

WESTERN MICHIGAN UNIVERSITY



Office of the Vice President for Business and Finance and CFO

June 2, 2011

Dear APA Officers and Executive Board:

In response to your letter of May 24, we wish to extend our sincere gratitude to you and your professional-administrative colleagues across campus for your continued exemplary service. You have contributed greatly to the success of Western Michigan University. As we prepare for 2011-2012, we know that we can count on your continuing excellence in collaboration with faculty, staff, and students to advance WMU's standing as a student-centered, research university.

In his May 17 message to all faculty and staff, President Dunn referenced an austere budget picture and ways that WMU will meet this financial challenge. Although conditions call for no salary increase for faculty and for non-bargaining employees alike in 2011-2012, we do wish to clarify that the one-time, lump-sum payment of \$400 to help offset health insurance costs will be made to non-bargaining employees as well as to faculty in January of 2012.

We look forward to continuing our regular open dialog. Thank you again for your dedicated service to the University.

Warmest regards,

A handwritten signature in cursive script, appearing to read "Lowell P. Rinker".

Lowell P. Rinker

Vice President for Business and Finance & CFO

A handwritten signature in cursive script, appearing to read "Janice J. Van Der Kley".

Janice J. Van Der Kley

Associate Vice President for Business and Finance & Controller

c: President John Dunn