The Western Michigan University Board of Trustees met on Thursday, February 27, at 7 p.m. in the Connable Board Room, Bernhard Center. The meeting was called to order by Chair Klohs and the agenda was accepted following a motion by Trustee Holden, supported by Trustee DeNooyer. The Board of Trustees then went into a closed informal session as provided for under Michigan Law after a 8-0 roll call vote as moved by Trustee Miller, supported by Trustee Aseritis. On Friday, February 28, the Board of Trustees went into annual formal session at 8 a.m. in the Connable Board Room.

Board members present: Trustee Anthony, Trustee Aseritis, Trustee DeNooyer, Trustee Holden, Trustee Klohs, Trustee Martin, Trustee Miller, Trustee Pero and President Bailey (ex officio).

Remarks by the Chair. Chair Klohs spoke of the loss in January of Dr. John T. Bernhard, the University’s fourth president. She noted his indelible mark on the institution and the community, his passion for the arts and his dedication to civility and consensus building. On behalf of the Board, she offered condolences to the Bernhard family.

With this meeting ending her term as chair, Chair Klohs remarked about some of the changes that have taken place during the year, including those of dramatic growth as well as new limitations. She talked of the accomplishments—the selection of Dr. Judi Bailey as the University’s seventh president, “the right person” to lead WMU at the beginning of its second century; the launching of the Biosciences Research and Commercialization Center with thanks to Dr. Bailey and her staff for securing $10 million in state funding to start the initiative; the Centennial Celebration, planned under the leadership of Drs. Ruth and Ed Heinig, providing a wonderful look back at the past 100 years as well as an opportunity to refocus on what the future holds; the opening last fall of the new engineering campus, the magnet that is attracting new corporate partners to the Business Technology and Research Park and the successful completion of the centennial capital campaign, with final details reported later in the meeting. Chair Klohs then spoke of the serious challenges facing the University as the result of the state’s budget problems with cuts in higher education funding and expressed appreciation for the efforts of the staff and faculty in working harder than ever to preserve the quality of education that WMU provides. She noted that the Board is staying in close communication with President Bailey and her senior staff as tough decisions are being made and plans for the future formulated.

As she leaves the chair position, Chair Klohs stated it has been a great joy to serve as chair and thanked her fellow trustees for their sound counsel.
Remarks by the President. President Bailey reported that her State of the University address, her presentation to the Center for the Study of Ethics, Ethics and the 21st Century University, and her testimony before the Senate Higher Education Appropriations Subcommittee all were consistent in their message – the fundamental shift, nationwide, in funding of public higher education and the first time in our history that state funding provided less support than the students. She reported that instead of placing all the increased costs of higher education on the students, it is important to accept the Governor and Legislature’s proposal to keep the tuition recommendation for 2004-05 at 2.4% or less for resident undergraduates. She noted that this will be difficult but necessary and leaves the University with an approximate $13 million shortfall for fiscal year 2004. President Bailey spoke of the steps necessary to bring a balanced budget to the Board for approval at its April meeting. She also noted that to keep student costs as low as possible, there will be no increases in on-campus room and board rates, family housing rental rates will be reduced, and parking fees will not be increased.

Approval of the Minutes of the December 11/12 Sessions. The minutes were approved as distributed following a motion by Trustee DeNooyer, supported by Trustee Miller.

Public Comments. Don Cooney, faculty member; Lynwood Bartley; retired faculty member; Tim Birch, AFSCME president; and Emily Short, representing Student Against Sweatshops and the Progressive Student Alliance, all spoke in opposition to privatization of AFSCME positions.

Resident Undergraduate Tuition Rates. On a 8-0 roll call vote, following a motion by Trustee Anthony, supported by Trustee Aseritis, the Board of Trustees approved the tuition recommendation presented by President Bailey:

RECOMMENDATION

In December 2003, the Governor and state legislature agreed to a state budget agreement (Executive Order 2003-23 and Public Act 237 of 2003) that reduced state appropriations for universities by 5%. This budget agreement also contained the provision that 3% of the 5% reduction for each university could be restored during the state's current fiscal year provided the university, by June 30, 2004, agree not to raise resident undergraduate tuition after December 1, 2003 for the 2003-04 academic year and that the university not raise resident undergraduate tuition greater than the Detroit Consumer Price Index for the 2004-05 academic year. Subsequent to the adoption of this Executive/Legislative budget agreement, the Governor has further recommended in her 2004-05 Executive Budget that the 3% restoration be part of a complying
university’s base appropriation and that no further reductions in a university’s funding will be made during the state’s 2004-05 fiscal year.

Accepting the Governor’s proposal will result in very difficult and substantial internal budget reductions for WMU in 2004-05 on the heels of significant reductions that have already been implemented for 2002-03 and 2003-04.

The extraordinary and unique circumstances regarding the State and national economy require a special partnership for the 2004-05 budget in order to advance the long-term interests of the citizens of the State and the University. This proposal will advantage WMU students by containing tuition costs because of the limits placed on state appropriations reductions.

Be it resolved that the Western Michigan University Board of Trustees endorses the Governor’s proposal not to increase resident undergraduate tuition for the remainder of the 2003-04 academic year and to limit the increase in resident undergraduate tuition for the 2004-05 academic year to 2.4%, PROVIDED the State of Michigan restore to WMU 3% of the 5% budget reduction taken in December 2003; the restored funding be part of WMU’s funding base, and no further reductions in state funding are taken for the remainder of the current state fiscal year and through the 2004-05 state fiscal year.

**Authorized to Confer Degrees.** The Board of Trustees, on a motion by Trustee Miller, supported by Trustee Anthony, authorized the President, or her designee, to confer degrees at the 2004 commencement ceremonies as recommended by the Faculty.

**Personnel Report.** The personnel report, as reviewed by Provost Litynski and Vice President Beam, Bender and Murali, was approved by the Board of Trustees following a motion by Trustee Holden, supported by Trustee Pero.

**Administrative Appointments**
Osama Abudayyeh, Associate Professor and Interim Associate Dean, College of Engineering and Applied Sciences, effective January 6, 2004.

Ronald Davis, Associate Vice President for Academic Affairs, Office of the Provost, effective January 5, 2004. (This is in addition to his position as Director of the Diether H. Haenicke Institute for Area and International Studies.)
Administrative Appointments (Continued)
Paul Engelmann, Chair, Department of Industrial and Manufacturing Engineering, effective October 7, 2003.

Gary Miron, Chief of Staff, Evaluation Center, effective September 1, 2003.

Alan Poling, Interim Chair, Department of Mathematics, effective February 11, 2004 through June 5, 2005.

Jay Wood, Associate Vice President and Director of Academic Collective Bargaining, effective January 5, 2004.

Administrators Return to Faculty
S. Hossein Mousavinezhad, Professor, Department of Electrical and Computer Engineering, effective February 17, 2004.

William Rantz, Associate Professor, College of Aviation, effective February 12, 2004.

Retirement - Administrative
Molly Williams, Associate Dean and Professor, College of Engineering and Applied Sciences, Professor Emerita of Mechanical and Aeronautical Engineering, effective January 6, 2004

Appointments - With Tenure
Richard Grinnell, Professor, School of Social Work, effective August 2, 2004.

Gary Miron, Professor, Department of Teaching, Learning and Leadership, effective September 1, 2003.

Yvonne Unrau, Associate Professor, School of Social Work, effective August 2, 2004.

Appointments - Tenure Track
Michael McCardle, Instructor, Department of Marketing, effective August 2, 2004.

Jun-Seok Oh, Assistant Professor, Department of Civil and Construction Engineering, effective December 8, 2003.
Reappointments - Term
Ako Fukushima, Faculty Specialist I, Department of Foreign Languages, effective December 8, 2003 through December 5, 2004.

Appointments – Term
E. Bryce Dickey, Faculty Specialist I, Department of Family and Consumer Sciences, effective December 8, 2003 through December 5, 2004.

Thomas Edmonds, Instructor, Department of Finance and Commercial Law, effective December 8, 2003 through December 5, 2004.

Joint Appointments
Nora Faires, Associate Professor, Department of History and the Center for Women’s Studies, effective November 5, 2003.

Lynne Heasley, Assistant Professor, Department of History and Environmental Studies Program, effective August 4, 2004.

Steven Kohler, Associate Professor, Department of Biological Sciences and Environmental Studies Program, effective August 4, 2003.

Reappointments - Adjunct
Paul Daniels, Adjunct Assistant Professor, Department of Geosciences, effective March 1, 2004 through February 28, 2007.

David Gardiner, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Dianna Hargis, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Art Hoekstra, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Rida Jones, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Kristen Kimm, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.
Reappointments - Adjunct (Continued)
Nancy Laugeman, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Lisa LeBlanc, Adjunct Associate Professor, Department of Speech Pathology and Audiology, effective March 1, 2004 through February 28, 2007.

Maureen McNamara, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Patrick Norris, Adjunct Professor, Department of History, effective March 1, 2004 through February 28, 2007.

Kenneth Olson, Adjunct Professor, Department of Biological Sciences, effective March 1, 2004 through February 28, 2007.

Ronald Peterson, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Michael Reagan, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Paul Schoenherr, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Appointments - Adjunct
James Bashkin, Adjunct Assistant Professor, Department of Chemistry, effective March 1, 2004 through February 28, 2007.

Susan Benston, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Luetta Burdick, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Kirt Carter, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Barbara Colvin, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Sherri DeLoof, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

February 27 & 28, 2004
Appointments - Adjunct (Continued)
George Demetrakopoulos, Adjunct Assistant Professor, Medieval Institute, effective March 1, 2004 through February 28, 2007.

Christopher Fisher, Adjunct Assistant Professor, Department of Biological Sciences, effective March 1, 2004 through February 28, 2007.

Judith Froedtert, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Ester Heerema, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Dan Hendrickson, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Pat Hillmann, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Leon Ingulsrud, Adjunct Assistant Professor, Department of Theatre, effective March 1, 2004 through February 28, 2007.

Diane Jordan, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Michele McGowen, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Karen Renzema, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Thomas Robbert, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Geralyn Roobol, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Martha Shuberg, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Joyce Siegel, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

February 27 & 28, 2004
Appointments - Adjunct (Continued)
Nona Spackman, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Melinda Wilcox, Adjunct Assistant Professor, School of Social Work, effective March 1, 2004 through February 28, 2007.

Retirements with Emeritus Status
Nicolas Batch, Associate Professor, Department of Finance and Commercial Law, Associate Professor Emeritus of Finance and Commercial Law, effective January 2, 2005.

Harold Bate, Professor, Department of Speech Pathology and Audiology, Professor Emeritus of Speech Pathology and Audiology, effective December 31, 2004.

Leonard Beuving, Professor, Department of Biological Sciences, Professor Emeritus of Biological Sciences, effective April 26, 2004.

James Bosco, Professor, Department of Educational Studies, Professor Emeritus of Educational Studies, effective December 31, 2004.

Diane Boston, Assistant Professor, University Libraries, Assistant Professor Emerita of Libraries, effective December 31, 2003.

Joel Bowman, Professor, Department of Business Information Systems, Professor Emeritus of Business Information Systems, effective January 2, 2005.

Michael Buckner, Associate Professor, University Libraries, Associate Professor Emeritus of Libraries, effective January 2, 2004.

Susan Carlson, Associate Professor, Department of Speech Pathology and Audiology, Associate Professor Emerita of Speech Pathology and Audiology, effective January 2, 2005.


Gary Chartrand, Professor, Department of Mathematics, Professor Emeritus of Mathematics, effective December 31, 2004.

Michael Clark, Professor, Department of Speech Pathology and Audiology, Professor Emeritus of Speech Pathology and Audiology, effective January 2, 2005.
Retirements with Emeritus Status (Continued)
Wendy Cornish, Professor, Department of Dance Professor Emerita of Dance, effective December 31, 2003.

Joseph Ellin, Professor, Department of Philosophy, Professor Emeritus of Philosophy, effective April 30, 2004.

Arthur Falk, Professor, Department of Philosophy, Professor Emeritus of Philosophy, effective December 31, 2004.

Nancy Falk, Professor, Department of Comparative Religion, Professor Emerita of Comparative Religion, effective December 31, 2004.

Stephanie Gauper, Professor, Department of English, Professor Emerita of English, effective December 31, 2004.


Constantine Gianakaris, Professor, Department of English, Professor Emeritus of English, effective December 31, 2004.

Ross Gregory, Professor, Department of History, Professor Emeritus of History, effective December 31, 2004.

Diether H. Haenicke, Professor, Department of Foreign Languages (German), President Emeritus and Distinguished University Professor Emeritus, effective December 31, 2004.

Jerry Hamelink, Professor, Department of Mechanical and Aeronautical Engineering, Professor Emeritus of Mechanical and Aeronautical Engineering, effective January 2, 2005.

William Harrison III, Professor, Department of Geosciences, Professor Emeritus of Geosciences, effective January 2, 2004.

Robert Hinkel, Associate Professor, Department of English, Associate Professor Emeritus of English, effective April 30, 2004.

Arthur Hoadley, Professor, Department of Mechanical and Aeronautical Engineering, Professor Emeritus of Mechanical and Aeronautical Engineering, effective April 26, 2004.

Keith Jones, Associate Professor, School of Art, Associate Professor Emeritus of Art, effective April 25, 2004.

February 27 & 28, 2004
Retirements with Emeritus Status (Continued)

Richard Joyce, Associate Professor, Department of Communication, Associate Professor Emeritus of Communication, effective December 31, 2004.

James Kendrick, Associate Professor, Department of Physician Assistant, Associate Professor Emeritus of Physician Assistant, effective December 31, 2004.

Peter Kobrak, Professor, School of Public Affairs and Administration, Professor Emeritus of Public Affairs and Administration, effective December 31, 2004.

E. Thomas Lawson, Professor, Department of Comparative Religion, Professor Emeritus of Comparative Religion, effective April 30, 2004.

John Mason, Associate Professor, Department of Electrical and Computer Engineering, Associate Professor Emeritus of Electrical and Computer Engineering, effective December 31, 2004.

Edward Mayo, Professor, Department of Marketing, Professor Emeritus of Marketing, effective April 26, 2004.

James McCarthy, Associate Professor, School of Music, Associate Professor Emeritus of Music, effective January 2, 2005.

Paul Mergen, Professor, School of Art, Professor Emeritus of Art, effective January 2, 2004.

William Morris, Associate Professor, Department of Accountancy, Associate Professor Emeritus of Accountancy, effective December 31, 2004.

Mary Neu, Associate Professor, School of Art, Associate Professor Emerita of Art, effective April 26, 2004.

Gale Newell, Professor, Department of Accountancy, Professor Emeritus of Accountancy, effective April 30, 2004.

Maija Pettersons, Professor, Department of Family and Consumer Sciences, Professor Emerita of Family and Consumer Sciences, effective January 2, 2005.

Ben Pinkowski, Professor, Department of Computer Science, Professor Emeritus of Computer Science, effective January 2, 2005.

Richard Plank, Professor, Department of Marketing, Professor Emeritus of Marketing, effective April 26, 2004.

February 27 & 28, 2004
Retirements with Emeritus Status (Continued)
Robert Poel, Professor, Department of Physics, Professor Emeritus of Physics, effective January 2, 2005.

Howard Poole, Professor, Department of Educational Studies, Professor Emeritus of Educational Studies, effective April 26, 2004.

Kenneth Reid, Professor, School of Social, Professor Emeritus of Social Work, effective January 2, 2005.

Curtis Rhodes, Professor, School of Art, Professor Emeritus of Art, effective January 2, 2004.

Louis Rizzolo, Professor, School of Art, Professor Emeritus of Art, effective December 31, 2004.

Herbert Scott, Professor, Department of English, Professor Emeritus of English, effective December 31, 2004.

Robert Shamu, Professor, Department of Physics, Professor Emeritus of Physics, effective December 31, 2004.

Kamlesh Sharma, Assistant Professor, Department of Biological Sciences, Assistant Professor Emerita of Biological Sciences, effective December 31, 2003.

David Sheldon, Professor, School of Music, Professor Emeritus of Music, effective December 31, 2004.

Werner Sichel, Professor, Department of Economics, Professor Emeritus of Economics, effective December 31, 2004.

Thomas Sill, Associate Professor, Department of Communication, Associate Professor Emeritus of Communication, effective April 30, 2004.

Janet Stillwell, Professor, Department of Dance, Professor Emerita of Dance, effective April 30, 2004.

Herman Teichert, Professor, Department of Foreign Languages, Professor Emeritus of Foreign Languages, effective January 2, 2005.

Patricia Viard, Associate Professor, Department of Family and Consumer Sciences, Associate Professor Emerita of Family and Consumer Sciences, effective April 30, 2004.
Retirements with Emeritus Status (Continued)
Constance Weaver, Professor, Department of English, Professor Emerita of English, effective January 2, 2005.

Marvin Weessies, Associate Professor, Department of Blindness and Low Vision Studies, Associate Professor Emeritus of Blindness and Low Vision Studies, effective January 2, 2005.

Carl Woloszyk, Professor, Department of Family and Consumer Sciences, Professor Emeritus of Family and Consumer Sciences, effective April 30, 2004.

Robert Wygant, Professor, Department of Industrial and Manufacturing Engineering, Professor Emeritus of Industrial and Manufacturing Engineering, effective April 30, 2004.

Lawrence Ziring, Professor, Department of Political Science, Professor Emeritus of Political Science, effective December 31, 2004.

Professional Development Leave
Catherine Julien, Associate Professor, Department of History, effective December 8, 2003 through April 11, 2004.

Retirements Staff

John Ferguson, Director, Paper Technology Foundation, effective February 15, 2004.


Ruth Mader, Finance Assistant, Bernhard Center, effective, February 29, 2004.

Jo Anne McCrumb, Coordinator, Purchasing, effective February 2, 2004.


Grant Report. The Board of Trustees accepted the grant report (November, December and January) on a motion by Trustee Miller, supported by Trustee DeNooyer and presented by Dr. Eileen Evans, Associate Vice President for Research.

Biosciences Research and Commercialization Center. A progress report was provided by President Bailey, including the appointment of Dr. Chris Fisher as interim director.

Gift Report. The gift report, as reviewed by Vice President Bender, was approved by the Board of Trustees after a motion by Trustee Miller, supported by Trustee Martin. The report included gifts for the months of December and January.

Capital Campaign Report. As reported by Vice President Bender, the very successful Centennial Capital Campaign chaired by William U. Parfet raised more than $162 million. The campaign officially begun in July 1998 exceeded its original goal by $37.8 million.

Appointment of External Auditor. Following a motion by Trustee Holden, supported by Trustee Aseritis, the Board of Trustees approved the reappointment of the firm of Plante & Moran, Inc. to audit the University’s financial statements for the 2003/04 fiscal year.

Election of Officers. After a motion by Trustee Miller, supported by Trustee DeNooyer, and in keeping with the Board bylaws of election of officers at its annual meeting, the following slate of officers was approved:

- Chair – Vernice Anthony
- Vice Chair – Peter Aseritis
- Secretary – Betty Kocher
- Treasurer and Assistant Secretary – Robert Beam
- Assistant Treasurer – Lowell Rinker

Investment Performance Reports – Operating Cash Accounts and Annuity and Life Income Funds. Informational reports reviewed by Vice President Beam.

University Initiative. Noting that she had recently name Dr. Martha Warfield to lead a Presidential Initiative on Diversity and Multiculturism, President Bailey stated she will have “cross-campus responsibility for planning, implementing, advising and evaluating the effectiveness of policy and practice to advance a more positive and diverse University.” Dr. Warfield discussed her role and the Council on Institutional Diversity. Dr. Warfield indicated that members of the Council will be announced shortly.
Adjournment. The meeting was adjourned at 9:45 a.m.

Respectfully submitted,

Betty Kecher
Secretary
Board of Trustees
The Western Michigan University Board of Trustees met on Friday, April 16, 2004 at 8 a.m. in Rooms 157-159, Bernhard Center.

Board members present: Trustee Anthony, Trustee Aseritis, Trustee DeNooyer, Trustee Holden (via phone), Trustee Martin, Trustee Miller, Trustee Pero and President Bailey (ex officio). Absent: Trustee Klohs.

Acceptance of the Agenda. The agenda was accepted as presented following a motion by Trustee Miller, supported by Trustee Martin.

Closed Informal Session. On a 7-0 roll call vote, the Board of Trustees went into a closed informal session as provided for under Michigan law, returning to formal session at 9:15 a.m.

Remarks by the Chair. Chair Anthony spoke about how proud and honored she is to serve as chair of the Board. She commended the staff and faculty for their responses to the difficult challenges facing the University. She highlighted events and accomplishments of the past few months including WMU ranking eighth in the nation in the use of wireless technology on a university campus according to a study conducted by Intel; our College of Aviation joining in the newly formed Aviation Education Consortium that will work to diversify the aviation industry work force and expand opportunities for minority students and women; the establishment of the DeMaso Family Scholarships aimed at encouraging Hispanic American students to pursue careers in teaching; and finally the largest commencement ever to be held on April 24, with 2,700 students receiving degrees.

Remarks by the President. President Bailey reported on several semester-ending events, including the “Finals Finish.” The event has been held for the past eight years during exam week; it is held in the Student Recreation Facility, hosted by University faculty and staff volunteers for the students, and provides an opportunity for study, refreshments, relaxation and hopefully, successful exams. President Bailey gave a brief update on the residence hall reduction program initiated by Vice President Anderson and her staff several months ago.

Approval of the Minutes of the February 26/27 Formal Session. The minutes were approved as distributed following a motion by Trustee Aseritis, supported by Trustee Miller.

Personnel Report. The personnel report was approved as reviewed by Provost Litynski, Vice President Anderson and Vice President Beam.
ACADEMIC

Administrative Appointments

Michael Scriven, Associate Director, Evaluation Center, effective August 2, 2004.

Appointment - With Tenure
Deborah Barnes, Associate Professor, Africana Studies, effective June 21, 2004.

Appointments - Tenure Track
Suzan Ayers, Assistant Professor, Department of Health, Physical Education and Recreation, effective August 2, 2004.

Daniel Berkow, Assistant Professor, Department of Theatre, effective August 2, 2004.

Priscilla Lambert, Instructor, Department of Political Science, effective August 2, 2004.

Sherine Obare, Assistant Professor, Department of Chemistry, effective August 2, 2004.


Reappointments - Term
Karen Bondarchuk, Instructor, School of Art, August 2, 2004 through July 31, 2005.

Julie Evans, Assistant Professor, School of Music, effective August 2, 2004 through July 31, 2005.

Appointment – Term
Marlene Braunius, Assistant Professor, Department of Teaching, Learning, and Leadership, effective April 12, 2004 through June 30, 2004.

Joint Appointments
Michael Scriven, Professor, Evaluation Center and the Department of Philosophy, effective August 2, 2004.

R. Paul Vellom, Assistant Professor, Department of Teaching, Learning, and Leadership and Mallinson Institute for Science Education, effective March 11, 2004.

April 16, 2004
Reappointment - Adjunct
Charles MacKenzie, Adjunct Professor, Department of Biological Sciences, effective May 1, 2004 through April 30, 2007.

Appointment - Adjunct
Linda Benson, Adjunct Assistant Professor, WMU Bronson School of Nursing, effective May 1, 2004 through April 30, 2007.

Resignations
Daniel Cassidy, Assistant Professor, Department of Geosciences, effective March 21, 2004.

Juanita De Barros, Assistant Professor, Department of History, effective June 30, 2004.

Susan Edgerton, Associate Professor, Department of Teaching, Learning, and Leadership, effective August 1, 2004.

Carolyn Podruchny, Assistant Professor, Department of History, effective June 30, 2004.

Jacqueline Wylie, Faculty Specialist II, WMU Bronson School of Nursing, effective April 11, 2004.

NON-ACADEMIC

Administrative Appointments
Patrick Daniel, Director of Student Activities and Leadership Programs, Division of Student Affairs, effective February 23, 2004.

Carol Eddy, Acting Director of Sindecuse Health Center, Division of Student Affairs, effective March 19, 2004.

Glen Tracy, Executive Director, Paper Foundation, effective April 1, 2004.

Administrative Resignation
Gary Kirk, Director of Sindecuse Health Center, Division of Student Affairs, effective March 18, 2004.

Retirements
**Retirements - Continued**
Barbara Cook, Office Assistant, College of Engineering and Applied Sciences, effective April 30, 2004.


Patricia Williams, Utility Food Worker, Dining Services, effective April 30, 2004.

**Grant Report.** The grant report for February 2004 was approved as presented by Vice President Luderer, following a motion by Trustee Aseritis, supported by Trustee DeNooyer.

**Gift Report.** Following a motion by Trustee Aseritis, supported by Trustee Pero, the Board of Trustees approved the gift report for February and March 2004, as reviewed by Vice President Bender.

**General Fund Operating Budget 2004/2005.** The general fund operating budget for 2004/2005 (Attachment) was approved by the Board of Trustees on a 7-0 roll call vote following a motion by Trustee Aseritis, supported by Trustee Miller. As presented by President Bailey, the $272.5 million budget addresses a serious budget shortfall created by state funding cuts and cost increases and calls for campuswide reductions of $11.8 million. She indicated a total decrease in state appropriations over the past two years amounting to nearly $15 million, with tuition increases only partially offsetting this year’s decrease in state funding. President Bailey reported that the reductions will result in the elimination of positions and layoffs and that every effort is being made to preserve as many jobs as possible.

**Tuition Rates – Fall 2004.** The Board of Trustees, on a 7-0 roll call vote following a motion by Trustee Miller, supported by Trustee DeNooyer, approved the following tuition schedule, effective fall semester 2004. As presented by President Bailey, the resident undergraduate rates represent a 2.4% increase in tuition and required fees over the 2003 tuition rates and are consistent with the Board resolution re undergraduate tuition and fees adopted in February 2004. All non-resident rates will increase approximately 5.4%.
## SCHEDULE

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## REQUIRED FEES:

- **Enrollment Fee (2004/05 Full-Time Students)**: $578.00
- **Student Assessment Fee (2004/05 Full-Time Students)**: $24.00

*The Enrollment Fee is a single per capita assessment which covers: Health Center Operations Fee; Technology Fee, covering information systems services for students; Facility Fee, for auxiliary building debt requirements; Recreation Fee, for recreation building debt service and building operations; and Infrastructure Fee, for deferred maintenance projects.*

The following four items were approved by one vote of the Board as moved by Trustee Miller, supported by Trustee Martin and reviewed by Vice President Beam.

- **Elimination of Student Development Fee.** The $100 entering student development fee approved July 16, 2003, effective fall semester 2003, was eliminated. The fee applied to all incoming freshmen and transfer students.

- **Establishment of Records Initiation Fee.** The fee will be assessed (one time) to continuing freshmen and (initial contact only) to new students to the University (freshmen, graduate or transfer students taking 4 or more credit hours). This will be effective fall semester 2004 and the administration will have the latitude to make future market adjustments as needed.

- **Establishment of Targeted Fees.** Effective fall semester 2004, the administration is authorized to assess the following targeted fees:

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April 16, 2004
Remedial fee - $100 (To equip students for college-level work by providing college-preparatory training to admitted freshmen, an area essentially outside the University's primary mission. The fee will be charged to help offset the specialized cost.)

Course repeat fee - $150 (Student repeating a course may deny another student a first-time opportunity for a seat in the class.)

Graduate adjustment fee - $150 (Undergraduates will be charged a fee for the opportunity to enroll in these graduate-level courses to adjust for the inequity of the cost for taking courses at the 500 and 600 level.)

Professional college fee - $40 and Intensive college fee - $60 (Professional – 300 and 400 level courses in Business and Education. Intensive – 300 and 400 level courses in Aviation, Engineering and Applied Sciences, Fine Arts, Health and Human Services, and generally the science and/or faculty/staff intensive part of Arts and Sciences.)

Extended University Program Tuition Rates. An increase of $20 per credit hour in Extended University Program tuition rates was approved for a total amount of $80 per credit hour to be added to both the regular resident upper division rate for undergraduate students and the resident rate for graduate students effective September 1, 2004.

Bank ATM Lease. On a motion by Trustee Miller, supported by Trustee Aseritis, the Board of Trustees authorized the treasurer/assistant treasurer to negotiate and execute an ATM lease extension of five years with ABN AMRO, Inc., with optional one-year extensions if agreed to by both parties. (The ATM is located at Howard Street and West Michigan Avenue and must be moved several feet to accommodate a road project. Since WMU is requiring a new capital expenditure from the bank, Standard Federal [subsidiary of ABN AMRO, Inc.] is requesting a five-year agreement instead of year-to-year leases used since 1999.)

Bonding Swaption. After a motion by Trustee Pero, supported by Trustee DeNooyer, the Board of Trustees approved the recommendation, as presented by Vice President Beam, that the Vice President for Business and Finance be authorized to monitor market conditions and if they remain favorable, enter into a forward starting swap or swaption with Lehman Brothers for the 1997 General Revenue Bonds.

Naming and Dedication of Public Street – BTR. The Board of Trustees, after a motion by Trustee DeNooyer, supported by Trustee Martin, approved the naming of a recently completed road in the Business Technology and Research Park the “Tech Circle.”

April 16, 2004
administration was authorized to execute the documents necessary to effectuate the naming/dedication of the street with the County and the City of Kalamazoo.

**Asylum Lake Agreements.** As moved by Trustee Aseritis, supported by Trustee DeNooyer, the Board of Trustees approved the Asylum Lake Agreements. As presented by Vice President Beam, the administration has met for some time with members of local adjacent neighborhoods and groups related to the Asylum Lake property. The final documents, Declaration of Conversation of Restrictions and the Asylum Lake Preserve Management Plan, relate to the University’s original agreement to preserve the Asylum Lake property as open space to be used for passive recreational purposes.

**Public Comments.** As is the practice, it was indicated that the public comments segment of the Board is a time set aside for the trustees to listen but not necessarily to respond to those speaking. Petitions were also presented to the Board requesting that several sports programs be reinstated—men’s cross country, indoor and outdoor track and women’s synchronized skating. The following people (including their relationships to University and topics) requested an opportunity to address the Board: Tim Meek, student, service learning; Ben Lando, student, University budget; Tim Birch, AFSCME president, privatization; Brendan Weaver, student, building a positive university atmosphere; Laura Livingstone-McNellis, representing Eric Teutsch, track alumnus, community impact of eliminating track and field; Brad Kirk, track alumnus, economic impact on the university; Jamie Hence, truck alumnus, past president “W” club, Hall of Fame inductee, minority impact/effect on other sports/alumni effect; Peter Livingstone-McNellis, president, Bring Back Track Committee, elimination of sports at WMU; Eric Zehnpfennig, student government president, student involvement in WMU decision making; Tristan Brown, student, student representation; and Kay Chase, staff, Asylum Lake.

**Adjournment.** The meeting was adjourned at 12:10 p.m.

Respectfully submitted,

Betty Kocher  
Secretary  
Board of Trustees

April 16, 2004
## FOR BOARD APPROVAL

### WESTERN MICHIGAN UNIVERSITY
Estimated Beginning Board Budget
Fiscal Year 2004/05

### Target Budget Reduction
(Displayed within Expense)

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2003/04 Estimated Board Budget</th>
<th>Changes</th>
<th>2004/05 Estimated Board Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Appropriations - Base</td>
<td>$113,109,482</td>
<td>($2,262,382)</td>
<td>$110,847,100</td>
</tr>
<tr>
<td>Tuition - On &amp; Off Campus</td>
<td>149,643,357</td>
<td>2,127,949</td>
<td>151,771,306</td>
</tr>
<tr>
<td>Investment Income</td>
<td>497,942</td>
<td>0</td>
<td>497,942</td>
</tr>
<tr>
<td>Indirect Cost Recovery</td>
<td>1,800,000</td>
<td>0</td>
<td>1,800,000</td>
</tr>
<tr>
<td>Special Fees</td>
<td>910,000</td>
<td>36,000</td>
<td>946,000</td>
</tr>
<tr>
<td>Aviation Flight Fees</td>
<td>5,184,785</td>
<td>215,493</td>
<td>5,400,278</td>
</tr>
<tr>
<td>All Other</td>
<td>730,605</td>
<td>0</td>
<td>730,605</td>
</tr>
<tr>
<td>Departmental Revenue</td>
<td>577,370</td>
<td>(120,752)</td>
<td>456,618</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$272,453,541</strong></td>
<td><strong>($3,692)</strong></td>
<td><strong>$272,449,849</strong></td>
</tr>
</tbody>
</table>

### Expense

| Engineering & Applied Science                | $16,648,205                     | $802,630      | $17,450,835                    |
| Business                                      | 13,059,586                      | 1,058,642     | 14,118,228                     |
| Education                                     | 12,208,549                      | 598,418       | 12,806,967                     |
| Extended University Programs                  | 9,994,689                       | (94,597)      | 9,900,092                      |
| Arts & Sciences                               | 45,139,299                      | 2,873,820     | 48,013,119                     |
| Aviation                                      | 9,077,445                       | (77,151)      | 9,000,294                      |
| Fine Arts                                     | 10,147,576                      | 336,379       | 10,483,955                     |
| Health & Human Services                       | 11,861,829                      | 315,699       | 12,177,528                     |
| Misc. Units & Reserves                         | 6,907,619                       | (1,265,879)   | 5,641,740                      |
| **Subtotal Instruction**                      | **$135,044,797**                | **$4,547,961**| **$139,592,758**               |

| Research                                      | $2,852,418                      | $52,539       | $2,904,957                     |
| Public Service                                | 3,314,508                       | (372,103)     | 2,942,405                      |
| Academic Support                              | 28,187,286                      | 849,560       | 29,036,846                     |
| Student Services                              | 21,413,204                      | (820,975)     | 20,592,229                     |
| Institutional Support                         | 28,449,535                      | (3,519,332)   | 24,930,203                     |
| Operation & Maintenance of Plant              | 30,098,216                      | (3,454,282)   | 26,643,934                     |
| Student Financial Aid                         | 23,093,577                      | 2,712,940     | 25,806,517                     |
| **Subtotal**                                  | **$137,408,744**                | **($4,551,653)**| **$132,857,091**               |

| Total Expense                                 | **$272,453,541**                | **($3,692)**  | **$272,449,849**               |
The Western Michigan University Board of Trustees formal session was called to order by Chair Anthony at 8 a.m. on Wednesday, June 30, 2004, in Rooms 157 – 159, Bernhard Center.

Board members present: Trustee Anthony, Trustee Aseritis, Trustee DeNooyer, Trustee Holden, Trustee Klohs, Trustee Martin, Trustee Miller, Trustee Pero and President Bailey (ex officio).

Acceptance of the Agenda. The agenda was accepted as presented following a motion by Trustee Holden, supported by Trustee Pero.

Closed Informal Session. On an 8-0 roll call vote, following a motion by Trustee Aseritis, supported by Trustee Holden, the Board of Trustees went into a closed informal session as provided for under Michigan law at 8:05 a.m., returning to formal session at 9:00 a.m.

Remarks by the Chair. Chair Anthony thanked Provost Litynski for his service as provost as he leaves on administrative leave, returning to the faculty as professor in the College of Engineering and Applied Sciences in August 2005. She spoke of her pleasure at participating in the June commencement ceremonies with more than 1700 degrees conferred and highlighted the many recent accomplishments of students, faculty and staff.

Remarks by the President. President Bailey also commended Provost Litynski for his service to the University and his eighteen years in educational administration. She talked of the unfinished state budget, growth in the Business Technology and Research Park and the future of the University.

Approval of the Minutes of the April 16 Formal Session. The minutes were approved as distributed following a motion by Trustee Pero, supported by Trustee DeNooyer.

Personnel Report. The personnel report was approved as presented by President Bailey, Provost Litynski, and Vice President Beam on a motion by Trustee Klohs, supported by Trustee Holden.
ACADEMIC

Administrative Appointments
DeWayne Anderson, Interim Chair, Department of Education Studies, effective July 1, 2004

Margaret Bernhard, Interim Vice Provost, Extended University Programs, effective July 1, 2004

Kevin Corder, Chair, Department of Political Science, effective July 1, 2004

Linda Delene, Provost and Vice President for Academic Affairs, effective July 1, 2004 through June 30, 2006

Ed Edwards, Interim Dean, Haworth College of Business, effective August 1, 2004

Eileen Evans, Vice Provost for Institutional Effectiveness, effective July 1, 2004

John Gesink, Professor and Chair, Department of Electrical and Computer Engineering, effective November 21, 2003.

Thomas Kent, Professor and Dean, College of Arts and Sciences, effective August 1, 2004.

Mohamed Sultan, Professor and Chair, Department of Geosciences, effective August 1, 2004.

Administrative Leave
Daniel M. Litynski, Provost and Vice President for Academic Affairs, effective July 1, 2004 through July 31, 2005.

Administrators Return to Faculty
David Houghton, Associate Professor, Department of Political Science, effective June 20, 2005.

Alan Kehew, Professor, Department of Geosciences, effective April 12, 2004.

Leonard Ginsberg, Professor, Department of Biological Sciences, effective August 1, 2004

Daniel M. Litynski, Professor, Department of Electrical and Computer Engineering, effective August 1, 2005.

June 30, 2004
Administrative Resignations
James Schmotter, Dean, Haworth College of Business, effective July 31, 2004

Alan Walker, Vice Provost for Extended University Programs, effective June 30, 2004

Appointments with Tenure
Daniel Cassidy, Associate Professor, Department of Geosciences, effective August 1, 2005.

Thomas Kent, Professor, Department of English, effective August 1, 2004.

Mohamed Sultan, Professor, Department of Geosciences, effective August 1, 2004.

Charlotte Thralls, Professor, Department of English, effective August 2, 2004.

Appointments - Tenure Track
Ala Al-Fuqaha, Assistant Professor, Department of Computer Science, effective August 2, 2004.

Fritz Allhoff, Instructor, Department of Philosophy, effective August 1, 2005.

Nicholas Andreadis, Assistant Professor Department of Counselor Education and Counseling Psychology, effective June 7, 2004.

Jeffrey Angles, Instructor, Department of Foreign Languages, effective August 2, 2004.

Kathleen Baker, Assistant Professor, Department of Geography, effective August 2, 2004.

Andrea Beach, Assistant Professor, Department of Teaching, Learning, and Leadership, effective August 4, 2004.

Beth Bradburn, Instructor, Department of English, effective August 2, 2004.

Michael Braun, Faculty Specialist II, Department of Spanish, effective August 2, 2004.

Eileen Buckley, Faculty Specialist I, Department of Family and Consumer Sciences, effective August 2, 2004.

Walter Burt, Assistant Professor, Department of Teaching, Learning, and Leadership, effective August 2, 2004.
Appointments - Tenure Track (Continued)
Laura Citrin, Instructor, Department of Sociology, effective August 2, 2004.
Jon Davis, Instructor, Department of Mathematics, effective August 2, 2004.
Rebekah Farrugia, Instructor, Department of Communication, effective August 2, 2004.
Lin Foulk, Assistant Professor, School of Music, effective August 2, 2004.
Eric Fox, Instructor, Department of Psychology, effective December 6, 2004.
Olivia Gabor, Assistant Professor, Department of Foreign Languages, effective August 2, 2004.
Caroline Gore, Assistant Professor, School of Art, effective August 2, 2004.
Tina Hall, Faculty Specialist I, Department of Psychology, effective August 2, 2004.
Charles Hilton, Assistant Professor, Department of Anthropology, effective August 2, 2004.
Pamela Hoppe, Assistant Professor, Department of Biological Sciences, effective August 2, 2004.
Eva Jerome, Faculty Specialist II, WMU Bronson School of Nursing, effective August 2, 2004.
Melinda Koelling, Assistant Professor, Department of Mathematics, effective August 2, 2004.
Robert Leneway, Assistant Professor, Department of Educational Studies, effective August 2, 2004.
Todd Kuchta, Assistant Professor, Department of English, effective August 2, 2004.
Tianshu Liu, Associate Professor, Department of Mechanical and Aeronautical Engineering, effective August 2, 2004.
Jennifer Machiorlatti, Assistant Professor, Department of Communication, effective August 2, 2004.
Lisa Minnick, Assistant Professor, Department of English, effective August 2, 2004.
David Montgomery, Faculty Specialist I, School of Music, effective June 21, 2004.

June 30, 2004
Appointments - Tenure Track (Continued)
Kathleen Onderlinde, Faculty Specialist I, Department of Biological Sciences, effective August 2, 2004.

Ginger Owen, Assistant Professor, School of Art, effective August 2, 2004.

Heather Petcovic, Instructor, Department of Geosciences, effective August 2, 2004.

Patricia Reeves, Instructor, Department of Teaching, Learning, and Leadership, effective August 2, 2004.

David Richter, Assistant Professor, Department of Mathematics, effective August 2, 2004.

Liliana Rodriguez-Campos, Assistant Professor, Department of Educational Studies, effective August 2, 2004.

Maria Scott, Assistant Professor, Department of Biological Sciences, effective August 2, 2004.

Lixin Shen, Assistant Professor, Department of Mathematics, effective August 2, 2004.

Jacinda Swanson, Assistant Professor, Department of Political Science, effective August 2, 2004.

Jeffrey Thompson, Instructor, School of Art, effective August 2, 2004.

Mary-Louise Totton, Assistant Professor, School of Art, effective August 2, 2004.

Maarten Vonhof, Assistant Professor, Department of Biological Sciences, effective August 2, 2004.

Robert Wall, Assistant Professor, Department of Blindness and Low Vision Studies, effective August 2, 2004.

Kevin Wanner, Assistant Professor, Department of Comparative Religion, effective August 2, 2004.
Reappointments - Term
Gayle Ahleman, Instructor, Department of Teaching, Learning, and Leadership, effective August 2, 2004 through July 31, 2005.

Mary Ann Babcock, Instructor, Department of Statistics, effective August 2, 2004 through July 31, 2005.

Gary Blackmer, Associate Professor, Department of Chemistry, effective August 2, 2004 through July 31, 2005.

Daniel Briggs, Instructor, Department of Mathematics, effective August 2, 2004 through July 31, 2005.

Miriam Byrd, Assistant Professor, Department of Philosophy, effective August 2, 2004 through July 31, 2005.

Laurel Campbell, Instructor, Department of Mathematics, effective August 2, 2004 through July 31, 2005.

Patricia Chilton-Stringham, Instructor, Department of Teaching, Learning, and Leadership, effective August 2, 2004 through July 31, 2005.

Rich Compton, Faculty Specialist II, Department of Management, effective August 2, 2004 through July 31, 2005.

Mary Cook, Instructor, Department of English, effective August 2, 2004 through July 31, 2005.

Susan Copeland, Instructor, Department of Mathematics, effective August 2, 2004 through July 31, 2005.

Carmen Cornelius, Faculty Specialist I, Department of Educational Studies, effective August 2, 2004 through July 31, 2005.

Scott Cowan, Assistant Professor, School of Music, effective August 2, 2004-July 31, 2005.

Mark Crawford, Instructor, Department of Mathematics, effective August 2, 2004 through July 31, 2005.

Tracy DeMars, Instructor, Department of Teaching, Learning, and Leadership, effective August 2, 2004 through July 31, 2005.
Reappointments - Term (Continued)

Tracy DuBay, Instructor, Department of Educational Studies, effective August 2, 2004 through July 31, 2005.

Kirsty Eisenhart, Assistant Professor, Department of Mathematics, effective August 2, 2004 through July 31, 2005.

Cynthia Ernst, Instructor, Department of Mathematics, effective August 2, 2004 through July 31, 2005.

Lori Farrer, Instructor, Department of Family and Consumer Sciences, effective August 2, 2004 through July 31, 2005.

Scott Friesner, Instructor, Department of English, effective August 2, 2004 through July 31, 2005.

Patricia Fuehr, Instructor, WMU Bronson School of Nursing, effective August 2, 2004 through July 31, 2005.

Gina Garza-Kling, Instructor, Department of Mathematics, effective August 2, 2004 through July 31, 2005.

Robb Gillespie, Assistant Professor, Department of Geosciences, effective August 2, 2004 through July 31, 2005.

Robert Hardin, Instructor, Department of Computer Science, effective August 2, 2004 through July 31, 2005.


Daniela Hernandez, Instructor, Department of Mathematics, effective August 2, 2004 through July 31, 2005.

Donna Hetzel, Instructor, Department of Accountancy, effective August 2, 2004 through July 31, 2005.

Wendy Kershner, Instructor, WMU Bronson School of Nursing, effective August 2, 2004 through July 31, 2005.

Warren Lacefield, Assistant Professor, Department of Educational Studies, effective August 2, 2004 through July 31, 2005.
Reappointments - Term (Continued)
Jeanne La Cosse, Assistant Professor, Department of Teaching, Learning, and Leadership, effective August 2, 2004 through July 31, 2005.

Thayma Lutz, Instructor, Department of Mathematics, effective August 2, 2004 through July 31, 2004.

L. Robert McConnell, Assistant Professor, School of Public Affairs and Administration, effective August 2, 2004 through July 31, 2005.

Judy McGowan, Instructor, Department of Family and Consumer Sciences, effective August 2, 2004 through July 31, 2005.


William Pearch, Assistant Professor, Department of Teaching, Learning, and Leadership, effective August 2, 2004 through July 31, 2005.

William Post, Instructor, Department of Sociology, effective June 21, 2004 through June 19, 2005.

Ronald Prange, Instructor, Department of Finance and Commercial Law, effective August 2, 2004 through July 31, 2005.

Patricia Rogers, Assistant Professor, Department of History, effective August 2, 2004 through July 31, 2005.

Mark Schriener, Instructor, Department of Mathematics, effective August 2, 2004 through July 31, 2005.

Kimberly Searing, Instructor, WMU Bronson School of Nursing, effective August 2, 2004 through July 31, 2005.

Greg Smith, Assistant Professor, Department of English, effective August 2, 2004 through July 31, 2005.

Steven Smith, Instructor, School of Social Work, effective August 2, 2004 through July 31, 2005.

Kevin Weakley, Instructor, Department of Geography, effective August 2, 2004 through July 31, 2005.

June 30, 2004
Reappointments - Term (Continued)
Gray Whaley, Assistant Professor, Department of History, effective August 2, 2004 through July 31, 2005.

William Zinkus, Assistant Professor, Department of English, effective August 2, 2004 through July 31, 2005.

Appointments – Term
Frederick Burbach, Assistant Professor, School of Art, effective August 2, 2004 through July 31, 2005.

William Davis, Assistant Professor, School of Art, effective August 2, 2004 through July 31, 2005.

Dennis McCrumb, Assistant Professor, Department of Teaching, Learning, and Leadership, effective August 2, 2004 through July 31, 2005.

Nichole Maury, Assistant Professor, School of Art, effective August 2, 2004 through July 31, 2005.

Terence Pitre, Assistant Professor, Department of Accountancy, effective August 2, 2004 through July 31, 2005.

Joint Appointments
Laura Citrin, Instructor, Department of Sociology and Women's Studies, effective August 2, 2004.

Charles Henderson, Assistant Professor, Department of Physics and Mallinson Institute for Science Education, effective August 2, 2004.

Elena Lisovskaya, Associate Professor, Department of Educational Studies and the Department of Sociology, effective August 2, 2004.

Heather Petcovic, Instructor, Department of Geosciences and Mallinson Institute for Science Education, effective August 2, 2004.

Maarten Vonhof, Assistant Professor, Department of Biological Sciences and Environmental Studies, effective August 2, 2004.

June 30, 2004
Reappointments - Adjunct
Garrett Boersma, Adjunct Professor, Department of Educational Studies, effective July 1, 2004 through June 30, 2007.

Nancy Douglas, Adjunct Assistant Professor, School of Art, effective July 1, 2004 through June 30, 2007.

Theodore Fuger, Adjunct Assistant Professor, Department of Finance and Commercial Law, effective July 1, 2004 through June 30, 2007.

Thomas Kasdorf, Adjunct Associate Professor, School of Music, effective July 1, 2004 through June 30, 2007.

John Mellein, Adjunct Assistant Professor, School of Social Work, effective August 1, 2004 through July 31, 2007.

Eve Reid, Adjunct Assistant Professor, School of Art, effective July 1, 2004 through June 30, 2007.

Robert Smith, Adjunct Professor, Department of Theatre, effective July 1, 2004 through June 30, 2007.

Appointments - Adjunct
Wade Adams, Adjunct Professor, Department of Chemistry, effective July 1, 2004 through June 30, 2007.

Farhad Ashrafzadeh, Adjunct Associate Professor, Department of Mechanical and Aeronautical Engineering, effective July 1, 2004 through June 30, 2007.

David Elrod, Adjunct Professor, Department of Chemistry, effective July 1, 2004 through June 30, 2007.

Resignations
E. Jane Davidson, Assistant Professor, Department of Sociology and The Evaluation Center, effective August 1, 2004.

Ako Fukushima, Faculty Specialist I, Department of Foreign Languages, effective April 30, 2004.

Johnny Pherigo, Professor of Music and Director of Performing Arts Administrative Program, School of Music, effective July 4, 2004.
Resignations – (Continued)
Brian Schaffner, Assistant Professor, Department of Political Science, effective August 1, 2004.

Retirements with Emeriti Status
Miriam Bat-Ami, Professor, Department of English, Professor Emerita of English, effective July 31, 2005.

Arthur Helweg, Professor, Department of Anthropology, Professor Emeritus of Anthropology, effective April 10, 2005.

Tenure – Effective with the beginning of the 2004/2005 academic/fiscal year
Richard Adams, School of Music
Larry Ahleman, Department of Paper Engineering, Chemical Engineering and Imaging
Gary Bischof, Department of Counselor Education and Counseling Psychology
Lynn Brice, Department of Teaching, Learning, and Leadership
Joetta Carr, University Counseling and Testing Center
David Curwen, Department of Dance
Toby Daspit, Department of Teaching, Learning, and Leadership
J.D. Dolan, Department of English
Igor Fedotov, School of Music
Susan Hoffman, Department of Political Science
Gregory Howard, Department of Sociology
Yvette Hyter, Department of Speech Pathology and Audiology
Margaret Joyce, Department of Paper Engineering, Chemical Engineering and Imaging
Karlis Kaugars, Department of Computer Science
Jean Kimmel, Department of Economics

June 30, 2004
Tenure - (Continued)
Ronald Larson, Department of Marketing
Cindy Linn, Department of Biological Sciences
Yuanlong Liu, Department of Health, Physical Education and Recreation
Vincent Lyon-Callo, Department of Anthropology
Berit Miller, Department of Occupational Therapy
Michael Miller, Department of Health, Physical Education and Recreation
Matthew Mingus, School of Public Affairs and Administration
Tabitha Mingus, Department of Mathematics
James Muchmore, Department of Teaching, Learning, and Leadership
Lawrence Potter, Africana Studies
Alan Rea, Department of Business Information Systems
Elke Schoffers, Department of Chemistry
Jana Schulman, Department of English
Roberta Schultz, Department of Marketing
Annette Skellenger, Department of Blindness and Low Vision Studies
Christina Stamper, Department of Management
Thomas Swartz, Department of Industrial and Manufacturing Engineering
Vince Torano, School of Art
James Visser, School of Public Affairs and Administration
Bret Wagner, Department of Management
Wilson Warren, Department of History
Steven Ziebarth, Department of Mathematics

June 30, 2004
existing KPH maintenance building will need to be razed. KPH will bear the expense of construction so long as they can use the building for a period of time sufficient for the state to recoup its construction costs.)

Statement of Fair Contracting Commitment. Following a motion by Trustee Miller, supported by Trustee Klohs, the Board of Trustees approved the Western Michigan University Statement of Fair Contracting Commitment (attachment C). Vice President Beam indicated that the document will provide contractors with a better understanding of the scope of the University’s rules and regulations and its interest in enforcing them on construction sites.

Cash Investment Performance Report. Reviewed by Vice President Beam.

Annuity and Life Income Funds Investment Performance Report. Provided by Vice President Beam.

Facility Presentation. As an informational agenda item, design plans for a new chemistry building were presented. If funding is available, it was indicated that construction could begin in the spring 2005, with the facility to be constructed near Wood Hall. It was noted that the present chemistry building, McCracken Hall, was built in 1948 and is no longer adequate or appropriate for the teaching of modern chemistry.

Public Comments. Eric Zehnpfennig, president of the Western Student Association, asked for an opportunity to routinely report to the Board on student perspectives. President Bailey indicated that at future meetings remarks by the Western Student Association president and the Graduate Student Advisory Committee chair will be included as regular agenda items.

Adjournment. The meeting was adjourned at 10:50 a.m.

Respectfully submitted,

Betty Kocher
Secretary
Board of Trustees

June 30, 2004
RESOLUTION ESTABLISHING
PUBLIC SAFETY DEPARTMENT OVERSIGHT COMMITTEE
AT WESTERN MICHIGAN UNIVERSITY

WHEREAS, Act No. 120, Public Acts of 1990 empowers the governing boards of control
of public four-year institutions of higher education to grant public safety officers of
their institutions the same powers and authority as are granted by law to peace and
police officers to enforce state law; and

WHEREAS, Act No. 120, Public Acts of 1990 provides that before such powers and
authority are granted, the governing board must establish a public safety
department oversight committee;

NOW, THEREFORE, BE IT RESOLVED THAT:

The Board of Trustees hereby establishes a public safety department oversight
committee at Western Michigan University which shall be comprised of such members as
are specified by law. The committee shall receive and address grievances by persons
against public safety officers or the Public Safety Department and may make
recommendations to the University through its Director of Public Safety, or such other
person as appointed by the President, that disciplinary measures be taken by the
Department against any public safety officer who is found responsible for misconduct in
office. The administration is also authorized to take the appropriate steps to effectuate this
resolution.
RESOLUTION GRANTING POWER AND AUTHORITY TO
WESTERN MICHIGAN UNIVERSITY'S PUBLIC SAFETY OFFICERS

WHEREAS, Act No. 120, Public Acts of 1990 (Public Safety Officers Act) empowers the
governing boards of control of public four-year institutions of higher education created
under Article VIII of the state constitution of 1963 to grant public safety officers of their
institutions the same powers and authority as are granted by law to peace and police
officers to enable the public safety officer to enforce state law and the ordinances and
regulations of the institution of higher education; and

WHEREAS, the Board has held two public hearings and established a public safety department
oversight committee as required by Act 120, Public Acts of 1990;

NOW, THEREFORE, BE IT RESOLVED THAT:

1. All Western Michigan University Department of Public Safety public safety officers now
employed or to be employed in the future are hereby granted the same powers and
authority as are granted by law to peace and police officers to enable the public safety
officers to enforce state law and the ordinances and regulations of Western Michigan
University.

2. The jurisdiction of public safety officers to whom these powers and authority are granted
shall include all property owned or leased by Western Michigan University and/or this
Board, wherever situated in this state, and this jurisdiction shall extend to any public right
of way traversing or immediately contiguous to such property.

3. The jurisdiction of these public safety officers is hereby also authorized to be extended if
and to the extent state law governing peace officers so provides.

4. The powers and authority hereby conferred shall be in addition to and not supersede the
powers and authority heretofore granted to public safety officers to enforce the
ordinances and regulations of Western Michigan University which powers and authority
shall continue to remain in full force and effect.

5. The Director of Public Safety of Western Michigan University is charged with the
responsibility and authority to appoint subordinates who, in addition to the power and
authority to enforce WMU ordinances and regulations, shall have the power and authority
to enforce state law as provided herein. Such subordinates shall meet the minimum
employment standards as required by law and other applicable standards of the Michigan
Law Enforcement Officers Training Council Act of 1965, Act No. 203 of the Public Acts
of 1965, being sections 28.601 to 28.616 of the Michigan Compiled Laws, and other as
amended.

6. The administration is authorized to take the appropriate steps to effectuate this resolution.
WESTERN MICHIGAN UNIVERSITY:
STATEMENT OF FAIR CONTRACTING COMMITMENT
Important Information for Potential and Participating Contractors and Subcontractors
on WMU Building and Remodeling Projects

WMU's Mission and Commitment

Western Michigan University is a student-centered research university, building intellectual inquiry, investigation, and
discovery into all undergraduate, graduate, and professional programs. The University provides leadership in
teaching, research, learning, and public service, and forges a responsive and ethical academic community.

As an owner with high standards of excellence, the University is committed to having responsible and ethical
contractors and subcontractors on its building and remodeling projects.

WMU's Bidding and Contracting Processes

The University has implemented processes which demonstrate its commitment to having responsible and ethical
contractors and subcontractors on its building and remodeling projects.

Bidder Qualifications

The University requires and evaluates information from bidders on its major construction projects,
such as:

♦ Experience on projects of comparative size, complexity, and cost.
♦ Certification that all equipment, owned or leased, will comply with safety requirements as set forth in
  Michigan and federal law, regulations, and codes.
♦ Disclosure of prior fines, penalties, liens, OSHA violations, discrimination claims, prevailing wage violations,
  criminal convictions, litigation, or arbitration cases.

Contract Specifications

Contracts for the University's major construction projects include specifications in the following areas:

♦ Licensing, Insurance and Bonding: Contractors and subcontractors are required to be properly qualified,
  licensed, insured, and bonded for the work to be performed, and to maintain qualifications, licenses,
  insurance, and bonds throughout the performance of the contract.
♦ Compliance with Regulatory Agencies: All work is to be done in accordance with all applicable health,
  safety, and environmental regulations governing the University.
♦ Use of Apprentices: All apprentices are required to be registered in a recognized apprentice program, i.e.
  one that is certified by the Bureau of Apprenticeship and Training (BAT), U.S. Department of Labor.
♦ Prevailing Wage Payment and Reporting: For those projects requiring the payment of prevailing wages,
  contractors and subcontractors are required to maintain written documentation of contract compliance and
  provide evidence of compliance upon request. This includes certified payroll reports and complete payroll
  records to support the information on those reports.
♦ Non-Discrimination and Promotion of Diversity in Workforce: Illegal discrimination is prohibited in University
  construction projects. Contractors and subcontractors on University projects are encouraged to promote
  diversity in their workforces.
♦ Drug Testing: The University requires certification that workers on university projects are drug-free at initial
  hire and periodic re-certification throughout the performance of the contract.

Enforcement of Contract Requirements

The University enforces compliance with contract requirements through various means, including audits,
inspections, and investigations of complaints. The University reserves the right to impose sanctions for violations
when appropriate.
The Western Michigan University Board of Trustees formal session was called to order by Vice Chair Aseritis at 8 a.m. on Friday, September 17, 2004, in Rooms 157-159.

Board member present: Trustee Aseritis, Trustee DeNooyer, Trustee Holden, Trustee Klohs, Trustee Martin, Trustee Miller, Trustee Pero and President Bailey (ex officio).
Absent: Trustee Anthony

Acceptance of the Agenda. The revised agenda was accepted following a motion by Trustee Holden, supported by Trustee Martin.

Closed Informal Session. On a 7 – 0 roll call vote, following a motion by Trustee Miller, supported by Trustee Holden, the Board of Trustees went into a closed informal session as provided for under Michigan law at 8:05 a.m., returning to formal session at 9 a.m.

Remarks by the Vice Chair. Vice Chair Aseritis talked of the beginning of the fall semester and the success of the now traditional CommUniverCity tailgate/football game. He also noted that this meeting marks the first time the agenda has included a formal time for remarks by the chair of the Graduate Student Advisory Committee and the president of the Western Michigan Student Association. Vice Chair Aseritis spoke of the good work of President Bailey and legislative team, Greg Rosine and Melissa Bourke, in Lansing. He reported on the University appearing in U.S. News and World Report annual list of top national universities. He talked of the work of former Detroit Mayor Dennis Archer on a fund drive for WMU scholarships for Detroit-area minority students. He also spoke of the upcoming Homecoming events.

Remarks by the President. President Bailey reported on the many activities on campus marking the beginning of the school year.

Remarks by the Western Student Association President and the Graduate Student Advisory Committee Chair. Eric Zephnpfennig (WSA) and Todd Ide (GSAC) spoke on the work of their groups and expressed appreciation for being given a scheduled time on the agenda to speak to the Board.

Approval of the Minutes of the June 30, 2004 Formal Session. Following a motion by Trustee Klohs, supported by Trustee DeNooyer, the minutes of the June meeting were approved.

Institutional Enrollment Dimensions. The informational agenda item was presented by President Bailey, highlighting enrollment figures for the last ten years.
University Budget. The Board of Trustees, on a 7–0 roll call vote, following a motion by Trustee Klohs, supported by Trustee DeNooyer approved the following resolution:

It is recommended that the administration be authorized to revise the Records Initiation Fee to $300. Furthermore, upon enactment of the 2004-05 appropriations bill, it is recommended that the administration be authorized to rebate $200 to students who were assessed the Records Initiation fee.

As a second phase of the University budget process, the recommended 2004-05 operating budget was reviewed by President Bailey and approved by the Board of Trustees on a 7-0 roll vote as moved by Trustee Miller, supported by Trustee Martin (Attachment A).

College of Health and Human Services Profile. The informative report was presented by Dean Janet Pisaneschi, with comments by three students from the college.

Residence Hall Update. Provided by Vice President Diane Anderson and Sue Frost, Director of Residence Life. Plans for the “first year experience” (scheduled to begin fall 2005) were highlighted.

Multicultural Center Report. Presented by Dr. Martha Warfield, Assistant Vice President for Student Services, with details on the new Multicultural Center (dedicated on September 8).

Property Swap with University Bookstore/West End Project. On a motion by Trustee Klohs, supported by Trustee Miller, the Board of Trustees authorized the treasurer/assistant treasurer to execute the required documents to effect a swap of properties and easements involving the West End Road project. The University project, along with the City of Kalamazoo, necessitated taking some property owned by the University Bookstore (not affiliated with WMU) on its west and north border. In exchange for the property, the University offered the bookstore a small parcel immediately south of facility. In addition to closing costs no exchange of funds were involved in the transaction. Further, the City of Kalamazoo vacated all of west Michigan Avenue, east of Howard as well as Knollwood, resulting in three property owners in that area being land-locked. The property owners agreed to deed their portion of property adjacent to the vacated streets to WMU in exchange for an easement across the vacated street to Howard.

Capital Outlay Budget Request for 2005/06. Following a motion by Trustee Holden, supported by Trustee Pero, the Board of Trustees approved the capital projects list. This is a required request that is submitted to the state each year (Attachment B).
Chemistry Instructional Building Project. An update on the planned chemistry instructional building was provided by representatives of the architectural firm Holabird and Root and the construction management firm Miller-Davis, with approval given by the Board of Trustees following a motion by Trustee Miller, supported by Trustee Martin.

Arboretum Apartments Listing. On a motion by Trustee Holden, supported by Trustee DeNooyer, the Board of Trustees authorized the administration to enter into an agreement with a qualified real estate broker to list for sale the Arboretum Apartment Complex (student housing complex) upon terms and conditions deemed by the administration to be in the best interests of the University.

Gift Report. As reviewed by Vice President Bender, the Board of Trustees, on a motion by Trustee Pero, supported by Trustee Martin, approved the gift report for June and July 2004.

Personnel Report. The personnel report as presented by Vice President Anderson and Beam and Provost Delene was approved by the Board of Trustees on a motion by Trustee Holden, supported by Trustee Martin (Attachment C).

Grant Report. The grant report for June, July and August, as reviewed by Vice President Luderer, on a motion by Trustee Miller, supported by Trustee DeNooyer, was approved by the Board of Trustees.

Bonding Swaption. An update was provided by Vice President Beam re 1997 General Revenue Bonds.

Cash Investment Report and Annuity and Life Funds Investment Performance Report. Presented by Vice President Beam.

Public Comments. There were no requests to address the Board.

Adjournment. The meeting was adjourned at 11:35 a.m.

Respectfully submitted,

Betty A. Kocher
Secretary
Board of Trustees

Attachments
# Revised Board Budget - 09/17/2004
## Fiscal Year 2004/05

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2004/05 Approved Board Budget</th>
<th>Changes</th>
<th>2004/05 Revised Approved Board Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Appropriations - Base</td>
<td>$110,847,100</td>
<td>$0</td>
<td>$110,847,100</td>
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<tr>
<td>State Appropriations - One Time</td>
<td>$0</td>
<td>3,393,300</td>
<td>3,393,300</td>
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<tr>
<td>Tuition - On &amp; Off Campus</td>
<td>151,771,306</td>
<td>(1,910,835)</td>
<td>149,860,471</td>
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<tr>
<td>Investment Income</td>
<td>497,942</td>
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<td>497,942</td>
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<td>Indirect Cost Recovery</td>
<td>1,800,000</td>
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<td>1,800,000</td>
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<tr>
<td>Special Fees</td>
<td>946,000</td>
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<td>946,000</td>
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<tr>
<td>Aviation Flight Fees</td>
<td>5,400,278</td>
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<td>5,400,278</td>
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<tr>
<td>All Other</td>
<td>730,605</td>
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<td>730,605</td>
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<tr>
<td>Departmental Revenue</td>
<td>456,618</td>
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<td>456,618</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$272,449,849</strong></td>
<td><strong>$1,482,465</strong></td>
<td><strong>$273,932,314</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expense</th>
<th>2004/05 Approved Board Budget</th>
<th>Changes</th>
<th>2004/05 Revised Approved Board Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering &amp; Applied Science</td>
<td>$17,450,835</td>
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<td>$17,450,835</td>
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<td>Business</td>
<td>14,118,228</td>
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<td>14,118,228</td>
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<td>Education</td>
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<td>12,806,967</td>
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<td>Extended University Programs</td>
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<td>9,900,092</td>
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<tr>
<td>Arts &amp; Sciences</td>
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<td>48,013,119</td>
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<td>Aviation</td>
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<td>9,000,294</td>
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<td>Fine Arts</td>
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<td>10,483,955</td>
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<td>Health &amp; Human Services</td>
<td>12,177,528</td>
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<td>12,177,528</td>
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<tr>
<td>Misc. Units &amp; Reserves</td>
<td>5,641,740</td>
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<td>5,641,740</td>
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<tr>
<td><strong>Subtotal Instruction</strong></td>
<td><strong>$139,592,758</strong></td>
<td><strong>$0</strong></td>
<td><strong>$139,592,758</strong></td>
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<tr>
<td>Research</td>
<td>$2,904,957</td>
<td>$0</td>
<td>$2,904,957</td>
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<td>Public Service</td>
<td>2,942,405</td>
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<td>2,942,405</td>
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<td>Academic Support</td>
<td>29,036,846</td>
<td>1,685,200</td>
<td>30,722,046</td>
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<tr>
<td>Student Services</td>
<td>20,592,229</td>
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<td>20,592,229</td>
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<tr>
<td>Institutional Support</td>
<td>24,930,203</td>
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<td>24,930,203</td>
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<td>Operation &amp; Maintenance of Plant</td>
<td>26,643,934</td>
<td>0</td>
<td>26,643,934</td>
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<tr>
<td>Student Financial Aid</td>
<td>25,806,517</td>
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<td>25,806,517</td>
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<td><strong>Subtotal</strong></td>
<td><strong>$132,857,091</strong></td>
<td><strong>$1,685,200</strong></td>
<td><strong>$134,542,291</strong></td>
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<tr>
<td><strong>Expense Over Revenue</strong></td>
<td>0</td>
<td>(202,735)</td>
<td>(202,735)</td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td><strong>$272,449,849</strong></td>
<td><strong>$1,482,465</strong></td>
<td><strong>$273,932,314</strong></td>
</tr>
</tbody>
</table>
WESTERN MICHIGAN UNIVERSITY

CAPITAL PROJECTS LIST

Five Year Projection
FY 2005 to 2010

<table>
<thead>
<tr>
<th>Capital Outlay Request Priority</th>
<th>University Capital Project List Priority</th>
<th>Project</th>
<th>Projected Cost*</th>
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</thead>
<tbody>
<tr>
<td>#1</td>
<td>#1</td>
<td>Art Project #1 (Richmond Center for Visual Arts)</td>
<td>$12M (2004)*</td>
</tr>
<tr>
<td>#2</td>
<td>#2</td>
<td>Chemistry Instructional Building</td>
<td>$28M (2004)*</td>
</tr>
<tr>
<td>#3</td>
<td>#3</td>
<td>Renovation of Sangren Hall &amp; Art Project #2 (Renovation of Kohrman South)</td>
<td>$52M (2004)</td>
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<tr>
<td>#4</td>
<td>#4</td>
<td>Student Commons and Bookstore Building</td>
<td>$16M (2003)*</td>
</tr>
<tr>
<td>#2</td>
<td>#5</td>
<td>Addition to Haenicke Hall for Science Research and Math</td>
<td>$25M (2004)</td>
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<tr>
<td>#6</td>
<td>#6</td>
<td>East Campus Buildings Renovations</td>
<td>$60M (2004)</td>
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<tr>
<td>#3</td>
<td>#7</td>
<td>Upgrades to Classroom Buildings: Brown, Dunbar, Knauss, Kohrman North, and Rood Halls</td>
<td>$70M (2004)</td>
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<tr>
<td>#8</td>
<td>#8</td>
<td>Student Affairs Relocation into Renovated Bernhard Center Space</td>
<td>$7M (2003)*</td>
</tr>
<tr>
<td>#4</td>
<td>#9</td>
<td>Renovation of 1967 addition to McCracken Hall</td>
<td>$7M (2004)</td>
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<tr>
<td>#5</td>
<td>#10</td>
<td>Addition to College of Engineering for Civil Engineering</td>
<td>$18M (2004)</td>
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<tr>
<td>#11</td>
<td>#11</td>
<td>Building upgrades to Sindecuse Health Center</td>
<td>$7M (2004)</td>
</tr>
<tr>
<td>#12</td>
<td>#12</td>
<td>Physical Plant Relocation</td>
<td>$6M (2004)</td>
</tr>
<tr>
<td>#13</td>
<td>#13</td>
<td>Oakland Drive Campus Parking Ramp</td>
<td>$13,000 per car*</td>
</tr>
</tbody>
</table>

* numbers are realistic projections based on studies completed
PERSONNEL REPORT

ACADEMIC

Administrative Appointments
Katharine Cummings, Interim Associate Dean for Academic Services, College of Education, effective July 19, 2004 through June 30, 2005.

Thomas Deckard, Interim Chair of the Faculty, College of Aviation, effective August 2, 2004 through June 19, 2005.

Leonard Ginsberg, Associate Vice President for Research, Office of Vice President for Research, effective August 1, 2004.

Jack Luderer, Vice President for Research, Office of Vice President for Research, effective August 12, 2004.


Retirement - Administrator
Trudy Verser, Associate Dean, Haworth College of Business, Associate Professor Emerita of Management, effective January 3, 2005.

Appointment
William Rutherford, Professor, College of Aviation, effective August 2, 2004.

Appointments - Tenure Track
Jon Adams, Assistant Professor, Department of English, effective August 2, 2004.

Elizabeth Amidon, Faculty Specialist II, Department of English, effective August 2, 2004.

Alberta Bee, Instructor, WMU Bronson School of Nursing, effective August 2, 2004.

Alvaro Correa, Master Faculty Specialist, Department of Industrial Design, effective August 2, 2004.
Appointments - Tenure Track (Continued)
Liang Dong, Assistant Professor, Department of Electrical and Computer Engineering, effective August 2, 2004.

Steve Feffer, Assistant Professor, Department of English, effective August 2, 2004.

David Gall, Assistant Professor, School of Art, effective August 2, 2004.

Martin Grant, Faculty Specialist I, College of Aviation, effective August 2, 2004.

Joni Jones, Faculty Specialist II, WMU Bronson School of Nursing, effective August 2, 2004.

Cheryl Lyon-Jenness, Faculty Specialist II, Department of History, effective August 2, 2004.

David Meade, Assistant Professor, Department of Manufacturing Engineering, effective August 2, 2004.

Carolyn Pavlik, Assistant Professor, Department of Dance, effective August 2, 2004.

Charlotte Pease, Assistant Professor, Department of Family and Consumer Sciences, effective August 2, 2004.

Judith Rypma, Faculty Specialist II, Department of English, effective August 2, 2004.

Gilbert Sinclair, Faculty Specialist I, College of Aviation, effective August 2, 2004.

Slobodan Urdarevik, Faculty Specialist II, Department of Industrial and Manufacturing Engineering, effective August 2, 2004.

Change in Appointments
Dennis McCrumb, Assistant Professor, Department of Teaching, Learning, and Leadership, effective December 6, 2004 through July 31, 2005.

Patricia Reeves, Assistant Professor, Department of Teaching, Learning, and Leadership, effective January 3, 2005.

Reappointments - Term
Nancy Beukema, Assistant Professor, Department of Blindness and Low Vision Studies, effective August 2, 2004 through July 31, 2005.

Marlene Braunius, Assistant Professor, Department of Teaching, Learning, and Leadership, effective June 21, 2004 through June 19, 2005.
Reappointments - Term (Continued)
Charlene Brown, Assistant Professor, Department of Physician Assistant, effective
August 2, 2004 through July 31, 2005.

Robert Bunday, Faculty Specialist I, College of Aviation, effective June 21, 2004 through
June 19, 2005.

Maira Bundza, Assistant Professor, University Libraries, effective August 12, 2004
through August 11, 2005.

James Danenberg, Instructor, Department of Business Information Systems, effective
August 2, 2004 through July 31, 2005.

E. Bryce Dickey, Faculty Specialist I, Department of Family and Consumer Sciences, effective
December 6, 2004 through June 31, 2005.

Mervyn Elliott, Faculty Specialist I, College of Aviation, effective August 2, 2004
through July 31, 2005.

Derrick Evans, Assistant Professor, Department of Dance, effective August 2, 2004
through July 31, 2005.

Amanda Gruden, Faculty Specialist I, College of Aviation, effective June 21, 2004
through June 19, 2005.

Stephen Hasenick, Faculty Specialist I, College of Aviation, effective June 21, 2004
through June 19, 2005.

Cynthia Hutchinson, Faculty Specialist II, Department of Physician Assistant, effective

Anna Jelaso, Assistant Professor, Environmental Institute, effective August 2, 2004
through July 31, 2005.

Philip Kaldon, Assistant Professor, Department of Physics, effective August 2, 2004
through July 31, 2005.

James, Kendrick, Associate Professor, Department of Physician Assistant, effective June

Kurt Kenyon, Instructor, Department of Accountancy, effective August 2, 2004 through
July 31, 2005.

James Laser, Instructor, Department of Mathematics, effective August 2, 2004 through
July 31, 2005.
Reappointments - Term (Continued)
Dale Latulippe, Faculty Specialist II, Department of Blindness and Low Vision Studies, effective July 1, 2004 through June 30, 2005.

Michele Ludwiczak, Faculty Specialist I, College of Aviation, June 21, 2004 through June 19, 2005.

Zahida Lugmani, Instructor, Department of Business Information Systems, effective August 2, 2004 through July 31, 2005.

Dennis McFall, Faculty Specialist I, College of Aviation, effective June 21, 2004 through June 19, 2005.

Jerry McLaughlin, Assistant Professor, Department of Counselor Education and Counseling Psychology, effective August 2, 2004 through July 31, 2005.


Mark Murphy, Faculty Specialist I, College of Aviation, effective August 2, 2004 through July 31, 2005.

Dominic Nicolai, Faculty Specialist I, College of Aviation, effective June 21, 2004 through June 19, 2005.

Suzan Olson, Assistant Professor, Department of Physician Assistant, effective July 1, 2004 through December 31, 2004.

Anne-Marie Oulai, Instructor, Department of Business Information Systems, effective August 2, 2004 through July 31, 2005.

Thomas Rienzo, Instructor, Department of Business Information Systems, effective August 2, 2004 through July 31, 2005.

Beth Ritsema, Instructor, Department of Mathematics, effective July 5, 2004 through August 31, 2005.

David Schrader, Faculty Specialist I, College of Aviation, effective June 21, 2004 through June 19, 2005.

Ryan Seiler, Faculty Specialist I, College of Aviation, effective June 21, 2004 through June 19, 2005.

Jay Waalkes, Faculty Specialist I, College of Aviation, effective June 21, 2004 through June 19, 2005.
Reappointments - Term (Continued)
Gay Walker, Assistant Professor, Department of Physician Assistant, effective April 12, 2004 through July 31, 2005.

Catherine Wardley, Faculty Specialist II, Department of Physician Assistant and College of Health and Human Services, effective June 21, 2004 through June 19, 2005.

James Whittles, Faculty Specialist I, College of Aviation, effective June 21, 2004 through June 19, 2005.

Appointments - Term
Martyn deBruyn, Assistant Professor, Department of Political Science, effective August 2, 2004 through July 31, 2005.

Kathleen Conway, Instructor, Department of Health, Physical Education and Recreation, effective August 2, 2004 through July 31, 2005.

Jofen Han, Instructor, Department of Business Information Systems, effective August 2, 2004 through July 31, 2005.

Linda Haug, Instructor, Department of Teaching, Learning, and Leadership, effective August 2, 2004 through July 31, 2005.

John Idema, Instructor, Department of Marketing, effective August 2, 2004 through July 31, 2005.

Stephanie Jass, Assistant Professor, Department of History, effective August 2, 2004 through July 31, 2005.

Robert Kynast, Instructor, Department of Management, effective August 2, 2004 through July 31, 2005.

Shohreh Majin, Assistant Professor, Department of Economics, effective August 2, 2004 through July 31, 2005.

Eric Meiners, Assistant Professor, School of Communication, effective August 2, 2004 through July 31, 2005.

Gregory Neddenriep, Instructor, Department of Political Science, effective August 2, 2004 through July 31, 2005.

Susan Nelson, Instructor, WMU Bronson School of Nursing, effective August 2, 2004 through July 31, 2005.

Appointments - Term (Continued)

Saharat Pongsree, Instructor, School of Public Affairs and Administration, effective August 2, 2004 through July 31, 2005.

Claudia Queen, Assistant Professor, Department of Dance, effective August 2, 2004 through July 31, 2005.


Carol Weatherford, Instructor, Department of Business Information Systems, effective August 2, 2004 through July 31, 2005.

Kelly Weathers, Instructor, Department of Family and Consumer Sciences, effective August 2, 2004 through July 31, 2005.

Lance Weldy, Instructor, Department of English, effective August 2, 2004 through July 31, 2005.

Cory Young, Assistant Professor, School of Communication, effective August 2, 2004 through July 31, 2005.

Change of Department Affiliation

Donna Weinreich, Assistant Professor, School of Social Work, (from WMU Bronson School of Nursing) effective August 2, 2004.

Reappointments - Adjunct

Willis Cain, Adjunct Assistant Professor, Department of Physician Assistant, effective October 1, 2004 through September 30, 2007.

Jill Eldred, Adjunct Instructor, WMU Bronson School of Nursing, effective October 1, 2004 through September 30, 2007.

Roberto Flachier, Adjunct Associate Professor, Department of Psychology, effective October 1, 2004 through September 30, 2007.

Virginia Jones, S.S.J., Adjunct Assistant Professor, Environmental Studies Program, effective October 1, 2004 through September 30, 2007.

James Kaye, Adjunct Assistant Professor, Department of Psychology, effective October 1, 2004 through September 30, 2007.

Philip Kunze, Adjunct Assistant Professor, School of Art, effective October 1, 2004 through September 30, 2007.
Reappointments - Adjunct (Continued)
Lisa Largo-Marsh, Adjunct Assistant Professor, Department of Psychology, effective October 1, 2004 through September 30, 2007.

Maria Malott, Adjunct Assistant Professor, Department of Psychology, effective October 1, 2004 through September 30, 2007.

Margaret McGlinchey, Adjunct Assistant Professor, Department of Psychology, effective October 1, 2004 through September 30, 2007.

Blair Miller, Adjunct Associate Professor, Department of Physician Assistant, effective October 1, 2004 through September 30, 2007.

Michael Monfore, Adjunct Assistant Professor, Department of Industrial and Manufacturing Engineering, effective October 1, 2004 through September 30, 2007.

Thomas O’Brien, Adjunct Assistant Professor, Department of Industrial and Manufacturing Engineering, effective October 1, 2004 through September 30, 2007.

Steven Ragotzy, Adjunct Assistant Professor, Department of Psychology, effective October 1, 2004 through September 30, 2007.

Dennis Shouse, Adjunct Assistant Professor, Department of Physician Assistant, effective October 1, 2004 through September 30, 2007.

Appointments - Adjunct
Kevin Munson, Adjunct Assistant Professor, Department of Psychology, effective October 1, 2004 through September 30, 2007.

Wanda Viento, Adjunct Assistant Professor, School of Social Work, effective October 1, 2004 through September 30, 2007.

Resignations
Trudy Cobb-Dennard, Associate Professor, Department of Dance, effective August 1, 2004.

Toby Daspit, Assistant Professor, Department of Teaching, Learning, and Leadership, effective August 1, 2004.

Jennifer Ellis, Assistant Professor, School of Communication, effective August 1, 2004.

Neil Pinney, Associate Professor, Department of Political Science, effective August 1, 2004.

Donna Ritenour, Assistant Professor, Department of Health, Physical Education and Recreation, effective August 2, 2004.
Resignations - (Continued)
Brent Smith, Assistant Professor, School of Public Affairs and Administration, effective August 1, 2004.

Barbara Starke, Faculty Specialist II, WMU Bronson School of Nursing, effective August 26, 2004.

M. Scot Tanner, Professor, Department of Political Science, effective August 1, 2004.

Elizabeth Voshel, Faculty Specialist II, School of Social Work, effective August 1, 2004.

Retirements with Emeriti Status
Jay Lindquist, Professor, Department of Marketing, Professor Emeritus of Marketing, effective April 30, 2005.

Faculty Leave
Mariola Perez de la Cruz, Faculty Specialist II, Department of Spanish, effective August 2, 2004 through December 5, 2004.

Professional Development Leaves
William Miller, Assistant Professor, School of Music, effective August 2, 2004 through July 31, 2005.

Regina Spellers, Assistant Professor, School of Communication, effective August 2, 2004 through July 31, 2005.

Sabbatical Leaves
J.D. Dolan, Associate Professor, Department of English, effective academic year 2004/2005.

Vincent Lyon-Callo, Associate Professor, Department Anthropology, effective Spring 2005.

Elke Schoffers, Associate Professor, Department of Chemistry, effective academic year 2004/2005.

Visiting Professors
Scott Haller, Visiting Professor, Department of Biological Sciences, effective April 5, 2004 through April 4, 2005.

Kathleen Tiemann, Visiting Professor, Department Sociology, effective August 2, 2004 through July 31, 2005.
NON-ACADEMIC

Administrative Appointment
Elaine Williams, Director, Miller Auditorium, effective August 6, 2004.

Retirements

Joan Ashley, Manager, WMU Campus Apartments, effective January 3, 2005.

Lon Baird, Buyer, Department of Chemistry, effective August 31, 2004.

Kenneth Bartholomew, Director, Dining Services, effective January 3, 2005.

Mark Evert, Supervisor, Stage Technician, Miller Auditorium, effective September 30, 2004.

Joyce Fitzstephens, Office Assistant, University Counseling and Testing Center, effective December 31, 2004.

Christine McDowell, Assistant Manager, Grants and Contracts, effective January 31, 2005.

James Schaper, Director, Auxiliary Enterprises, effective January 3, 2005.


Yvonne Slater, Office Assistant, Department of Teaching, Learning, and Leadership, effective December 31, 2004.
The Western Michigan University Board of Trustees was called to order in formal session by Chair Anthony at 8 a.m. on Friday, December 10, 2004, in Rooms 157 - 159 of the Bernhard Center.

Board members present: Trustee Anthony, Trustee Aseritis, Trustee DeNooyer, Trustee Holden, Trustee Klohs, Trustee Martin and President Bailey (ex officio). Absent: Trustees Miller and Pero.

Acceptance of the agenda. The agenda was accepted as presented on a motion by Trustee Martin, supported by Trustee Aseritis.

Closed Informal Session. On a 6-0 roll call vote, following a motion by Trustee Holden, supported by Trustee DeNooyer, the Board of Trustees went into a closed informal session, as provided for under Michigan law, at 8:05 a.m., returning to formal session at 9:50 a.m.

Amended Agenda. On returning to formal session, the agenda was amended to include an item re the Arboretum Apartments as moved by Trustee Holden, supported by Trustee Klohs.

Remarks by the Chair. Chair Anthony spoke of the commencement ceremonies to be held the following day as a time of celebration and joy for 2400 students and their families, noting that it was a very special one for her family as well since her son is one of the graduates. She reported on the varied activities of the fall semester and wished everyone a happy holiday season. Chair Anthony said that this may be her last meeting as a trustee since her appointment ends at the end of the year. (Trustees serve until they are reappointed or someone else is appointed.) She stated that it has been a honor and privilege to serve with her colleagues on the Board and knows that she is leaving the University in wonderful hands with “a committed Board, a wonderful president and a dedicated faculty and staff.”

Remarks by the President. President Bailey congratulated Trustee Anthony on raising a fine son – “one who made a successful college choice.” She reported the close of another successful semester, noting the accomplishments of many faculty, students and staff. She spoke of the four central goals outlined in her recent State of the University address and steps necessary to reach to goals. The goals, culminating in 2008, are – enrollment will reach 30,000 students; external support for research will average $80 million, doubling our funded research; a new capital campaign will be launched to begin no later than January 2008; and the University will be known for its wise use of resources. President Bailey also wished everyone a happy holiday.
Remarks by the WSA President and GSAC Chair. Eric Zehnpfennig, president of the Western Student Association, spoke of the budget situation and student input. Todd Ide, chair of the Graduate Student Advisory Committee, was ill and unable to be present.

Approval of the Minutes of the September 17 Formal Session. The minutes were approved as distributed on a motion by Trustee Klohs, supported by Trustee DeNooyer.

Presidential Evaluation. The evaluation was presented by Trustee Klohs, chair of the presidential evaluation committee (including Trustees Anthony and Holden). The evaluation was the first since President Bailey came to the University in 2003. Trustee Klohs thanked President Bailey on behalf of the entire Board for “her leadership during one of the most challenging periods in the University’s history,” and cited her many accomplishments including the successful completion of the Centennial Capital campaign; securing a $10 million grant from the state to establish the University’s Biosciences Research and Commercialization Center; her financial management of the institution during a time of unprecedented budget cuts and the progress made in moving her campuswide diversity initiative forward; and her high level of community involvement. Trustee Klohs said, “Western Michigan University is very fortunate to have a leader of President Bailey’s caliber in these very challenging times. She had to make many difficult decisions very quickly upon her arrival, particularly in balancing the University budget in response to multiple cuts from the state.” The Board of Trustees approved unanimously, following a motion by Trustee Klohs, supported by Trustee Martin, a salary increase of $10,000 effective January 3, 2005. President Bailey thanked the Board for its action and kind words. (Trustee Klohs whose term ends at the end of year, voiced the same sentiments as Trustee Anthony. She stated that she has seen “eight years of many great successes at the University” and that “it has been an absolute privilege to serve as a trustee.”)

Haworth College of Business Profile. The overview was presented by Dean Ed Edwards, including the history of the past 50+ years, academic units and programs, the student profile, the faculty, community outreach activities and the future of the Haworth College of Business.

First Year Experience Update. Provost Delene and Vice President Anderson reported on efforts underway to make a student’s first year a complete experience in all areas and to encourage a better retention rate.

Master of Science in Nursing. On a motion by Trustee DeNooyer, supported by Trustee Aseritis, the Board approved a new degree program – the Master of Science in Nursing, effective fall 2005. As reviewed by Dean Pisaneschi, when the School of Nursing was established in 1994, the funding included support for both undergraduate and graduate programs. The money has been held in escrow pending establishment of a graduate program. The program has gone through all approval processes up to Board approval. As indicated, the graduate program will help to fill the need for master’s prepared clinicians and faculty in this area.
Chemistry Building Project Update. Vice President Beam reported on progress being made.

MSEA (Power Plant Contract). On a motion by Trustee Martin, supported by Trustee Aseritis, the Board of Trustees approved a three-year labor contract covering the campus employees who are members of the Michigan State Employees Association and who run the University's power plant. The agreement includes a commitment by the parties to continue with the downsizing and restructuring plan agreed to in 2000. Wage provisions include across-the-board increases of 3% in January 2005, 2.5% in July 2005 and 2% in July 2006.

Resolution re Series 2005 General Revenue Bonds. As presented by Vice President Beam, the Board of Trustees, on a motion by Trustee Aseritis, supported by Trustee DeNooyer, approved a resolution authorizing the issuance and delivery of General Revenue Bonds, Series 2005, and other matters relating thereto. Proceeds from the bonds (other than those needed for refunding) will be used to finance construction of the new chemistry building and art facility.

Consent items

Gift Report. The gift report for August, September and October was reviewed by Vice President Bender and recommended for Board approval.

Personnel Report. The report as presented by Vice President Anderson, Vice President Beam, Athletic Director Beauregard and provost Delene was recommended for approval.

ACADEMIC

Administrative Appointment
John Beacon, Vice Provost for Enrollment Management, effective February 1, 2005.

Mark Delorey, Director, Office of Student Financial Aid and Scholarships, effective February 1, 2005.

Alexander Enyedi, Associate Dean, College of Arts and Sciences, effective December 20, 2004.

Timothy Greene, Dean, College of Engineering and Applied Sciences, effective April 1, 2005.

Bassam Harik, Associate Dean, College of Arts and Sciences, effective December 1, 2004.

Joan Herrington, Professor and Chair, Department of Theatre, effective December 20, 2004.
**Administrative Leave**
Howard Dooley, Executive Director, International Affairs, effective November 1, 2004 through August 19, 2005.

Daniel Litynski, effective November 1, 2004 through October 31, 2005. (Change to a Professional Development Leave)

**Administrative - Chair Sabbatical Leaves**
Andrew Brogowicz, Department of Marketing

David Dickason, Department of Geography

Paul Ponchillia, Department of Blindness and Low Vision Studies

Thomas VanValey, Department of Sociology

**Administrator Return to Faculty**
Andrew Brogowicz, Professor, Department of Marketing, effective July 1, 2006.

David Dickason, Professor, Department of Geography, effective December 5, 2005.

Howard Dooley, Professor, Department of History, effective August 20, 2005.

Paul Ponchillia, Professor, Department of Blindness and Low Vision Studies, effective April 10, 2006.

Thomas Van Valey, Professor, Department of Sociology, effective January 1, 2006.

**Appointment – With Tenure**
Eileen Evans, Associate Professor, Department of English, effective January 1, 2005.

Timothy Greene, Professor, Department of Industrial and Manufacturing Engineering, effective April 1, 2005.

**Appointments - Tenure Track**
Gregory Flamme, Assistant Professor, Department of Speech Pathology and Audiology, effective December 6, 2004.

Ahmad Jrade, Assistant Professor, Department of Civil and Construction Engineering, effective December 6, 2004.

Helen Sharp, Assistant Professor, Department of Speech Pathology and Audiology, effective December 6, 2004.

December 10, 2004
Reappointments - Term
Beth Carpenter-Walsh, Faculty Specialist I, Mallinson Institute for Science Education, effective August 2, 2004 through July 31, 2005.

Christina Harris, Assistant Professor, Department of Chemistry, effective August 2, 2004 through July 31, 2005.

Reappointments - Adjunct
Ennis Berker, Adjunct Associate Professor, Department of Psychology, effective January 1, 2005 through December 31, 2007.

K'Anna Burton, Adjunct Assistant Professor, Department of Physician Assistant, effective January 1, 2005 through December 31, 2007.

Kay Caskey, Adjunct Assistant Professor, Department of Physician Assistant, effective January 1, 2005 through December 31, 2007.

Frank Chavez, Adjunct Assistant Professor, Department of Dance, effective January 1, 2005 through December 31, 2007.

Marcy Clark, Adjunct Assistant Professor, Department of Physician Assistant, effective January 1, 2005 through December 31, 2007.

Patricia Daniels, Adjunct Assistant Professor, Department of Theatre, effective January 1, 2005 through December 31, 2007.

Kenneth Edwards, Adjunct Assistant Professor, Department of Physician Assistant, effective January 1, 2005 through December 31, 2007.

Paul Ginter, Adjunct Assistant Professor, Department of Physician Assistant, effective January 1, 2005 through December 31, 2007.

James Hedstrom, Adjunct Associate Professor, Department of Counselor Education and Counseling Psychology, effective January 1, 2005 through December 31, 2007.

Angela Janik, Adjunct Assistant Professor, WMU Bronson School of Nursing, effective January 1, 2005 through December 31, 2007.

Anta Lutz Ling, Adjunct Assistant Professor, Department of Physician Assistant, effective January 1, 2005 through December 31, 2007.

Grace Mannion, Adjunct Assistant Professor, School of Music, effective January 1, 2005 through December 31, 2007.

Diane Melvin, Adjunct Assistant Professor, Department of Physician Assistant, effective January 1, 2005 through December 31, 2007.

December 10, 2004
Reappointments – Adjunct (Continued)
Joseph Oldz, Adjunct Associate Professor, Department of Counselor Education and Counseling Psychology, effective January 1, 2005 through December 31, 2007.

Helen Pratt, Adjunct Professor, Department of Psychology, effective January 1, 2005 through December 31, 2007.

Jay Shoemaker, Adjunct Assistant Professor, Department of Industrial and Manufacturing Engineering, effective January 1, 2005 through December 31, 2007.

Diana Spradling, Adjunct Assistant Professor, School of Music, effective January 1, 2005 through December 31, 2008.

Gloria Taggett, Adjunct Assistant Professor, Department of Psychology, effective January 1, 2005 through December 31, 2007.

Barbara Toshalis, Adjunct Assistant Professor, Department of Physician Assistant, effective January 1, 2005 through December 31, 2007.

Laurie Young, Adjunct Assistant Professor, Department of Physician Assistant, effective January 1, 2005 through December 31, 2007.

Appointments - Adjunct
Sid Aaron, Adjunct Professor, Environmental Institute, effective January 1, 2005 through December 31, 2007.

Allen Buhl, Adjunct Professor, Department of Biological Sciences, effective January 1, 2005 through December 31, 2007.

Elizabeth Cowan, Adjunct Assistant Professor, School of Music, effective January 1, 2005 through December 31, 2007.

Caner Demirdogen, Adjunct Assistant Professor, Department of Mechanical and Aeronautical Engineering, effective January 1, 2005 through December 31, 2007.

Robert Heinrikson, Adjunct Professor, Department of Biological Sciences, effective January 1, 2005 through December 31, 2007.

Karen Peters, Adjunct Assistant Professor, Department of Educational Studies, effective January 1, 2005 through December 31, 2007.

Abdul Shaikh, Adjunct Assistant Professor, Department of Physician Assistant, effective January 1, 2005 through December 31, 2007.
Resignations
Parsa Choudhury, Assistant Professor, Department of Teaching, Learning and Leadership, effective October 14, 2004.

Stanley Paul, Associate Professor, Department of Occupational Therapy, effective December 10, 2004.

Faculty Promotion
James Gilchrist, Professor, School of Communication, effective, August 2, 2004.

Tenure
William Rutherford, Professor, College of Aviation, effective January 1, 2005.

Professional Development Leave
Catherine Julien, Associate Professor, Department of History, effective December 6, 2004 through April 10, 2005.

Sabbatical Leaves
John Austin, Department of Psychology
Thomas Bailey, Environmental Studies Program
Henry Beam, Department of Management
Linda Borish, Department of History
Lynn Brice, Department of Teaching, Learning and Leadership
Joetta Carr, University Counseling and Testing Center
Susan Caulfield, Department of Sociology
David Code, School of Music
Suhashni Datta-Sandhu, Department of Political Science
Charles Emerson, Department of Geography
Harold Glasser, Environmental Studies Program
Dean Halderson, Department of Physics
Norman Hawker, Department of Finance and Commercial Law

December 10, 2004
Sabbatical Leaves (Continued)
Yvette Hyter, Department of Speech Pathology and Audiology
William Jackson, Department of Biological Sciences
Bharti Katbamna, Department of Speech Pathology and Audiology
Richard Keaveny, School of Art
C. R. Krishnaswamy, Department of Finance and Commercial Law
Ali Metwalli, Department of Finance and Commercial Law
John Miller, Department of Chemistry
Peter Northouse, School of Communication
Iskender Sahin, Department of Mechanical and Aeronautical Engineering
Frank Severance, Department of Electrical and Computer Engineering
Annette Skellenger, Department of Blindness and Low Vision Studies
Kristin Szylvian, Department of History
Jyh-Horng Michael Tarn, Department of Business Information Systems
Vince Torano, School of Art
Ann Veeck, Department of Marketing
Von Washington, Department of Theatre
Allen Webb, Department of English

NON-ACADEMIC

Administrative Appointments
Carol Aslanian, Interim Director, Office of Student Financial Aid and Scholarships, effective September 27, 2004.


Laureen Summerville, Associate Vice President and Chief Human Resources Officer, effective January 1, 2005.

December 10, 2004
Administrative Resignations
Susan O'Flaherty, Executive Director of Student Services, effective October 24, 2004.

Ric Underhile, Director, Health Education and Promotion, Sindecuse Health Center, effective September 17, 2004.

Retirements
Roger Anderson, Custodian, Plant BCSS RECSPO, Operator, effective February 28, 2005.

Paula Boodt, Coordinator Dissertations, Graduate College, effective March 31, 2005.

Irene Bracken, Director, Corporate Relations, Intercollegiate Athletics, effective January 28, 2005.

Anthony De Rose, Director, Battle Creek Campus, Extended University Programs, effective January 31, 2005.


Arvon Farrell, Manager, Operational Services, Physical Plant, effective January 30, 2005.

Joyce Fitzstephens, Office Assistant, University Counseling and Testing Center, effective December 31, 2004.

Betty Flora, First Cook, Burnham Dining Services, effective March 31, 2005.


Judith Peppel, Office Assistant, Department of Sociology, effective March 31, 2005.

Grant Report. As presented by Vice President Luderer, the grant report for September and October was recommended for approval by the Board.

Board Meeting Dates. The dates for the 2005 calendar year were recommended for approval – February 18, April 22, June 24, September 16 and December 9.

Arboretum Apartments. As reviewed by Vice President Beam, it was recommended that the administration be authorized to execute a sale of the Arboretum Apartments as quickly as practical, continuing to use best business judgment in the final selection of terms, conditions and successful bidder.
The above items were approved by a vote of the Board as moved by Trustee DeNooyer, supported by Trustee Holden.

Operating Cash/Investment Report. Material provided by Vice President Beam.

Annuity and Life Income Funds Investment Report. Provided by Vice President Beam.

Public Comments. Sarah Porter and Tim Hurttgam, two students representing the Living Wage Campus Coalition, spoke to the Board and presented petitions in support of a “living wage” for all University employees.

Adjournment. The meeting was adjourned at 11:45 a.m.

Respectfully submitted,

Betty Kocher
Secretary
Board of Trustees