

STATEMENT ON PROFESSIONAL ETHICS
The professor, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognizes the special responsibilities placed upon him. His primary responsibility to his subject is to seek the truth as he sees it. To this end he devotes his energies to developing and improving his scholarly competence. He accepts the obligation to exercise critical self-discipline and justice in his work, and to transmit knowledge. He practices intellectual honesty. Although he may follow subsidiary interests, these must never seriously hamper or compromise his freedom of inquiry.

As a teacher, the professor encourages the free pursuit of learning in his students. He holds before them the best scholarly standards of his discipline. He demonstrates respect for the student as an individual and adheres to his proper role as intellectual guide and counselor. He makes every reasonable effort to foster honest academic conduct and to assure that he evaluates students' reflections of their true merit. He is sensitive to the nature of the relationship between professor and student. He avoids any exploitation of his private advantage and acknowledges significant assistance from them. He protects their academic freedom.

As a colleague, the professor has obligations that derive from common membership in the academic community. He recognizes the free inquiry of his associates. In the exchange of criticism and ideas he shows due respect for the opinions of others, and acknowledges his academic debts and strives to be objective in his professional judgments. He accepts his share of faculty responsibilities for the governance of his institution.

As a member of his community, the professor seeks above all to be an effective teacher and scholar. Although he observes the stated regulations of the institution, provided they do not hamper his academic freedom, he maintains his right to criticize and seek revision. He recognizes the character and object of the work he does outside his institution with due regard to his paramount responsibilities within it. When considering the interruption or termination of his service, he recognizes the effect of his decision upon the program of the institution and gives due notice of his intentions.

As a member of his community, the professor has the rights and obligations of a citizen. He measures urgency of these obligations against the light of his responsibilities to his students, to his profession, and to his institution. When he speaks or acts as a private person he avoids creating, by his words or actions, conditions of free inquiry and for the advancement of knowledge, the professor seeks above all to be an effective teacher and scholar. Although he observes the stated regulations of the institution, provided they do not hamper his academic freedom, he maintains his right to criticize and seek revision. He recognizes the object of the work he does outside his institution with due regard to his paramount responsibilities within it. When considering the interruption or termination of his service, he recognizes the effect of his decision upon the program of the institution and gives due notice of his intentions.

(Approved by the Faculty Senate, February 1, 1969)