The Western Michigan University Board of Trustees was called to order by Chair Aseritis at 9:35 a.m. on Friday, March 9, in Rooms 157 – 159, Bernhard Center.

Board members present: Chair Aseritis, Vice Chair Holden, Trustee Archer, Trustee DeNooyer, Trustee Martin, Trustee Miller, Trustee Pero, Trustee Tolbert, and President Bailey (ex officio)

**Acceptance of the Agenda.** Following a motion by Trustee Martin, supported by Trustee DeNooyer, the agenda was accepted.

**Approval of the Minutes.** The minutes of the December 9 formal session were approved as distributed on a motion by Trustee Miller, supported by Trustee Tolbert.

**Election of Officers and Remarks by Outgoing Chair.** In keeping with Board bylaws, officers are elected at the annual session. On a motion by Trustee Archer, supported by Trustee Martin, the following slate of officers was approved:

- Chair – James Holden
- Vice Chair – Dan Pero
- Secretary – Betty Kocher
- Treasurer – Robert Beam
- Assistant Secretary – Robert Beam
- Assistant Treasurer – Lowell Rinker

Trustee Aseritis spoke of his year as chair, noting the accomplishments and the challenges. He talked of the breaking of the ground for the new chemistry building, the opening of the new building housing the College of Health and Human Services, the Richmond Center for Visual Arts under construction, the planned renovation of Brown Hall, and proudly as a former WMU football player, the successful seven-win season. He spoke of the challenges of the budget and higher education funding, but stated that the Board will continue to keep the academic experience the center of attention. He thanked his fellow trustees for their sound counsel and advice during the past year.

**Remarks by the Chair.** Chair Holden stated: I am honored to serve as chair. This was my home for four years. I met my wife here 33 years ago next month. I graduated to enjoy a wonderful life, in no small measure because of Western Michigan University and its faculty and staff.

I wish I were going to be chair in a term where the good times roll... obviously not the case in Michigan these days.
But we will face the challenge, and continue the fine traditions at WMU.

Today, we received the report from the Faculty Senate. We appreciate the interest in the university’s operations that it shows. Nobody can doubt the quality and dedication of our faculty and staff at Western Michigan University, and their concern for the University’s direction. But we all share in the consequences of decisions we make. Our reputation of the foundation of our future and we all contribute daily to the reputation of this great institution. No one should take that responsibility lightly. We must face our challenges early rather than later and collaborate on solutions.

At the direction of the board, President Bailey, Provost Delene and others on the President’s team have been engaged in a critical review of the programs offered by this university – a review that is vital to our future success. The board and the president are in full agreement: We simply must align the university’s mission with the resources available and with enrollment forecasts in these difficult times in Michigan.

The ongoing financial constraints created by declining state appropriations, our desire to hold down tuition, and continuing enrollment shortfalls means we must set priorities and make difficult decisions about expenses, and decisions on what programs Western Michigan University will offer going forward cannot be an exception.

Failure to act decisively today would only create further problems in the future. The president’s actions and the process she has developed have our strongest possible endorsement. Dr. Bailey was hired in part to make these difficult decisions. The board knew that they would not be popular decisions. But we also know they are fundamental to our future mutual success.

This institution thrives only if all the pieces work, and it depends heavily on our reputation...for enrollment, for donors, for funding, for recruitment. I am disappointed that a supposedly confidential survey may be distorted as fact, not opinion. It may represent the opinion of some, but certainly not all. The other 50 percent of faculty who did not participate in this evaluation deserve an equal voice in solutions going forward. In reality, a similar survey at most institutions or businesses in Michigan would deliver a similar message of frustration. No one likes fundamental changes driven by outside, uncontrollable circumstances.

We know this ongoing review process will be difficult for many at the university, including faculty members. We must communicate effectively with the faculty to ensure that everyone recognizes that the changes being made today will position Western Michigan University for a better tomorrow. Dr. Bailey, Provost Delene and the entire senior staff have worked tirelessly and effectively on campus and in Lansing to maximize our state resources, obtain support from donors and the region’s business community, and protect the academic core of the university as much as possible. But even a slight uptick in these funding sources would not resolve the deficits we face.

We stand alongside President Bailey and her team as they move ahead in this critical process. She has our full confidence and trust.

March 9, 2006
Understand that the Board of Trustees, and that board alone, formally evaluates the administration. We take that responsibility seriously, and will continue to do so.

President Bailey is appropriately addressing tough issues and will continue to endeavor to communicate those strategies clearly to all segments of the university community as they evolve.

Remarks by the President. President Bailey said that as Trustees Aseritis and Holden referenced, the University has been through and continues to move through financially challenging times. She noted that the past few years have been a time of stress for the entire university community due to the budget reductions that have been inevitable and that faculty and staff alike are called up to evaluate program services and operations to insure that we are providing quality programs and services. She said that she accepts the responsibility and opportunity to work with colleagues across the campus to move the university forward. She stated that she is committed to redoubling efforts to communicate to all of the university community, particularly the Faculty Senate, the situation facing Western and her vision to more the university forward as a more focused, stronger university that meets the needs the students and its community.

President Bailey thanked everyone for their expressions of sympathy on the recent loss of her mother.

Remarks by the WSA and GSAC. The plans and concerns of the groups were discussed by Tim Nendorf, student affairs chair of WSA and Todd Ide, chair of GSAC, both indicating a need for better communication with students.

Living Wage Presentation. Emily Stuart, WMU senior and members of the WMU Living Wage Coalition, spoke re higher wages and/or health care benefits for employees involved in the custodial privatization process. The group indicated that the further conversations are planned with the administration re their concerns.

Report on Teacher Preparation – Dean Gary Wegenke reported on “What do we teach and why do we teach it?”, including program elements required by state and national standards, aims of the program, impact in Michigan, and future program directions.

Resolution re Joint Capital Outlay Subcommittee. The Board of Trustees approved the resolution presented by Vice President Rosine after a motion by Trustee Archer, supported by Trustee Miller. The resolution (Attachment A) acknowledges receipt of and intent to comply with a new set of policies and procedures consistent with Michigan law applicable to University, construction projects and were developed by the Legislature’s Joint Capital Outlay Subcommittee.

Purchase of Property. On a 7—0 roll call vote (Trustee Martin left meeting at 10:30 a.m.), following a motion by Trustee Miller, supported by Trustee Pero, the Board of Trustees authorized the treasurer or assistant treasurer to execute the necessary documents necessary to procure property (6.7 acre parcel of commercial property adjacent to the north of WMU West Hills Athletic Club) for the sum of $1,100,000 plus.
costs of site surveys, title work and other costs related to transfer of ownership. As presented by Vice President Beam, the property will make possible future expansion for parking as well as possible expansion of the facility itself, with costs associated with the purchase and any future improvements to be funded by West Hills operations.

Biosciences Research and Commercialization Center Transfer to the Western Michigan University Research Foundation. As reviewed by Associate Vice President Rinker, the Board of Trustees, following a motion by Trustee Pero, supported by Trustee Tolbert, authorized the treasurer/assistant treasurer to execute an assignment of agreement (Attachment B) transfer to the BRCC, includes the assets liabilities, revenues, and expenses, and agreements it contains to date. As indicated, the BRCC will continue to have its own governing board and will act as an independent division within the WMU Research Foundation.

Summer I and II Tuition Rates. Effective with the start of Summer I session, 2006, President Bailey recommended a change in the way tuition is assessed for the two summer sessions. As indicated, students taking summer classes will be charged tuition on a per-credit-hour basis, rather than the flat-rate tuition schedule used during the fall and spring semesters. President Bailey noted that the change does not represent additional funding but enhances the opportunities non-WMU students have to be active in summer programs. The recommendation was approved on a 7—0 roll call vote after a motion by Trustee Miller, supported by Trustee DeNooyer.

**TUITION SCHEDULE**

<table>
<thead>
<tr>
<th>GROUP</th>
<th>BASIS</th>
<th>PROPOSED</th>
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<tbody>
<tr>
<td>Resident Undergrad-Lower</td>
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<td>$ 194.18</td>
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<td>Resident Undergrad-Upper</td>
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<td>Resident Graduate</td>
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<td>Non-Resident Undergrad-Lower</td>
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<tr>
<td>Non-Resident Graduate</td>
<td>Cr. Hr.</td>
<td>688.85</td>
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</table>

Honorary Degree Recommendations. The Board of Trustees approved the granting of two honorary degrees on a motion by Trustee Aseritis, supported by Trustee Tolbert. As presented by President Bailey, the degrees will be presented to Vaclav Havel and Arnost Lustig honoring their association with the Prague Summer Program – the premier summer creative writing program in the Czech Republic. The degrees will be presented in Prague on July 3.

Lease Renewal. On a 7—0 roll call vote, the Board of Trustees on a motion by Trustee Pero, supported by Trustee Miller, authorized the treasurer/assistant treasurer to renew the current lease (not to exceed two years) with KC’s Budget Auto, Inc., for space currently occupied at the former Cole/Gilmore Building, W. Kalamazoo Avenue.

March 9, 2006
Consent Items. On a motion by Trustee Aseritis, supported by Trustee DeNooyer, the following items were approved.

Gift Report – including gift activity for the months of November, December 2005 and January 2006

Grant Report – including grant activity for November and December 2005 and January 2006

Personnel Report – including academic and non-academic activity

ACADEMIC

Administrative Appointment
William Rutherford, Associate Dean for Research, College of Aviation, effective October 19, 2005.

Resignation - Administrative
James Van Rhee, Chair, Department of Physician Assistant, effective June 30, 2006.

Retirement - Administrative (Correction)
Janet Pisaneschi, Dean, College of Health and Human Services, Professor Emerita of Speech Pathology and Audiology, effective June 30, 2006.

Appointment - Tenure Track
Sheila Witherspoon, Assistant Professor, Department of Counselor Education and Counseling Psychology, effective June 31, 2006.

Reappointments - Term
Lori Farrer, Instructor, Department of Family and Consumer Sciences, effective December 5, 2005.

Jerry McLaughlin, Assistant Professor, Department of Counselor Education and Counseling Psychology, effective December 5, 2005.
Appointments – Term
Larry Buzas, Assistant Professor, Department of Counselor Education and Counseling Psychology, effective December 5, 2005 through December 3, 2006.

Gina Garza-Kling, Instructor, Department of Mathematics, effective January 24, 2006 through July 30, 2006.

Glen Langworthy, Faculty Specialist I, College of Aviation, effective January 18, 2006 through June 20, 2007.

Steven Tkachuk, Faculty Specialist I, College of Aviation, effective January 18, 2006 through June 20, 2007.

Reappointments - Adjunct
Rolf Kletzien, Adjunct Professor, Department of Biological Sciences, effective April 1, 2006 through March 31, 2009.

Christopher O'Leary, Adjunct Associate Professor, Department of Economics, effective April 1, 2006 through March 31, 2009.

Appointments - Adjunct
Felix Brooks, Jr., Adjunct Instructor, Department of Sociology, effective April 1, 2006 through March 31, 2009.

Jerry Colca, Adjunct Professor, Department of Chemistry, effective April 1, 2006 through March 31, 2009.

Mychelle Hopkins, Adjunct Assistant Professor, Department of Theatre, effective April 1, 2006 through March 31, 2009.

Resignations
Elizabeth Fox, Faculty Specialist I – Lecturer, Department of Business Information Systems, effective January 3, 2006.

L. Jawahar Nesan, Assistant Professor, Department of Civil and Construction Engineering, effective January 25, 2006.

Retirements with Emeriti Status
William McCarty, Professor, Department of Finance and Commercial Law, Professor Emeritus of Finance and Commercial Law, effective July 30, 2006.

March 9, 2006
Change in Retirement Date
Judith Stone, Professor, Department of History, Professor Emerita of History, effective December 17, 2006.

Promotion
Allison Baer, Assistant Professor, Department of Teaching, Learning, and Leadership, effective January 9, 2006.

Professional Development Leave (Extended)
James Henry, Associate Professor, School of Social Work, December 1, 2004 through December 4, 2005 (Extended leave of absence through February 19, 2006).

NON-ACADEMIC

Administrative Appointments
Tracey Branson, Associate Vice President for Development, Development Office, effective April 3, 2006.

Hugh Conklin, General Manager, Western Herald, Division of Student Affairs, effective January 5, 2006.

Retirements
Marcia Agema, First Cook, Davis Dining Services, effective February 28, 2006.


Mary Grant, Office Coordinator, Department of Political Science, effective May 31, 2006.

Norman Grant, Systems Manager, Office Information Technology, effective April 28, 2006.

Carol Haines, Office Coordinator, Department of Psychology, effective March 31, 2006.

Bonnie Hanson, Assistant Director of Residence Life, effective February 28, 2006.

Ann Houser, Manager, Human Resources Information Systems, Human Resources, effective April 7, 2006.

Dorothy Kaczmarek, Utility Food Worker, Bernhard Center, effective May 31, 2006.

Laura Latulippe, Director, Career English Language Center for International Students, effective May 31, 2006.

March 9, 2006
Retirements (Continued)
Virginia Lytle, Utility Food Worker, Burnham Dining Service, effective February 28, 2006.


Authorization to Confer Degrees – for 2006

Adjournment. The meeting was adjourned at 11:30 a.m.

Respectfully submitted,

Betty A. Kocher
Secretary
Board of Trustees
The Western Michigan University Board of Trustees was called to order by Chair Holden at 10 a.m. on Friday, April 28, in Rooms 157-159, Bernhard Center.

Board members present: Chair Holden, Trustee Archer, Trustee Aseritis, Trustee DeNooyer, Trustee Martin, Trustee Miller, Trustee Tolbert and President Bailey.

**Acceptance of the Agenda.** The agenda was accepted as modified on a motion by Trustee Martin, supported by Trustee DeNooyer (including the addition of the Resolution re the Michigan Civil Rights Initiative Committee Ballot Proposal and the change from room and board costs for 2006-07 from a preliminary report to an action item – room and board rates for 2006-07).

**Approval of the Minutes.** The minutes of the March 9 formal session were approved as distributed on a motion by Trustee Miller, supported by Trustee Aseritis.

**Remarks by the Chair.** Chair Holden spoke of the academic semester coming to closure with congratulations to almost 3,200 students receiving their degrees and thanks to the faculty who helped the graduates reach this milestone. He spoke of President Bailey’s vision of the University as a strong, nationally recognized research institution with “students at the center of every action, undergraduate education as its core, research and graduate education as its cornerstone and quality as its hallmark.” He stated that as a board, trustees are committed to doing what it takes to achieve that vision and are charged with the fiduciary oversight and approving the direction of the University. He said the trustees take their responsibilities seriously and recognize that every other part of the University also takes its role seriously.

Chair Holden spoke of the continuing budget challenges that face the University that began three years ago with the state’s budget cuts in higher education funding that remain and have been magnified by an enrollment decline and continued cost increases. He said that the Board will continue to keep the academic experience at the center of its considerations and are appreciative of the effort being put into the graduate program review to realign resources and strengthen core academic areas.

**Remarks by the President.** President Bailey spoke of the graduate program review, indicating that the moves are designed to advance enrollment, build on our strengths, and rebalance the academic portfolio for the new phase of the University’s development. She noted that the review when final will result in a wide range of campus-wide collaborative actions with new initiatives and
programs in academic areas with high potential. She reported that mergers and consolidations may make other programs more efficient, and finally, some programs will be phased out as current students complete their degree requirements.

She reported she had attended the 2006 Doha Forum on Democracy, Development and Free Trade as guest of the government of Qatar and met with the president of Qatar University and officials of Education City to explore possible partnerships with WMU. She spoke of the very successful long run of "Phantom" at Miller Auditorium, the Symphonic Band tour in China, the Gold Company performances at Carnegie Hall and the Lincoln Center, the upcoming assembly of the 41st Medieval Congress with 3000 medievalists on campus and spring commencement in the University Arena.

President Bailey then introduced Tristan Brown, the only Michigan student to win the prestigious Gates Cambridge Scholarship to attend Cambridge University. Tristan spoke of his studies at the University that helped make it possible for him to receive the scholarship.

Remarks by the WSA Chair and the GSAC President. Newly elected WSA president, Amanda Grove, and vice president, Andrew Hooley, spoke of the association's plans for their upcoming year in office. Todd Ide, GSAC, reported concerns regarding the graduate program review.

Diversity and Multiculturalism Action Plan (DMAP). Dr. Martha Warfield, assistant vice president for student affairs, director of the Division of Multicultural Affairs, and head of Council on Institutional Diversity, presented the plan in response to the charge given by President Bailey in her February 2004 "State of the University Address." An executive summary (attachment A) is included.

Resolution re Michigan Civil Rights Initiative Committee Proposal. The resolution (attachment B) was presented by Trustee Martin who indicated he was opposed to the approval of the ballot proposal put forth by the Michigan Civil Rights Initiative Committee. On a motion by Trustee Aseritis, supported by Trustee Miller, the resolution was approved which "strongly encourages the entire University community and Michigan voters to carefully study the language of the constitutional amendment proposed by the 'Michigan Civil Rights Initiative Committee,' to take into account the negative impacts that similar ballot proposals had in California and Washington, and to thoroughly consider how a similar Michigan constitutional amendment could undermine the University's diversity and multicultural initiatives which now serve to enhance its educational programs, services and environment."

Preliminary Report - Master Housing Planning Process and Bernhard Center. Presentation by Vice President Anderson and representatives of Brailsford & Dunlavey/Neumann Smith & Associates.

April 28, 2006
Room and Board Rates for 2006/2007. As reviewed by Vice President Anderson, the proposed rate schedule for residence halls effective fall 2006 reflecting a 3.4% increase based on increasing costs, was approved on a 7-0 roll call vote of the Board, following a motion by Trustee Miller, supported by Trustee Archer.

Rate Schedule – Residence Halls

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<th>$7053.00</th>
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<td></td>
<td>Academic Year</td>
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<td>Room and Board (15 Meal Plan)</td>
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<td>Academic Year</td>
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<tr>
<td></td>
<td>Summer II</td>
<td></td>
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<tr>
<td></td>
<td>Room and Board (10 Meal Plan)</td>
<td>$6475.00</td>
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<td>Academic Year</td>
<td>$1527.00</td>
</tr>
<tr>
<td></td>
<td>Summer I</td>
<td>$1513.00</td>
</tr>
<tr>
<td></td>
<td>Summer II</td>
<td></td>
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</tbody>
</table>

Consent Items. As presented, the following items were approved by the Board on a motion by Trustee Archer, supported by Trustee Miller.

Gift Report. The gift report for February and March as reviewed by Vice President Bender was recommended for approval.

Grant Report. As presented by Dr. Ginsberg, the grant report for February and March 2006 was recommended for approval.

Personnel report. The personnel report was presented by Vice President Anderson, Vice President Beam, and Provost Delene and recommended for approval.

ACADEMIC

Administrative Appointment
Lewis R. Pyenson, Dean of Graduate Studies, and Professor, with tenure, Department of History, effective May 8, 2006.

Retirement - Administrative
Michael B. Atkins, Professor, Senior Advisor to the Provost and Vice President for Academic Affairs, Professor Emeritus of Industrial and Manufacturing Engineering, effective June 30, 2006.
Administrator Return to Faculty
Paul Ponchillia, Professor, Department of Blindness and Low Vision Studies, effective April 9, 2006.

Reappointments – Term
Robert E. Bunday, Faculty Specialist II – Aviation Specialist, College of Aviation, effective July 1, 2006 through June 30, 2007.

Mervyn J. Elliott, Faculty Specialist II - Aviation Specialist, College of Aviation, effective July 31, 2006 through July 29, 2007.

Stephen John Hasenick, Faculty Specialist II – Aviation Specialist, College of Aviation, effective July 1, 2006 through June 30, 2007.

Michael Ervin Ludwiczak, Faculty Specialist II – Aviation Specialist, College of Aviation, effective July 1, 2006 through June 30, 2007.

Thomas J. McLaughlin, Faculty Specialist II – Aviation Specialist, College of Aviation, effective July 1, 2006 through June 30, 2007.

Appointments – Term
Denise J. Bowen, Faculty Specialist I, Department of Physician Assistant, effective February 27, 2006 through December 31, 2006.

Megan A. Slayter, Assistant Professor, Department of Dance, effective July 31, 2006 through July 29, 2007.

Faculty Change of Department Affiliation with Joint Appointment
Amos J. Beyan, Associate Professor, Africana Studies Program, change to Associate Professor, Department of History with joint appointment in Africana Studies Program.

Reappointments – Adjunct
Rose Kershbaum, Adjunct Assistant Professor, WMU Bronson School of Nursing, effective May 1, 2006 through April 30, 2009.

Michelle Miller-Adams, Adjunct Assistant Professor, Department of Political Science, effective May 1, 2006 through April 30, 2009.

Jeroen Wagendorp, Adjunct Professor, Department of Geography, effective May 1, 2006 through April 30, 2009.
Appointments — Adjunct
Daniel Lipson, Adjunct Assistant Professor, Department of Political Science, effective May 1, 2006 through April 30, 2009.

Ramasamy Mannar Mannan, Adjunct Professor, Department of Biological Sciences, effective May 1, 2006 through April 30, 2009.

Resignations
Becky Kirschner, Assistant Professor, Department of Teaching, Learning and Leadership, effective June 30, 2006.

Adam Sabra, Assistant Professor, Department of History, effective April 29, 2006.

Retirements with Emeriti Status

Promotion to Assistant Professor
Fritz Allhoff, Assistant Professor, Department of Philosophy, effective January 9, 2006.

Autumn Edwards, Assistant Professor, School of Communication, effective July 31, 2006.

Professional Development Leave
Stuart J. Dybek, Professor, Department of English, effective July 31, 2006 through April 8, 2007.

Paul Nwulu, Assistant Professor, School of Communication, effective July 31, 2006 through July 29, 2007.

NON-ACADEMIC
Retirements
Theoni Androutsopoulos, Custodian, Plant-Building Custodial and Support, effective June 30, 2006.

Joyce D. Becker, Utility Food Worker, Bernhard Center Dining Food Service, effective June 30, 2006.
Doris A. Rey, Office Associate, Department of Health, Physical Education and Recreation, effective July 31, 2006.

Jacquelyn Ruttenger, Director of Exhibitions, School of Art, effective June 30, 2006.

Diane L. Stephenson, Office Coordinator, Department of Biological Sciences, effective July 31, 2006.

Judy K. Walters, Ombuds Assistant, Office of University Ombuds, effective June 30, 2006.

Revised Operating Cash Investment Policy Statement. Reviewed by Vice President Beam and recommended for approval. (On file in Board Office)

Revised Honorary Degree Policy. As presented by President Bailey, the revised honorary degree policy (attachment C) was recommended for Board approval.

Utilities Easements. As presented by Associate Vice President Rinker, two easements were recommended for approval by the Board:

a. AT&T – the treasurer/assistant treasurer were authorized to complete and execute the necessary documents for the granting of a utility easement to AT&T along the east side of Drake Road, bordering the Asylum Lake property, about half way between Stadium Drive and Parkview, a 20 foot square area in corner of existing gravel parking lot. A five-foot tall metal cabinet to be installed and fenced off from the rest of the parking area, with AT&T to pay the University $5,000 for right to site cabinet on WMU property.

b. Appeldoor Residence – the treasurer/assistant treasurer were authorized to complete necessary documents for the granting of a sanitary sewer easement for construction of residence at 1344 Edgemoor, with property backing up to Kleinstuck Preserve, owned by WMU, and City of Kalamazoo sewer system running under preserve. The University will be paid $3,000 for easement rights.

Non-Discrimination Policy. As presented by President Bailey, the policy was recommended for approval (replacing Human Rights statement approved in 1985).

Western Michigan University prohibits discrimination or harassment which violates the law or which constitutes inappropriate or unprofessional limitation of employment opportunity, University facility

April 28, 2006
access, or participation in University activities, on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, age, protected disability, veteran status, height, weight, or marital status.

Annuity and Life Income Funds/Operating Cash Accounts Report. Material reviewed by Vice President Beam.

Public Comments. There were ten requests to address the Board –

Stephen Podewell – Employment reinstatement and retake of Ph.D. comp exam, and Matt Siebert in support of Mr. Podewell

Kelley Dickenson – Impounding of automobile

Emily Jones, Brendan Weaver, Michael Evans, Irma Gonzalez, Mike Kilbourn, and Tim Hurttgam – In support of “Living Wage.”

Lorianne Tennison – Concerns re Native American PowWow

Adjournment. The meeting was adjourned at 12:30 p.m.

Respectfully submitted,

[Signature]

Betty Kocler
Secretary
Board of Trustees

April 28, 2006
EXECUTIVE SUMMARY

The Diversity and Multiculturalism Action Plan (DMAP) is the result of the charge given by President Bailey on February 5, 2004, in the State of the University Address. She stated a Council for Institutional Diversity and Multiculturalism would be appointed to: (a) develop a comprehensive diversity plan, (b) review the policies, procedures, and limitations for the recruitment, retention, and participation of diverse groups and individuals across campus, (c) determine specific strategies and needed resources to improve the campus diversity climate, and (d) recommend strategies to strengthen the use of the limited resources that already exist.

The DMAP focuses on six goals:

1. To develop and maintain a shared and inclusive understanding of diversity, multiculturalism, institutional bias, and affirmative action;
2. To investigate and establish an institutional infrastructure that dismantles institutional bias, and recognizes, supports, and sustains the efforts of this initiative at all levels of the institution;
3. To create a welcoming and inclusive university environment (climate);
4. To recruit, retain, and graduate a diverse student body and promote a diverse workforce at all levels;
5. To review and recommend curricular, research, creative and study abroad activities to engage the university community in a diverse learning environment; and
6. To identify and report on accountability measures that fully describes progress toward diversity and multiculturalism throughout the university.

Strategic directions from DMAP’s goals were aligned with components of the University’s mission statement and guided the development of the plan. Specifically, mission component #3-to incorporate participation from diverse individuals in decision-making and #4-to increase diversity within the student body, faculty, staff and institutional practices and programs were incorporated in the plan. A three-year plan of implementation was assigned for each objective.

A key component of the plan calls for a review of campus climate reports from 2000-2005 to be assembled into an executive summary. Following the initial assessment of the campus climate, long term (institutional survey) and short term assessment (demographics and related trends) of the campus climate will be implemented every three to five years.

To ensure accountability for the plan, the president or his or her designee shall review progress made toward the goals and action items proposed. Each vice president will be asked to report progress in their areas related to their goals and action items by holding quarterly discussions to advance an inclusive understanding of diversity in their areas and how members of underrepresented groups define a supportive climate. Results from these discussions are to be posted on each vice president’s websites.
RESOLUTION RE MICHIGAN CIVIL RIGHTS INITIATIVE COMMITTEE PROPOSAL

Whereas, Western Michigan University is committed to creating a community that values diversity and multiculturalism as essential components of excellence in education, service, and community environment; and

Whereas, the Board of Trustees, as the governing body of the University, wishes to express its commitment to the importance of inclusion, acceptance, respect, and empowerment of all members of society and ensuring they all have access to higher education and employment opportunities; and

Whereas, diversity has been recognized by the United States Supreme Court as a compelling governmental interest and as such, the inclusion of members of traditionally under-represented groups in the university community is a legitimate goal of higher education; and

Whereas, prohibited discrimination is already addressed by existing law, and Western Michigan University also prohibits unlawful discrimination by policy and other means; and

Whereas, amending the state constitution should only be done after careful and comprehensive public deliberations on the potential impacts of the amendment are fully considered; and

Whereas, any ballot initiative or measure designed to prevent Michigan universities from considering diversity or multiculturalism in their governance, educational, and employment decisions would unjustly and adversely call into question and/or affect opportunities for many individuals whose differences and commonalities contribute greatly to educational programs, job preparation, and community service; and

Whereas, the Board of Trustees believes that the current ballot proposal sponsored by the “Michigan Civil Rights Initiative Committee” to amend the Constitution is designed to prevent Michigan universities from considering diversity and the inclusion of members of traditionally under-represented groups in decisions affecting the university community, its quality of life, and the quality of education provided; and

Whereas, the Board of Trustees believes the wording of the pending ballot language is vague and confusing and if passed, would necessitate enormous expenditures of taxpayer and student tuition dollars to deal with its interpretation and implementation, to the detriment of university students, the public, and the Michigan economy; and therefore

THE BOARD OF TRUSTEES OF WESTERN MICHIGAN UNIVERSITY HEREBY RESOLVES that it strongly encourages the entire University community and Michigan voters to carefully study the language of the constitutional amendment proposed by the “Michigan Civil Rights Initiative Committee,” to take into account the negative impacts that similar ballot proposals had in California and Washington, and to thoroughly consider how a similar Michigan constitutional amendment could undermine the University’s diversity and multiculturalism initiatives which now serve to enhance its educational programs, services, and environment.
REVISED HONORARY DEGREE POLICY

PURPOSE:
To recognize persons of outstanding achievement who exemplify the mission and purpose of Western Michigan University and whose exemplary lives and distinguished achievements serve as models of the University's ideals and aspirations for its students, faculty, staff, and alumni.

CRITERIA FOR SELECTION:
The basis for the selection of an honorary degree recipient shall be consistent with the purposes of the honorary degree as outlined in this policy. In sum, the service, achievement, or benefaction of any nominee for an honorary degree must be distinguished; competence alone does not provide justification for the award of an honorary degree.

To insulate the honorary degree from partisanship, to protect the award from possible conflicts of interest, and to protect nominees from possible compromising positions, the following three categories of individuals are ineligible for an honorary degree from Western Michigan University:

- Current faculty, staff, and Board of Trustees members. Eligibility for such an honor, however, will commence after members have been separated from Western Michigan University.
- Currently elected or appointed public officials except as they unquestionably meet the criteria listed in the “PURPOSES” section of this policy and the award of the honorary degree does not compromise or present a conflict of interest for the nominee or the University. Eligibility for such an honor, however, will commence after the official vacates the elected or appointed office.
- Current or prospective benefactors of Western Michigan University are not eligible for honorary degrees, except as they unquestionably meet the criteria listed in the "PURPOSES" section of this policy and the award of the honorary degree does not compromise or present a conflict of interest for the nominee or the University.

HONORARY DEGREE COMMITTEE GUIDELINES:
The Honorary Degree Committee will consist of six members of the faculty, appointed by the President upon the recommendation of the Provost and Vice President for Academic Affairs, who, in turn, will solicit such recommendations from the Faculty Senate and others as necessary.

Appointments of Committee members will be for a three-year term and will be staggered (two appointments each year) to provide continuity and turnover of faculty representation. The chair will be rotated annually by election of the committee, and no member will serve in that role more than twice.

The deliberations and recommendations of the Committee will be confidential to avoid any possible embarrassment to nominees or nominators.
PROCEDURE:
All nominations must be addressed to the President of Western Michigan University.

The President will review the nominations. If the nominations meet the minimum criteria, the President will forward the nominations to the Honorary Degree Committee for full review.

The Committee will review the nominations and make its recommendation(s) to the President. The Committee may seek advice from a Dean or Chair regarding the scholarly or artistic achievements of the nominee.

The President's administrative staff and the Board of Trustees will review the Committee recommendations.

If the reviews are favorable, the nominee and the nominator will be informed by the President that the Board of Trustees has approved the nomination. If the review is not favorable, the President will notify the nominator.

HONORARY DEGREES CONFERRED:
Doctor of Humane Letters, honoris causa (L.H.D.), given to persons with outstanding achievement in the humanities.

Doctor of Laws, honoris causa (L.L.D.), given to persons with outstanding service to humankind at large, to learning, and/or to institutions benefiting the public.

Doctor of Letters, honoris causa (Litt.D.), given to outstanding scholars in particular disciplines.

Doctor of Science, honoris causa (Sc.D.), given to persons with outstanding contributions to and service in the sciences.
The Western Michigan University Board of Trustees was called to order by Chair Holden at 9:30 a.m. on Friday, July 14, 2006 in Rooms 157-159, Bernhard Center.

Board Members present: Chair Holden, Vice Chair Pero, Trustee Archer (via telephone), Trustee Aseritis, Trustee DeNooyer, Trustee Martin, Trustee Miller, Trustee Tolbert and President Bailey (ex officio).

Acceptance of the Agenda. The agenda was accepted to include an additional item - Sale of University Property at the Kalamazoo-Battle Creek International Airport.

Revised Procedure to Address the Board. The procedure (attachment A) as reviewed by President Bailey was approved by the Board following a motion by Trustee DeNooyer, supported by Trustee Tolbert.

Approval of the Minutes of the April 28 Formal Session. Minutes were approved on a motion by Trustee Martin, supported by Trustee Miller.

Remarks by the Chair. Chair Holden spoke of the difficult issues facing Board, including tuition costs and a budget for the year. He talked of the trustees fiscal responsibility and their need to keep the University strong, to continue its success in producing well-educated graduates. Chair Holden said there are no quick fixes—but a need for good solid planning and careful strategies.

Remarks by the President. President Bailey spoke of the many activities underway during Summer Session II, including pre-freshman seminars, math and science outreach programs for K-12 students, aviation and engineering summer camps, and camps for Kalamazoo Middle School students acquainting them with the Kalamazoo Promise. She reported on the new Web-based undergraduate catalog with the graduate version to be available in a few months.

She spoke of the work of the committee chaired by John Jellies reviewing the appeals for the Graduate Review process and expressed appreciation for their thoughtful work.

President Bailey spoke of the impact of the recommended tuition increases and budget outlook on the entire University community.
Remarks by the WSA President and GSAC Past Chair and Current Chair

Amanda Grove, WSA, and Todd Ide, past chair, and Rosana Alsaud, current chair, GSAC, expressed concerns re tuition, closure of the Ombuds' office, and revising the procedure for addressing the Board in its public comment agenda item.

Tuition/Enrollment Fee Rates - Fall 2006. As presented by President Bailey, the tuition/enrollment fee rates, effective fall 2006, were approved by a 6-2 roll call vote of the Board following a motion by Trustee Miller, supported by Trustee De-Nooyer. Trustees Martin and Pero voting "no." The schedule (attachment B) reflects a 6% increase.

University Budget 2006-2007. The budget as presented by President Bailey (attachment C) was approved by a 6-2 roll call vote as moved by Trustee Miller, supported by Trustee Aseritis. Trustees Martin and Pero voiced concern about approving tuition increases and deficit budgets on an ongoing basis.

Graduate Program Review Recommendations. President Bailey presented the programs recommended for deletion (attachment D) after consideration by the appeals committee and forwarded to the president for final review. On a motion by Trustee Martin, supported by Trustee Miller, the deletions as indicated on the attachment were approved.

Reorganization of the College of Education. The reorganization as presented by Provost Pisaneschi and President Bailey was approved by the Board of Trustee on a motion by Trustee Pero, supported by Trustee Martin (attachment E).

Closure of the Office of Ombuds. On a motion by Trustee Miller, supported by Trustee Aseritis, the Board of Trustees approved the recommendation as presented by Provost Pisaneschi indicating there no longer be a separate Office or position of University Ombuds. It also approved that any functions formerly provided by that office or position may instead be provided by other appropriate University personnel and under parameters as determined by the President. Action was effective June 30, 2006, with the closure of the office.

Resolution re General Revenue and Refunding Bonds, Series 2003 As presented by Associate Vice President VanDerKley, the Board of Trustees, on a motion by Trustee Miller, supported by Trustee Martin, approved a resolution authorizing the additional capital projects to be funded by the debt proceeds received from the General Revenue and Refunding Bonds, Series 2003.

Consent Items. The following items were recommended for Board approval as presented on a motion by Trustee Martin, supported by Trustee Tolbert.

Gift Report for April, May and June presented by Vice President Bender.
Grant Report presented by Associate Vice President Ginsberg for April and May.
Personnel Report (attachment F) presented by President Bailey, Vice Presidents Anderson and Beam and Provost Pisaneschi. Revised Naming Policy presented by President Bailey.

National City Bank - Real Estate. As presented by Associate Vice President Rinker, the Board of Trustees following a motion by Trustee Aseritis, supported by Trustee Miller, authorized the treasurer/assistant treasurer to negotiate and execute an ATM lease of one year, with four one-year renewal options with National City Bank of Michigan/Illinois and to execute a lease extension of one year, with four additional one-year options with National City Bank of Michigan/Illinois. The ATMs are located in the Parking Violations Bureau, Bernhard Center entrance, Miller Auditorium ramp, College Engineering and North Dormitory, with the lease space covering 1100 square feet of space for a branch bank location on ground floor of Bernhard Center Bronco Mall.

Bronco Mall Leases. As reviewed by Associate Vice President Rinker, the Board of Trustees on a motion by Trustee Martin, supported by Trustee Tolbert, authorized the treasurer/assistant treasurer to 1) complete negotiations and enter into a lease for a seven-year period, with one five-year optional extension, with Global Orange Development, Inc. for leased space in the Bernhard Center; 2) enter into a lease for a seven-year period, with one five-year optional extension, with Mariane, Inc. for leased space in the Bronco Mall. (Global Orange includes Beaners and Mariane covers Taco Bell/Pizza Hut.)

Confirmation and Ratification of BTR Park Real Estate Transaction. As moved by Trustee Martin, supported by Trustee Pero, and presented by Associate Vice President Rinker, the Board authorized the treasurer/assistant treasurer to complete and execute the necessary documents for the sale and conveyance to the Kalleward Group, Inc., the 4.28 acres of Unit 24.

Sale of University Property at the Kalamazoo-Battle Creek International Airport. On a motion by Trustee Martin, supported by Trustee Pero, the Board of Trustees, with Trustee DeNooyer abstaining indicating conflict of interest, authorized the administration to the University's property located at the Kalamazoo-Battle Creek International Airport, subject to obtaining sufficient funds for the replacement of the space.

Cash Investment and Annuity Life Income Funds Performance Reports. Reviewed by Vice President Beam.
Public Comments. There were four requests to address the Board. Stephen Podewell spoke re his former employment at the University. Kevin Hinds and Carol Dedow spoke of the Police Officers Association re contract negotiations with the University. Robert Wait spoke re campus safety and as a concerned parent. (Edward Woods,III, requested an opportunity to address the Board but did not attend the meeting.)

Adjournment. The meeting was adjourned at 11:00 a.m.

Respectfully submitted,

[Signature]
Betty A. Kocher
Secretary
Board of Trustees

Att. A-G
Rules for Addressing the
Western Michigan University Board of Trustees
During Formal Sessions

1. The Secretary of the Board of Trustees shall have the proposed agenda for the Board's formal session available to the public before each scheduled formal session. Agenda items may be removed or added prior to or at the Board's formal session.

2. Persons wishing to address the Board of Trustees must register to do so before the beginning of the formal session. The Secretary of the Board of Trustees, or her/his designee, will have public comment request forms available outside the Board formal session room before the formal session starts. Public comment request forms are also available in the Board office, 3050 Seibert Administration Building, prior to the day of the formal session. Since time allotted for public comment may not allow for all persons who wish to speak, requests will be accommodated on a first-registered, first-served basis. Therefore, it is encouraged that public comment requests be submitted prior to the day of the formal session.

Requested information includes:
   a. Name
   b. Business or residential address
   c. Relationship to the University if one exists (e.g., student, faculty, staff)
   d. Indication of the agenda action item or other topic on which the person wishes to address the Board

3. In order to allow more people to address the Board, a person may speak on only one topic or agenda item during the formal session, and individual presentations are limited to three (3) minutes.

Up to fifteen (15) minutes is provided for public comment regarding any one action agenda item. Accordingly, a maximum of five (5) individuals will be allowed up to three (3) minutes each for this purpose. These public comments will be heard within the time allotted before a vote is taken on the discussion action agenda item. This rule does not apply to procedural action agenda items.

Up to thirty (30) minutes total is provided for all remaining public comments regarding non-action agenda items or other topics during the general public comment section of the formal session.

Any individual who has submitted a public comment request in writing prior to the formal session but who was not able to address the Board before the time allotted for public comment is completed may submit his/her comments in writing to the Board Secretary, who will transmit those comments to the Board members.

Individuals may not give their comment time, or any portion thereof, to someone else.
Power Point or other audio/visual equipment is not permitted during public comment.

This is a specific time for the Board to listen to comments. Addressing the Board on matters which involve litigation, employment grievances, agency complaints, and/or arbitration is discouraged.

4. Written materials from the public may be provided to the Board if received by the Board Secretary prior to the beginning of the formal session. If the individual providing the documents is also scheduled to make oral comments, the Board Secretary will pass out copies of the documents to the Board members at the time of the comments, provided the commenter has provided 15 collated copies.

5. Nothing herein shall preclude or limit members of the Board of Trustees from requesting comments from any person attending the formal session or from requesting the attendance of any individual at the formal session to make appropriate comments or provide information to the Board.

6. The time limit and other restrictions specified herein shall not apply to the Presidents of the Faculty Senate or the American Association of University Professors Association. However, it is requested that they inform the Board Secretary in advance if they wish to address the Board during the formal session and to respect a reasonable time frame for their public comments.

7. The Chair of the Board may authorize modifications to these rules.
## Fall or Spring Semester Rates

**Resident**
- **Undergraduate - Lower**
  - $3,088 Flat Rate for 12-16 credits
  - $205.83 per credit hour for 1-11 credits
  - $3,088 plus $205.83 for each credit hour over 16

- **Undergraduate - Upper**
  - $3,412 Flat Rate for 12-16 credits
  - $227.47 per credit hour for 1-11 credits
  - $3,412 plus $227.47 for each credit hour over 16

- **Graduate**
  - $324.01 per credit hour

**Non-Resident**
- **Undergraduate - Lower**
  - $8,058 Flat Rate for 12-16 credits
  - $537.22 per credit hour for 1-11 credits
  - $8,058 plus $537.22 for each credit hour over 16

- **Undergraduate - Upper**
  - $8,973 Flat Rate for 12-16 credits
  - $598.17 per credit hour for 1-11 credits
  - $8,973 plus $598.17 for each credit hour over 16

- **Graduate**
  - $730.18 per credit hour

### Summer I or Summer II Session Rates

**Resident**
- **Undergraduate - Lower**
  - $205.83 per credit hour

- **Undergraduate - Upper**
  - $227.47 per credit hour

- **Graduate**
  - $324.01 per credit hour

**Non-Resident**
- **Undergraduate - Lower**
  - $537.22 per credit hour

- **Undergraduate - Upper**
  - $598.17 per credit hour

- **Graduate**
  - $730.18 per credit hour

## Required Fees

**REQUIRED FEES (On-Campus Only)**

<table>
<thead>
<tr>
<th>Per Semester</th>
<th>Full-Time</th>
<th>Part-Time</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Enrollment</strong></td>
<td>$333.00</td>
<td>$169.25</td>
</tr>
<tr>
<td><strong>Student Assessment Fee</strong></td>
<td>$12.00</td>
<td>$12.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$345.00</td>
<td>$181.25</td>
</tr>
</tbody>
</table>

### Per Session

| Enrollment** | $167.00 | $84.75 |
| Student Assessment Fee | $6.00 | $6.00 |
| **Total** | $173.00 | $90.75 |

* Tuition for On and Off-Campus (On-Line/Distance Learning programs will be charged at resident rates)

** 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.
ESTERN MICHIGAN UNIVERSITY
Estimated Beginning Board Budget
Fiscal Year 2006/07

<table>
<thead>
<tr>
<th>Revenue</th>
<th>2005/06 Estimated Board Budget</th>
<th>Changes</th>
<th>2006/07 Estimated Board Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Appropriations - Base</td>
<td>$109,695,200</td>
<td>$3,181,161</td>
<td>$112,876,361</td>
</tr>
<tr>
<td>Tuition - On &amp; Off Campus</td>
<td>169,468,473</td>
<td>$2,054,517</td>
<td>171,522,990</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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<tr>
<td>Indirect Cost Recovery</td>
<td>1,800,000</td>
<td>500,000</td>
<td>2,300,000</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>5,525,433</td>
<td>0</td>
<td>5,525,433</td>
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<tr>
<td>All Other</td>
<td>730,605</td>
<td>0</td>
<td>730,605</td>
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<tr>
<td>Departmental Revenue</td>
<td>725,768</td>
<td>36,684</td>
<td>762,452</td>
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<tr>
<td>Total Revenue</td>
<td>289,389,421</td>
<td>5,772,362</td>
<td>295,161,783</td>
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</table>

<table>
<thead>
<tr>
<th>Expense</th>
<th>2005/06</th>
<th>2006/07</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering &amp; Applied Science</td>
<td>$18,093,299</td>
<td>$17,874,100</td>
</tr>
<tr>
<td>Business</td>
<td>14,063,539</td>
<td>13,424,172</td>
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<tr>
<td>Education</td>
<td>12,757,188</td>
<td>12,596,056</td>
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<tr>
<td>Extended University Programs</td>
<td>12,097,287</td>
<td>11,252,965</td>
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<tr>
<td>Arts &amp; Sciences</td>
<td>48,765,411</td>
<td>47,626,213</td>
</tr>
<tr>
<td>Aviation</td>
<td>9,459,756</td>
<td>9,536,369</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>10,676,943</td>
<td>12,523,586</td>
</tr>
<tr>
<td>Health &amp; Human Services</td>
<td>12,123,410</td>
<td>11,938,882</td>
</tr>
<tr>
<td>Misc. Units &amp; Reserves</td>
<td>8,068,364</td>
<td>10,807,182</td>
</tr>
<tr>
<td>Subtotal Instruction</td>
<td>$146,105,197</td>
<td>$147,579,525</td>
</tr>
<tr>
<td>Research</td>
<td>$2,675,393</td>
<td>$3,065,706</td>
</tr>
<tr>
<td>Public Service</td>
<td>2,673,732</td>
<td>2,640,098</td>
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<tr>
<td>Academic Support</td>
<td>33,527,696</td>
<td>36,236,241</td>
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<tr>
<td>Student Services</td>
<td>21,590,347</td>
<td>20,427,985</td>
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<tr>
<td>Institutional Support</td>
<td>30,534,334</td>
<td>30,048,652</td>
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<tr>
<td>Operation &amp; Maintenance of Plant</td>
<td>29,200,845</td>
<td>32,083,931</td>
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<tr>
<td>Student Financial Aid</td>
<td>29,797,092</td>
<td>31,347,939</td>
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<tr>
<td>Subtotal</td>
<td>$149,999,439</td>
<td>$155,850,552</td>
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<tr>
<td>Excess Expenses Over Income</td>
<td>-6,715,215</td>
<td>-8,268,294</td>
</tr>
<tr>
<td>Total Expense</td>
<td>289,389,421</td>
<td>295,161,783</td>
</tr>
</tbody>
</table>
**Graduate Program Review Recommendations – Program Deletions**

<table>
<thead>
<tr>
<th>Program</th>
<th>Effective Date *</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Doctor of Philosophy</strong></td>
<td></td>
</tr>
<tr>
<td>Comparative Religion</td>
<td>Close of AY 2012-13</td>
</tr>
<tr>
<td>School Psychology</td>
<td>Fall 2006</td>
</tr>
<tr>
<td><strong>Specialist</strong></td>
<td></td>
</tr>
<tr>
<td>School Psychology</td>
<td>Close of AY 2009-10</td>
</tr>
<tr>
<td><strong>Master of Arts</strong></td>
<td></td>
</tr>
<tr>
<td>Applied Sociology</td>
<td>Fall 2006</td>
</tr>
<tr>
<td>Teaching of Geography</td>
<td>Close of AY 2009-10</td>
</tr>
<tr>
<td>Art</td>
<td>Close of AY 2011-12</td>
</tr>
<tr>
<td>Teaching of Music</td>
<td>Close of AY 2011-12</td>
</tr>
<tr>
<td><strong>Master of Science</strong></td>
<td></td>
</tr>
<tr>
<td>Biostatistics</td>
<td>Close of AY 2011-12</td>
</tr>
<tr>
<td>Molecular Biotechnology</td>
<td>Close of AY 2011-12</td>
</tr>
<tr>
<td>Teaching of Earth Science</td>
<td>Fall 2006</td>
</tr>
<tr>
<td>Operations Research</td>
<td>Close of AY 2011-12</td>
</tr>
</tbody>
</table>

* Or date of graduation of last student enrolled in program, whichever comes first.
PROPSEGAL TO REORGANIZE THE COLLEGE OF EDUCATION

Background and Rationale
The current departmental configuration (approved in 1998) of the College of Education did not, as intended, improve the coherence and interdependence of the College's academic programs and the faculty associated with these programs. In fact, the undesirable effect of the 1998 departmental configuration was to separate many of the faculty from their primary "home" program rather than to create the desirable effect of interdependence of all programs. Recognizing this, the College began a serious review of its departmental structure during the fall of 2004, resulting in meetings of departments, program units, and college committees of the whole. Questionnaires were distributed, responses analyzed, and recommendations advanced. An experienced consultant visited the College, held meetings for several days with all College constituencies, and filed a report with the College and the Provost recommending change in several areas. The Provost, in turn, appointed a Leadership Team of College faculty and staff, announced a charge and a timeline for recommending change as found necessary, and work got underway in the spring of 2005. That work resulted in the proposed changes summarized below.

Summary of Changes

Rename departments: Three new academic departments will be formed and named. Educational Leadership, Research, and Technology (ELRT) will contain the programs, courses, and faculty associated with a) Educational Leadership; b) Evaluation, Measurement, and Research; and c) Educational Technology. Special Education and Literacy Studies (SPLS) will contain the programs, courses, and faculty associated with a) Special Education and b) Reading. Teaching, Learning and Educational Studies (TLES) will contain the programs, courses, and faculty associated with a) Early Childhood Education, b) Elementary Education, c) Middle Level Education, d) Secondary Education, and e) Socio-Cultural Foundations.

Reconfigure departments: One, the Department of Educational Studies is to be deleted, with programs, program-related courses, and faculty transferred: Special Education to SPLS; Educational Technology and Evaluation, Measurement, and Research to ELRT; and Socio-Cultural Foundations to TLES. Two, the Department of Teaching, Learning, and Leadership is to be deleted, with programs, program-related courses, and faculty transferred: Early Childhood Education, Elementary Education, Middle Level Education, Secondary Education, and Education and Professional Development to TLES; and Educational Leadership to ELRT.

Course changes:
All courses directly associated with Evaluation, Measurement, and Research (those with an "EMR" prefix) will transfer to ELRT and retain the "EMR" prefix. All courses associated with Educational Leadership (those with an "EDLD" prefix) will transfer to ELRT and retain the "EDLD" prefix. All courses associated with Educational Technology (those with an "EDT" prefix) will transfer to ELRT and retain the "EDT" prefix.

All courses directly associated with Special Education (those with a "SPED" prefix) will transfer to SPLS and retain the "SPED" prefix. All courses associated with Reading (now included with courses using the "ED" prefix) will transfer to SPLS and adopt the "LS" prefix or become cross-listed (LS/ED) where appropriate—these courses are ED 1030, 1040, 1060, 3010, 3050, 3770, 3780, 3790, 4600, 5160, 5970, 6120, 6170, 6190, 6200, 6250, 6430, 6520, 6530, 6560, 6800, 6810, 6870, 6950, and 6970.

All courses directly associated with Socio-Cultural Foundations (those with an "ES" prefix) will transfer to TLES and retain the "ES" prefix. All courses associated with Early Childhood Education, Elementary Education, Middle Level Education, and Secondary Education will transfer to TLES and retain the "ED" prefix.
Faculty changes:
- Transferring from Educational Studies to ELRT: Educational Technology and Evaluation, Measurement, and Research faculty
- Transferring from Teaching, Learning, and Leadership to ELRT: Educational Leadership faculty
- Transferring from Education Studies to SPLS: Special Education faculty
- Transferring from Teaching, Learning, and Leadership to SPLS: Reading faculty
- Transferring from Educational Studies to TLES: Socio-cultural Foundations faculty
- Transferring from Teaching, Learning, and Leadership to TLES: Early Childhood, Elementary, Middle Level, and Secondary faculty

Approval Process
The recommendations for change in the departmental structure of the College of Education have been approved by the Leadership Team, the faculty of College, the College Curriculum Committee, the College dean, the Executive Committee of the Faculty Senate, and the Provost and President, as required by the University's Curriculum Review Process.

Recommended Motion: It is recommended that the Board of Trustees approve the proposal to change the departmental structure of the College of Education as proposed. The administrative changes (formal recognition of three new department names, formal faculty association with those new departments, and the ability of the three new academic units to function as recognized departments) are to become effective Fall 2006. All programmatic changes that must be entered into the Banner Student Information System (program and course and associated alignments with the new departments) are to become effective Fall 2007 because of the time it takes to change the information in that system.
PERSONNEL REPORT

ACADEMIC

Administrative Appointments
Van Cooley, Chair, Department of Educational Leadership, effective July 1, 2006.

Gene Freudenberg, Chair, Department of Mathematics, effective July 1, 2006.

James Gilchrist, Vice Provost for Academic Operations, effective July 1, 2006.

Donald Gribben, Chair, Department of Accountancy, effective July 1, 2006.

Darrell Johnson, Dean, Extended University Programs, effective June 19, 2006.

Benjamin Ofori-Amoah, Chair, Department of Geography, effective July 1, 2006.

Janet Pisaneschi, Provost and Vice President for Academic Affairs, Office of Academic Affairs, effective May 30, 2006 through June 30, 2007 (Retired as Dean, College of Health and Human Services, effective June 30, 2006).

P. David Shields, Dean and Endowed Chair for Strategic Business Development, Haworth College of Business, effective July 1, 2006.


Administrative Leave
Nicholas Andreadis, Dean, Extended University Programs, effective June 5, 2006 through December 3, 2006.

Ronald Davis, Vice Provost for International Programs and Academic Affairs Budget Officer, Office of Academic Affairs, effective June 16, 2006 through June 30, 2007.

Linda Delene, Provost and Vice President for Academic Affairs, Officer of Academic Affairs, effective May 23, 2006 through August 19, 2007.

Administrator Return to Faculty
Terrell Hodge, Associate Professor, Department of Mathematics, effective July 31, 2006.

David Rozelle, Associate Professor, Department of Accountancy, effective July 31, 2006.

Jack Ruhl, Professor, Department of Accountancy, effective July 31, 2006.
Resignations - Administrative
Nicholas Andreadis, Dean, Extended University Programs, effective June 4, 2006.


Ronald Davis, Vice Provost for International Programs and Academic Affairs Budget Officer, Office of Academic Affairs, effective June 16, 2006.

Linda Delene, Provost and Vice President for Academic Affairs, Office of Academic Affairs, effective May 22, 2006.

Natalie Morton, Director of Diversity Recruitment and Retention, The Graduate College, effective May 19, 2006.

Retirements - Administrative
Jorge Febles, Chair, Department of Spanish, effective June 30, 2006.

Marie Gates, Director, WMU Bronson School of Nursing, effective August 1, 2007.

Ronald Davis, Vice Provost for International Programs and Academic Affairs Budget Officer, Office of Academic Affairs, effective June 30, 2007.

Appointments - With Tenure
Gene Freudenberg, Chair, and Professor Department of Mathematics, effective July 1, 2006.

Donald Gribeeën, Chair, and Professor, Department of Accountancy, effective July 1, 2006.

Benjamin Ofori-Amoah, Chair, and Professor, Department of Geography, effective July 1, 2006.

P. David Shields, Dean, and Endowed Chair for Strategic Business Development and Professor, Department of Accountancy, effective July 1, 2006.

Appointments - Tenure Track
Sheila Bair, Assistant Professor, University Libraries, effective June 5, 2006.

Karen Bondarchuk, Assistant Professor, School of Art, effective July 31, 2006.

William Charland, Assistant Professor, School of Art, effective July 31, 2006.

Carla Chase, Assistant Professor, Department of Occupational Therapy, effective July 31, 2006.
Appointments - Tenure Track (Continued)
Scott Cowan, Assistant Professor, School of Music, effective July 31, 2006.

Teri Davis, Faculty Specialist II, WMU Bronson School of Nursing, effective July 31, 2006.

Edward Eckel III, Assistant Professor, University Libraries, effective August 17, 2006.

Julie Evans, Faculty Specialist II, School of Music, effective July 31, 2006.

Monica Harris, Instructor, Department of Educational Studies, effective July 31, 2006.

Brian Horvitz, Instructor, Department of Educational Studies, effective July 31, 2006.

Asghar Kayani, Faculty Specialist II, Department of Physics, effective June 19, 2006.

Sandra Murphy, Faculty Specialist I, School of Social Work, effective July 1, 2006.

Kenneth Prewitt, Assistant Professor, School of Music, effective July 31, 2006.

Joyce Walker, Assistant Professor, Department of English, effective July 31, 2006.

Reappointments - Term
Darlene Burk, Instructor, Department of Management, effective July 31, 2006 through August 12, 2007.

Rich Compton, Instructor, Department of Management, effective July 31, 2006 through August 12, 2007.


James Danenburg, Instructor, Department of Business Information Systems, effective July 31, 2006 through August 12, 2007.


Jofen Han, Instructor, Department of Business Information Systems, effective July 31, 2006 through August 12, 2007.

Dennis McCrumb, Assistant Professor, Department of Teaching, Learning, and Leadership, effective July 31, 2006 through August 12, 2007.

William Pearch, Assistant Professor, Department of Teaching, Learning, and Leadership, effective July 31, 2006 through August 12, 2007.
Reappointments - Term (Continued)
Thomas Rienzo, Instructor, Department of Business Information Systems, effective July 31, 2006 through August 12, 2007.

Ryan Seiler, Faculty Specialist I, College of Aviation, effective July 1, 2006 through June 30, 2007.

Jay Waalkes, Faculty Specialist I, College of Aviation, effective July 1, 2006 through June 30, 2007.

Philip Walcott, Instructor, Department of Physician Assistant, effective July 31, 2006 through August 12, 2007.

James Whittles, Faculty Specialist I, College of Aviation, effective July 1, 2006 through June 30, 2007.

Appointments - Term
Wade Cutler, Instructor, School of Communication, effective July 31, 2006 through August 12, 2007.

James Morse, Assistant Professor, Department of Teaching, Learning, and Leadership, effective July 31, 2006 through August 12, 2007.

Reappointments - Adjunct
Samuel King, Adjunct Associate Professor, Department of Sociology, effective August 1, 2006 through July 31, 2009.

Nikolus Stolterfoht, Adjunct Professor, Department of Physics, effective August 1, 2006 through July 31, 2009.

Appointments - Adjunct
Katrin Eppelman, Adjunct Professor, Department of Biological Sciences, effective August 1, 2006 through July 31, 2009.

Berhram Hansotia, Adjunct Professor, Department of Marketing, effective August 1, 2006 through July 31, 2007.

Torsten Stachelhaus, Adjunct Professor, Department of Biological Sciences, effective August 1, 2006 through July 31, 2009.

Resignations
Paula Brush, Associate Professor, Department of Sociology, effective July 30, 2006.

Cynthia Carver, Assistant Professor, Department of Teaching, Learning, and Leadership, effective July 30, 2006.
**Resignations – (Continued)**
Deborah Che, Assistant Professor, Department of Geography, July 30, 2006.

Fang Chen, Associate Professor, School of Art, effective July 30, 2006.

Evelyn Clingerman, Assistant Professor, WMU Bronson School of Nursing, effective June 28, 2006.

Paul Copp, Assistant Professor, Department of Comparative Religion, effective July 30, 2006.

Natalie Marrone, Assistant Professor, Department of Dance, effective July 31, 2006.

Rachel Whaley, Assistant Professor, Department of Sociology, effective July 31, 2006.

**Faculty Promotion**
Susan Piazza, Assistant Professor, Department of Teaching, Learning and Leadership, effective July 31, 2006.

**Retirements with Emeriti Status**
William Cremin, Professor, Department of Anthropology, Professor Emeritus, effective April 30, 2007.

Ronald Davis, Vice Provost for International Programs and Academic Affairs Budget Officer, Office of Academic Affairs, Professor Emeritus of History, effective June 30, 2007.

Jorge Febles, Professor, Department of Spanish, Professor Emeritus of Spanish, effective June 30, 2006.

Marie Gates, Professor, WMU Bronson School of Nursing, Professor Emerita of Nursing, effective August 1, 2007.

Eldor Quandt, Associate Professor, Department of Geography, Associate Professor Emeritus, effective December 31, 2006.

Visho Sharma, Professor, College of Arts and Sciences, Professor Emeritus of Arts and Sciences, effective August 21, 2007.

**Retirements**
Kathleen Young, Master Faculty Specialist, WMU Bronson School of Nursing, effective May 1, 2007.

Paul Wienir, Associate Professor, Department of Sociology, effective May 30, 2006.
Tenure
It is recommended that tenure be approved for the following faculty members, effective with the beginning of the 2006/2007 academic/fiscal year.

Laura Spielvogel, Department of Anthropology
Jennifer Machiorlatti, School of Communication
Paul Nwulu, School of Communication
Maureen Taylor, School of Communication
James Hueng, Department of Economics
Michael Ryan, Department of Economics
Elizabeth Amidon, Department of English
Jonathan Bush, Department of English
Judith Rypma, Department of English
Vincent Desroches, Department of Foreign Languages
James Biles, Department of Geography
Deborah Che, Department of Geography
Lisa DeChano, Department of Geography
Johnson Haas, Department of Geosciences
Robert Berkhofer III, Department of History
Lynne Heasley, Department of History
Jeff Strom, Department of Mathematics
Marc Alspector-Kelly, Department of Philosophy
Amy Naugle, Department of Psychology
Patricia Montilia, Department of Spanish
Kevin High, College of Aviation
Vladimir Risukhin, College of Aviation
Lisa Whittaker, College of Aviation
Tenure – (Continued)
It is recommended that tenure be approved for the following faculty members, effective with the beginning of the 2006/2007 academic/fiscal year.

Devrim Yaman, Department of Finance and Commercial Law
James Eckert, Department of Marketing
Judith Swisher, Department of Finance and Commercial Law
Jennifer Palthe, Department of Management
Kuanchin Chen, Department of Business Information Systems
Muhammad Razi, Department of Business Information Systems
Laurie Hays, Department of Accountancy
Eric Sauer, Department of Counselor Education and Counseling Psychology
Kelly McDonnell, Department of Counselor Education and Counseling Psychology
Lonnie Duncan, Department of Counselor Education and Counseling Psychology
Lee deLisle, Department of Health, Physical Education and Recreation
Patrick Ryan, Department of Health, Physical Education and Recreation
Richard Zinser, Department of Family and Consumer Sciences
Mozhdeh Bruss, Department of Family and Consumer Sciences
Carol Crumbaugh, Department of Teaching, Learning, and Leadership
Louann Beirllien-Palmer, Department of Teaching, Learning, and Leadership
Josephine Davis, Department of Teaching, Learning, and Leadership
Massood Atashbar, Department of Electrical and Computer Engineering
Jerrie Fiala, Department of Industrial and Manufacturing Engineering
Edward Roth, School of Music
Jennipher Wiebold, Blindness and Low Vision Studies
Ineke Way, School of Social Work
Kieran Fogarty, Department of Occupational Therapy
RESOLUTION RE K-16 BALLOT PROPOSAL – PROPOSAL 06-05 ON THE
NOVEMBER 7, 2006 STATEWIDE BALLOT

Whereas, the State Constitution gives the Governor and State Legislature the
responsibility for raising revenue and making appropriations of funds to “maintain” state
institutions of higher education and all other proper purposes of state government, and

Whereas, the Board of Trustees remains distressed at the diminishing level of state
funding support over the last several years for higher education and Western Michigan
University, and

Whereas, the Board of Trustees supports the University’s efforts to work forcefully and
diligently with the Governor and State Legislature to increase state funding for Western
Michigan University, and

Whereas, there is a direct link between diminishing state appropriations and increased
tuition and fees being paid by students at Western Michigan University, and

Whereas, Proposal 06-05 on the November 7, 2006 statewide ballot, asks voters to decide
on initiated legislation that, on its face, would require mandatory increases in funding for
K-12 and higher education, yet deeper analysis and studies have also indicated the
proposal’s likely overall detrimental impact regarding the Legislature’s constitutional
mandate to appropriate moneys to maintain institutions of higher education and the
likelihood of considerable tax increases, and

Whereas, it is estimated by state budget experts that this initiated legislation, if approved,
will require in the first year alone, state budget cuts estimated in excess of seven hundred
fifty million dollars to essential state and local services such as police and fire protection,
environmental protection, indigent health care, and children protective services; and

Whereas, since it is likely ninety-five percent of the estimated costs of this initiated
legislation will be incurred in support of K-12 education, the Board of Trustees has
serious reservations that this proposal, if enacted and despite its current form, will result
in further debilitating budget cuts for higher education; and

Whereas, there is a breadth and diversity of public interest organizations aligned across
the state in opposition to this proposal; and therefore

THE BOARD OF TRUSTEES OF WESTERN MICHIGAN UNIVERSITY HEREBY
RESOLVES
that it strongly encourages the entire University community and Michigan voters to
carefully study the language of the initiated legislation contained in Proposal 06-05, and
to consider the likely negative effects this initiated legislation will have on the provision
of state services intended to protect the health and well being of Michigan citizens, the
fiscal viability of the University and all higher education institutions in Michigan, the
very real potential for further restricting access to higher education due to potential
excessive increases in student tuition and fees necessitated by any additional state cuts to
higher education, the possible further damage to the integrity of our state economy, and
the counsel being provided in opposition to this proposal by the large variety of public
interest organizations in Michigan.
PERSONNEL REPORT

ACADEMIC

Administrative Appointments
Haluk Aktan, Chair, Department of Civil and Construction Engineering, effective January 1, 2007.

DeWayne Anderson, Chair, Department of Teaching, Learning, and Educational Studies, effective July 1, 2006 through June 30, 2010.

Michael Barcelona, Interim Chair, Department of Chemistry, effective July 1, 2006 through June 30, 2007.

Wayne Fuqua, Chair, Department of Psychology, effective July 1, 2006 through June 30, 2009.

Bassam Harik, Vice Provost for Budget and Personnel, Office of Academic Affairs, effective July 31, 2006.

Rand Johnson, Interim Director, Medieval Institute, effective September 1, 2006.

W. Arnold Johnston, Chair, Department of English, effective July 1, 2006 through June 30, 2007.

William Kern, Interim Chair, Department of Economics, effective July 1, 2006 through June 30, 2007.

Paula Kohler, Chair, Department of Special Education and Literacy Studies, effective July 1, 2006 through June 30, 2010.

Gary Mathews, Interim Director, School of Social Work, effective July 1, 2006.

Timothy McGrew, Interim Chair, Department of Philosophy, effective July 1, 2006 through June 30, 2007.

Patrick Munley, Chair, Department of Counselor Education and Counseling Psychology, effective July 1, 2006 through June 30, 2010.

Donald Nelson, Chair, Department of Computer Science, effective September 1, 2006 through August 31, 2009.

Onaiwu Ogbomo, Director, Africana Studies, effective August 1, 2006.
Administrative Appointments (Continued)
Mercedes Tasende, Interim Chair, Department of Spanish, effective July 1, 2006 through June 30, 2007.

Phillip Vander Weg, Assistant to the Dean, College of Fine Arts, effective August 8, 2006.

Earlie Washington, Dean, College of Health and Human Services, effective October 23, 2006.

Brian Wilson, Chair, Department of Comparative Religion, effective July 1, 2006 through June 30, 2007.


Administrative Leave

Donald Thompson, Professional administrative leave from regular administrative duties, effective August 14, 2006 to end no later than August 13, 2007.

Administrator Return to Faculty
David Dickason, Professor, Department of Geography, effective July 31, 2006.

Mohsen Guizani, Professor, Department of Computer Science, effective August 31, 2006.

Donald Thompson, Professor, Department of Educational Leadership, Research and Technology, effective August 14, 2007.

Retirements - Administrative
Daniel Mihalko, Chair, Department of Statistics, effective June 30, 2007.

Paul Szarmach, Director, Medieval Institute, effective June 30, 2007.

Appointments - With Tenure
Haluk Aktan, Professor, Department of Civil and Construction Engineering, effective January 1, 2007.

Daniel Cassidy, Associate Professor, Department of Geosciences, effective July 31, 2006.

Onaiwu Ogbomo, Professor, Africana Studies, effective August 1, 2006.
**Appointments - Tenure Track**
Hubo Cai, Assistant Professor, Department of Civil and Construction Engineering, effective December 4, 2006.

Maureen Mickus, Professor, Department of Occupational Therapy, effective July 31, 2006.

Susan Steuer, Associate Professor, University Libraries, effective August 14, 2006.

**Reappointments - Term**
Gayle Ahleman, Instructor, Special Education and Literacy Studies, effective July 31, 2006 through August 12, 2007.

Patricia Ann Chilton-Stringham, Instructor, Department of Teaching, Learning and Educational Studies, effective July 31, 2006 through August 12, 2007.

Tracy DeMars, Instructor, Department of Teaching, Learning, and Educational Studies, effective July 31, 2006 through August 12, 2007.

Thomas Edmonds, Instructor, Department of Finance and Commercial Law, effective July 31, 2006 through August 12, 2007.

Cynthia Ernst, Instructor, Department of Mathematics, effective July 31, 2006 through August 12, 2007.

Lori Farrer, Instructor, Department of Family and Consumer Sciences, effective July 31, 2006 through August 12, 2007.

Scott Friesner, Assistant Professor, Department of English, effective July 31, 2006 through August 12, 2007.

Robb Gillespie, Assistant Professor, Department of Geosciences, effective July 31, 2006 through August 12, 2007.

Donna Hetzel, Instructor, Department of Accountancy, effective July 31, 2006 through August 12, 2007.

Warren Lacefield, Associate Professor, Department of Educational Leadership, Research and Technology, effective July 31, 2006 through August 12, 2007.


Thayma Lutz, Instructor, Department of Mathematics, effective July 31, 2006 through August 12, 2007.
Reappointments - Term (Continued)
Robert McConnell, Assistant Professor, School of Public Affairs and Administration, effective July 31, 2006 through August 12, 2007.

Heather McGee, Assistant Professor, Department of Psychology, effective July 31, 2006 through August 12, 2007.

Judy McGowan, Instructor, Department of Family and Consumer Sciences, effective July 31, 2006 through August 12, 2007.


Esther Page-Wood, Instructor, Department of Marketing, effective July 31, 2006 through August 12, 2007.

Beth Ritsema, Instructor, Department of Mathematics, effective July 31, 2006 through August 12, 2007.

Yumi Takahashi, Instructor, Department of Foreign Languages, effective July 31, 2006 through August 12, 2007.


Kelly Weathers, Assistant Professor, Department of Family and Consumer Sciences, effective July 31, 2006 through August 12, 2007.

William Zinkus, Assistant Professor, Department of English, effective July 31, 2006 through August 12, 2007.

Appointments - Term
Mitzi Adams, Assistant Professor, Department of Dance, effective July 31, 2006 through August 12, 2007.

James Bass, Interim Director of Choral Activities, School of Music, effective July 31, 2006 through July 29, 2007.

Gary Blackmer, Associate Professor, Department of Chemistry, effective July 31, 2006 through August 12, 2007.

Lori Brown, Faculty Specialist I, College of Aviation, effective July 31, 2006 through August 12, 2007.

Kris Fletcher, Assistant Professor, Department of Foreign Languages, effective July 31, 2006 through August 12, 2007.
Elena Gapova, Assistant Professor, Department of Sociology, effective July 31, 2006 through August 12, 2007.

Judy Hoelscher, Assistant Professor, WMU Bronson School of Nursing, effective July 31, 2006 through August 12, 2007.

James Horn, Assistant Professor, Department of Health, Physical Education and Recreation, effective July 31, 2006 through August 12, 2007.

John Idema, Instructor, Department of Marketing, effective July 31, 2006 through August 12, 2007.


Kurt Kenyon, Instructor, Department of Accountancy, effective July 31, 2006 through August 12, 2007.

Helen Lee, Assistant Professor, Department of Blindness and Low Vision Studies, effective July 31, 2006 through August 12, 2007.

Adriane Little, Associate Professor, School of Art, effective July 31, 2006 through August 12, 2007.

Georgios Loizides, Assistant Professor, Department of Sociology, effective July 31, 2006 through August 12, 2007.

Steven Mackey, Assistant Professor, Department of Mathematics, effective July 31, 2006 through August 12, 2007.

Tammy Mielke, Associate Professor, Department of English, effective July 31, 2006 through August 12, 2007.

Javier Montefort, Assistant Professor, Department of Mechanical and Aeronautical Engineering, effective September 5, 2006 through April 8, 2007.

Dianna Sachs, Assistant Professor, University Libraries, effective September 20, 2006 through September 12, 2007.

Megan Slayter, Assistant Professor, Department of Dance, effective July 31, 2006 through August 12, 2007.

Milan Spasojevic, Assistant Professor, Department of Geography, effective July 31, 2006 through August 12, 2007.

Mary Stahl, Faculty Specialist II, WMU Bronson School of Nursing, effective July 31, 2006 through August 12, 2007.
Reappointments - Adjunct
Vince Faust, Adjunct Associate Professor, Department of Theatre, effective January 1, 2007 through December 31, 2009.

Appointments - Adjunct
Robert Baker, Adjunct Professor, Department of Health, Physical Education and Recreation, effective January 1, 2007 through December 31, 2009.

Daryle Gardner-Bonneau, Adjunct Associate Professor, Department of Speech Pathology and Audiology, effective January 1, 2007 through December 31, 2009.

Paul Kelly, Adjunct Associate Professor, Department of Theatre, effective January 1, 2007 through December 31, 2009.

Monica Lininger, Adjunct Instructor, Department of Health, Physical Education and Recreation, effective January 1, 2007 through December 31, 2009.

Aimee Reuter, Adjunct Instructor, Department of Health, Physical Education and Recreation, effective January 1, 2007 through December 31, 2009.

Resignations
Mark Alavosius, Assistant Professor, Department of Psychology, effective June 30, 2006.

James Biles, Assistant Professor, Department of Geography, effective December 31, 2006.

Siew Chan, Assistant Professor, Department of Accountancy, effective July 30, 2006.

Karen Horneffer-Ginter, Associate Professor and Program Director, Holistic Health, Department of Physician Assistant, effective December 3, 2006.

Becky Kirschner, Assistant Professor, Department of Teaching, Learning and Educational Studies, effective June 30, 2006.

Allison McFarland, Associate Professor, Department of Health, Physical Education and Recreation, effective July 31, 2006.

Norali Pemalete, Assistant Professor, Department of Electrical and Computer Engineering, effective August 18, 2006.

Michael Raines, Associate Professor, Department of Mathematics, effective August 19, 2006.

Abhay Sharma, Associate Professor, Department of Paper Engineering, Chemical Engineering and Imaging, effective July 1, 2006.
Resignations (Continued)
Lixin Shen, Assistant Professor, Department of Mathematics, effective July 31, 2006.

Eshetu Wondmagegnehu, Assistant Professor, Department of Statistics, effective July 18, 2006.

Retirements with Emeriti Status
Thomas Holmes, Associate Professor, Holistic Health, Department of Physician Assistant, Associate Professor Emeritus of Holistic Health, effective January 3, 2007.

Linda Law, Associate Professor, Department of Health, Physical Education and Recreation, Associate Professor Emerita of Health, Physical Education and Recreation, effective May 8, 2007.

Daniel Mihalko, Professor, Department of Statistics, Professor Emeritus of Statistics, effective June 30, 2007.


Judith Stone, Professor, Department of History, Professor Emerita of History, effective December 17, 2006.

Charles Stroh, Professor, School of Art, Professor Emeritus of Art, effective June 29, 2007.

Promotion
Brian Horvitz, Assistant Professor, Department of Educational Leadership, Research and Technology, effective July 31, 2006.

Professional Development Leaves
Paul Ciccantell, Professor, Department of Sociology, effective July 31, 2006 through August 12, 2007.

Takashi Yoshida, Assistant Professor, Department of History, effective July 31, 2006 through July 29, 2007.

NON-ACADEMIC

Administrative Appointment
Brian Abbott, General Manager, Western Herald, effective October 23, 2006.
Resignation
Hugh Conklin, General Manager, Western Herald, effective September 29, 2006.

Sally Cowles, Occupational Health Physician, Sindecuse Health Center, effective September 27, 2006.

Kristen Morin, Assistant Director, Student Activities and Leadership Programs, effective August 14, 2006.


Retirements

Wesley Carpenter, Captain Services, Public Safety, effective February 28, 2007.


Arthur Fedor, Substance Abuse Counselor, University Counseling and Testing Center, effective September 10, 2006.

Carolyn Hornev, Career Advisor, Career and Student Employment Services, effective February 28, 2007.

Matthew Kurz, Associate Vice President for University Relations, Office of University Relations, effective January 9, 2007.

Charles Bruce MacQueen, Associate Professor, University Counseling and Testing Center, effective February 28, 2007.

Janice Murray, Utility Food Worker, Draper Foods, effective December 31, 2006.

Candace Porath, Editor, Medieval Institute, effective October 31, 2006.

Patricia Sprague, Finance Specialist, Physical Plant Administrative Support, effective October 31, 2006.
Western Michigan University
Board of Trustees
Special Meeting - Formal Session
August 15, 2006

The Western Michigan University Board of Trustees was called to order by Chair Holden at 2 p.m., Tuesday, August 15, in Rooms 157-159, Bernhard Center, Western Michigan University.

Board members present: Chair Holden, Trustee Archer and Trustee Aseritis-via telephone, Trustee DeNooyer, Trustee Martin, Trustee Miller, Trustee Tolbert and Dr. Bailey (ex officio). Absent: Trustee Pero.

Recommendation re Dr. Bailey's Employment. Chairman Holden reported that he intended to make a motion to terminate Dr. Bailey's employment but first wished to make the following comments. He stated that this is not a decision that the Board takes lightly or finds any pleasure in, but believe that action must now be taken--citing continued decline in enrollment, ongoing budget deficits, lack of campus, faculty, community and trustee support, and finally, the graduate program review process.

He stated that the Board has tried to be as fair as possible. Over one week ago, he met with Dr. Bailey, along with Trustee Miller, to discuss terms and came to what they thought was a resolution. He said they were fully prepared to recommend one year salary, continued health care, transition for housing and transportation as well as a waiver allowing Dr. Bailey to retire in spite of limited time at the University. Dr. Bailey subsequently sought counsel (as she has every right to do) and advised us that our offer is unacceptable. We are not willing to recommend severance significantly beyond our initial terms which seemed more than fair at almost $400,000.

Therefore, I move to terminate Dr. Bailey's employment agreement effective immediately, pursuant to Article II - 18, for unsatisfactory performance as reasonably determined by the Board and material breach of contract. As a transition, we propose paying her salary through the end of the month, continued health care through the end of the year, continued University supplied housing and continued use of a University supplied automobile through October 31, 2006. The motion was supported by Trustee Miller, and approved by a roll call vote of the Board, with five in favor and two abstentions (Trustee Archer and Trustee Aseritis).

Chair Holden then moved to appoint an Interim President to guide the University while we develop a search team for our next President. He stated he was grateful to be able to nominate Dr. Diether Haenicke as our Interim President, effective immediately. The motion was supported by Trustee DeNooyer, and approved by a 7-0 roll call vote of the Board.
Statement read by Dr. Bailey

The meeting was adjourned at 2:25 p.m.

Respectfully submitted,

[Signature]

Betty A. Kocher
Secretary
Board of Trustees
President Judith L. Bailey’s Statement
Board of Trustees Meeting
August 15, 2006

Since I came on board as President of Western Michigan University in June, 2003 we have worked together and accomplished much.

We have strengthened our position as a research university demonstrated by a 36% increase in research funding in three years. We created the Biosciences Research and Commercialization Center and the Western Michigan University Research Foundation, increased patents and disclosures by over 250%, acquired the WMU Downtown Research Science Center, and expanded our nationally recognized Business, Technology and Research Park. As a member of the Core Technology Alliance and Southwest Michigan First, we partnered with our state and region on economic development opportunities. Through generous donations, we established the W.E. Upjohn Center for the Study of Geographical Change and expanded our Michigan Basin Core Research Laboratory.

We have worked together, partnering with donors and the state, to create a welcoming and appropriate learning, living and recreational environment for our students. Since Fall 2003, we opened new facilities for the College of Engineering and Applied Sciences, the College of Health and Human Services and began construction on a new chemistry classroom building and the Richmond Center for the Visual Arts. We are in the process of renovating Brown and Kohrman Halls. WMU’s newly renovated Welcome Center and Admissions Office will be a place where parents and students form positive impressions about WMU. The Bronco Express Service Office will be one of the several renovations in the Bernhard Center designed to improve the student experience. Others include the renovation of the Bookstore and improvement in athletic facilities in Lawson Arena, the tennis courts and the playing surfaces in Waldo Stadium and Read Fieldhouse.

Our commitment to improve student services is evidenced by the entire campus coming together to implement the Banner Student Information System on time and within budget – a feat which challenged all of us to remain focused and to learn new ways of working. Applying that same focused determination and teamwork, our new initiatives in web redesign and branding will be equally successful.

Earlier this year, I approved the Diversity Multiculturalism Action Plan, a presidential initiative announced in February 2004. This plan provides a roadmap of inclusion and understanding for our campus community.

We have among our colleagues Guggenheim Fellows, Fulbright Scholars; internationally recognized researchers, performing artists and named professors. Our number of Medallion Scholars is up for Fall 2006 and our commitment to Kalamazoo Promise students has made
WMU their university of choice. Our alumni are pursuing careers around the globe. WMU faculty are sought as partners in research and economic development, and as creative artists, scientists and conference keynote speakers around the world.

We have cheered our men’s Bronco Basketball team to MAC Championships and traveled with them to the NCAA first round. We’ve stood together at Waldo Stadium to witness the biggest turnaround in MAC history and the second largest turnaround in the country in 2005. Our women Broncos won the Jacoby award and the gymnastics team, men’s tennis and women’s tennis teams won MAC championships in 2005. Our student athletes make each of us proud to be Broncos.

Others are willing to invest in our university and future. In December 2003, we completed our largest campaign, exceeding our goal of $125m for a total of $162m in the final six months. We continue to see investments in our future, with more than $53m in gifts and pledges since 2003, giving us inspiration for our next campaign. And, in July 2006, we received the first state base appropriation increase since 2001, at 2.9%.

The past three years have also been difficult – stretching our ability to work together; forcing us to choose among competing goods –funding only the highest of priorities. We have made difficult decisions about people, programs, services and costs. We have lost over $14m in state funding and while we have minimized the impact on academic programs, other programs and services have faced budget and personnel reductions of significant proportions.

Our enrollment has declined as we graduated large classes and replaced them with smaller ones. Enrollment has become our number one priority and after two years of redesign and investment, we have in place people and initiatives which, over time, will address the enrollment loss: a vice provost for enrollment management, new recruitment materials, the First Year Experience program – these will help recruitment and retention. But the one critical factor in increasing enrollment will be each faculty and staff member’s individual personal and professional commitment to focus on student success. Recruiting, retaining and graduating students who build WMU’s reputation as a quality, caring university will be the key to our success. All else must be set aside as each decision, each investment is focused on the individual student’s success.

We have a multi-year plan to increase enrollment and balance the budget. It has many components – further cost savings, investments in marketing and branding, growth in high demand areas. Concurrent with the absolute necessity of balancing the budget and increasing enrollment are the challenges of beginning the next campaign, negotiating employee contracts, securing appropriate levels of state funding for our mission, and continuing the improvement of our learning and living facilities.

I believe that Western Michigan University deserves a president who has the skill and commitment to lead the university through this difficult period. I believe I am that person. There are those who disagree. I have a contract with the University. I expect that contract to be honored.

In closing, let me just say that it has truly been an honor and privilege to lead the university this far. I hope all of our efforts will ultimately secure a better future for the Western Michigan University community.
The Western Michigan University Board of Trustees was called to order by Chair Holden at 11 a.m. on Friday, October 20, 2006 in Rooms 157-159, Bernhard Center.

Board members present: Chair Holden, Vice Chair Pero, Trustee Archer, Trustee Aseritis, Trustee DeNooyer, Trustee Martin, Trustee Miller, Trustee Tolbert and President Haenicke (ex officio).

Acceptance of the Agenda. The agenda was accepted, including a resolution re K-16 ballot proposal, proposal 06-05 on the November 7, 2006 statewide ballot, following a motion by Trustee Archer, supported by Trustee Tolbert.

Approval of the Minutes of the July 14 and August 15 Formal Sessions. The minutes were approved as distributed on a motion by Trustee Pero, supported by Trustee Martin.

Remarks by the Chair. Chair Holden spoke of the spirit of renewed optimism and purpose evident at the University and of goals being set in place to increase enrollment numbers. He indicated that budget issues continue to be a major source of concern, both for the Board and the University at large. Chair Holden expressed appreciation to President Haenicke on behalf of the Board for the work he is doing in his return to the presidency.

Remarks by the President. President Haenicke reported on efforts underway to improve retention, recruitment and budget stability. He noted the importance of improving the quality of service and the cooperation he is finding to accomplish this. President Haenicke spoke of a "hiring delay" to assist with the budget situation. He said there is much to be done, and there are many good people at the University eager to help.

Remarks by the WSA President and the GSAC Chair. Both WSA Amanda Grove and GSAC Rosana Alsaud spoke of looking forward to a good year. They spoke of having the opportunity to have input and address the concerns of their organizations.

Resolution re Presidential Search Process and Introduction of Committee. Trustee Miller, chair of the presidential search advisory committee introduced members of the committee and spoke of the work to date of the committee. On a motion by Trustee Miller, supported by Trustee Archer, a resolution detailing the search committee and its membership (Attachment A) was approved. Trustee Miller indicated that the search process will be closed until the finalists are named and at that time it will become open with candidates brought to the campus for public forums.
Confirmation and Ratification of BTR Real Estate Transaction
On an 8-0 roll call vote, on a motion by Trustee Pero, supported by Trustee Martin, the Board of Trustees authorized the treasurer/assistant treasurer to complete and execute the necessary documents for the sale and conveyance to Rockford Development Group, LLC of an approximate 4-acre site in the BTR at a price consistent with previous BTR lot sales. The site will be the home of a 29,000 square foot facility of a life sciences firm.

Lease of University Property at the Kalamazoo-Battle Creek International Airport. The action was approved on a 7-0 vote, with an abstention by Trustee DeNooyer, following a motion by Trustee Miller, supported by Trustee Martin. The Board authorized the administration to execute the lease agreement with option to purchase the University's property located at the Kalamazoo-Battle Creek International Airport (lease agreement on file in Board Office).

Right of Way Easement to Michigan Department of Transportation
On a 8-0 roll call vote, the Board of Trustee, after a motion by Trustee Aseritis, supported by Trustee DeNooyer, authorized the treasurer to sign the appropriate documents necessary to transfer property to the MDOT needed for the reconstruction and widening of the Parkview bridge over US 131. It was indicated that additional property is needed for the right of way of the bridge with legal descriptions to be provided in the near future.

Honorary Degree Recommendations. After a motion by Trustee Martin, supported by Trustee Aseritis, the Board of Trustees approved the awarding of two honorary degrees at a time to be determined:

Jacqueline Buck Mallinson
Honorary Doctor of Science

Richard A. Enslen
Honorary Doctor of Laws

Resolution re K-16 Ballot Proposal - Proposal 06-05 on the November 7, 2006 Statewide Ballot. Following a motion by Trustee Martin, supported by Trustee Pero, the resolution (Attachment B) was approved.

Consent Items - On a motion by Trustee Martin, supported by Trustee Aseritis, the following items were approved:

Gift Report - activity for the months of July, August and September.

WMU Foundation Bylaws - revised bylaws.

Seelye Scholarship Fund - modified criteria to award the Donald "J" Seelye Endowed Scholarship Fund for Athletics.
Grant Report - activity for the months of June, July, August and September.

Personnel Report - Attachment C

Policy Regarding Student Criminal Background Checks and Drug Testing Required for Educational Placements. Ensures that the University and its students are in compliance with any requirements for the educational place of students.

Class-Related Fees - Policy/Procedural Guidelines - Rate of fee charged must reasonably reflect the actual costs to the University of the materials and services for which fee is collected. These costs must be directly associated with classroom activity and must exclude faculty compensation.

Resolution re Swap Management Policy - Policy provides for annual review to ensure that the policy stays current and relevant. Also requires the engagement of a third party to evaluate and price existing swaps. Report received from independent party will serve as the basis for an annual report that will be provided to the Board.

Cash Investments and Annuity Life Income Funds Performance Reports. Provided by Vice President Beam.

Public Comments Sarah Murray and Brandon Weaver spoke in support of the "living wage campaign."

Adjournment. The meeting was adjourned at 12:30 p.m.

Respectfully submitted,

Betty A. Kocher
Secretary
Board of Trustees
RESOLUTION

WHEREAS, the Board of Trustees recognizes its responsibility and authority to lead the presidential search process and select the next President of Western Michigan University; and

WHEREAS, the Board further recognizes the importance of input in this process from the University community and beyond;

IT IS THEREFORE RESOLVED that the Board establishes a Presidential Search Advisory Committee (PSAC) with representative membership as set forth on the attached list, and that the charge of the PSAC is to serve in an advisory/informational capacity to assist the Board in the identification of qualified candidates for the presidency; and

IT IS RESOLVED that the Board expressly reserves all power and authority to issue additional directives to the PSAC, make its own decisions regarding the acceptability of the PSAC's recommendations, add its own candidate recommendations at any time during the search process, and elect any individual of its choosing as President; and

IT IS FURTHER RESOLVED that:

1. The Board will engage the services of an executive search firm to assist in the search process.

2. The PSAC will meet as often as necessary to carry out its charge and progress reports will be provided as appropriate to the Board.

3. The PSAC and Board will consult with the Vice President for Legal Affairs and General Counsel as needed.

4. The PSAC Chair will serve as spokesperson for the PSAC during the search process with assistance from the Vice Chair and University administrators as the PSAC deems appropriate.

5. The Board Secretary will serve as search coordinator.
6. The Chair of the PSAC (or in his absence, the Vice Chair) is authorized to provide guidance to the PSAC as it carries out its charge. The PSAC efforts and fulfillment of its charge will include input from faculty, students, staff, community, and others regarding important qualities and characteristics they believe the next president of Western Michigan University should possess. The PSAC shall implement procedures in carrying out its charge that it deems to be in the best interest of the University to encourage and preserve interest by highly qualified individuals to be candidates for the presidency. The PSAC's efforts and advice shall take into account the University's commitment to principles of diversity and multiculturalism and it shall conduct its efforts in such a manner as to enhance the stature of Western Michigan University.

7. The Chair of the PSAC (or in his absence, the Vice Chair) shall facilitate appropriate communications between the Board and the PSAC and any members thereof.

8. The PSAC will make recommendations to the Board concerning candidates it feels are best qualified for the presidency. However, no candidate shall be eliminated from consideration, and the Board may at any time add its own candidates for consideration, until such time that the Board officially elects a President. After receiving the PSAC recommendations, the Board of Trustees as a whole will then continue the search process and determine the President with an election at a formal session of the Board.

IT IS THEREFORE RECOMMENDED that the above described search process and the membership of the Presidential Search Advisory Committee as indicated on the attached list be approved by the Board of Trustees.
SEARCH COMMITTEE MEMBERSHIP

Ken Miller, Committee Chair, trustee

Larry Tolbert, Committee Vice Chair, trustee

Rosana Alsaud, chair of Graduate Student Advisory Committee

Dr. Nora Berrah, professor of physics

Wil Emmert, contracts and grants specialist and president of the Administrative Professional Association

George Franklin, trustee emeritus

Andrew Hooley, junior, political science major and vice president of the Western Student Association

Dr. Katherine Joslin, professor of English

Dr. Thomas Kent, dean of the College of Arts and Sciences

Dr. Mary Lagerwey, associate professor of nursing and President of the Faculty Senate

Larry Lueth, president of First National Bank

Robert Miller, associate vice president for community outreach

Dr. Cindee Quake-Rapp, chair of the Department of Occupational Therapy and chair of the Organization of Chairs, Heads, and Directors

Dr. Paul Wilson, associate professor of teaching and leadership and president of the WMU Chapter of the American Association of University Professors
The meeting was called to order by Chair Holden at 12:30 p.m. on Friday, October 27, 2006 in Rooms 157-159, Bernhard Center. All trustees were present in person or via telephone.

Chair Holden announced that the sole agenda item was to review, and if appropriate, approve a settlement agreement with Dr. Judith Bailey.

He spoke of the great progress at the University and plans for the future as outlined by President Haenicke at the October 20 Board meeting.

Chair Holden reported that during the mediation process (with Chair Holden, Trustee Pero, Martin and Tolbert along with their lawyers meeting with Dr. Bailey along with her lawyers and mediator Richard Kaufman) a mutual resolution of issues pertaining to Dr. Bailey's presidential employment contract was reached. He stated that they were able to protect the limited financial resources of the University, provide Dr. Bailey with a fair financial package, and allow the University to move forward.

Chair Holden indicated that the agreement (on file in the Board office) had already been signed by Dr. Bailey. On a motion by Trustee Archer, supported by Trustee Miller, the Board approved the settlement agreement on a 8-0 roll call vote.

The meeting was adjourned at 12:40 p.m.

Respectfully submitted,

Betty A. Kocmer
Secretary
Board of Trustees
Western Michigan University
Board of Trustees
December 15, 2006

The Board of Trustees formal session was called to order by Chair Holden at 11:35 a.m. on Friday, December 15, 2006 in Rooms 157-159 Bernhard Center.

The agenda was accepted with the deletion of action #4 - Lease Agreement between WMU and WMU Foundation re Building 126.

Minutes of October 20 and October 27 formal sessions approved.

Remarks presented by Chair Holden, President Haenicke and WSA President Amanda Grove and GSAC Rosana Alsaud.

Resolution re presidential search presented by Trustee Tolbert, vice chair of search advisory committee approved.

Sale of Property, Reassignment of Assumption of Lease, and Ratification of AFSCME Contract all approved on roll call votes 7-0 (with Trustee Miller not present).

Consent items approved as presented - grant report, revised research misconduct policy, gift report, revised annuity and life income funds investment report, personnel report, and board meeting dates for 2007.

MUSIC Report (Michigan Universities Self-Insurance Corporation) and Cash Investments and Annuity Life Income Funds Performance Report reviewed.

Public Comments. There were 6 public comment presenters-- Kevin Hinds re the Police Officers Association contract, Bryan Sutton re the approved AFSCME contract, and Sarah Murray, Amalia Moore, Ashleigh Verdier, and Emily Jones speaking in favor of the "Living Wage Campaign."

The meeting was adjourned at 12:50 p.m.

[Signature]
Betty Kocher
Secretary
Board of Trustees