

2004

## Board of Regents Meeting Materials, September 21, 2004

Eastern Michigan University

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**BOARD OF REGENTS  
EASTERN MICHIGAN UNIVERSITY**

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# EASTERN MICHIGAN UNIVERSITY

## Board of Regents' Meeting

The official minutes of the September 21, 2004, Board of Regents Meeting.

The Regular Meeting of the Eastern Michigan University Board of Regents was called to order by Chair Incarnati at 11:59 a.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

Chairman Incarnati asked Secretary Aymond for an attendance call.

The Board Members present were:

- Chairman Philip Incarnati
- Vice Chair Karen Valvo
- Regent Joseph Antonini
- Regent Jan Brandon
- Regent Steven Gordon
- Regent Sharon Rothwell

The Board Members absent were:

- Regent Rosalind Griffin
- Regent Michael Morris

Members of the Administration present were:

- Interim President Craig Dean Willis
- Interim Vice President John Beaghan
- Vice President Courtney McAnuff
- Vice President Juanita Reid
- Interim Provost Donald Loppnow
- Vice President Stuart Starner
- Vice President Jim Vick

## COMMUNICATIONS

Secretary Aymond announced there were four requests to address the Board, and, abiding by the Board guidelines, 7 1/2 minutes would be allowed for each speaker.

Aaron Deakins, spoke about the financial and bureaucratic responsibility of the University.

Robert Murkowski, vice president of the Student Body, spoke about the state of the University and the need for cooperation and working together for the future.

Floyd Porter, spoke on the subject of choosing the next president of EMU.

Daniel E. Hunter, accused the Regents of malfeasance and called for their resignations.

The Communications portion of the agenda concluded at 12:27 p.m.  
The Board recessed for lunch.

The Regular Meeting of the Eastern Michigan University Board of Regents was reconvened at 1:30 p.m. and an attendance roll call was taken.

The Board Members present were:

- Chairman Philip Incarnati
- Vice Chair Karen Valvo
- Regent Joseph Antonini
- Regent Jan Brandon
- Regent Steven Gordon
- Regent Sharon Rothwell

The Board Members absent were:

- Regent Rosalind Griffin
- Regent Michael Morris

**.6301M RESOLUTION: to recognize Cultural Heritage Months**

Regent Brandon moved and Regent Antonini seconded to support the Resolution for Cultural Heritage Months.

**WHEREAS**, Eastern Michigan University recognizes that respect for cultural differences is important, and seeks to demonstrate an appreciation of human diversity by providing an atmosphere of mutual respect through its programs and activities; and

**WHEREAS**, Eastern Michigan University continues to be cited for its commitment to campus diversity in the annual "America's Best Colleges" published by U.S. News and World Report as a place where students can learn from others whose backgrounds are different from their own and recently was named a 2004 "Best Midwestern College" by The Princeton Review for the second straight year; and

**WHEREAS**, African American, Asian/Pacific American, Hispanic American and Native American people have all distinguished themselves, have made significant contributions to the history of the state of Michigan and to the United States, and continue to enrich our nation intellectually, socially and culturally; and

**WHEREAS**, Congress has established September 15 through October 15 as National Hispanic Heritage Month in recognition of the contributions and achievements of Hispanic people; and

**WHEREAS**, the month of November has historically been designated as National Native American History Month, Eastern Michigan University will celebrate the month with campus programs, and

**WHEREAS**, the President of the United States has designated the month of February as Black History Month, African Americans and other members of the Eastern Michigan University community host a variety of activities and programs, to commence on January 17, 2005 with the President's Luncheon in honor of Dr. Martin Luther King, Jr., and

**WHEREAS**, the President of the United States has designated the month of May as Asian Pacific American Heritage Month, Eastern Michigan University will, for the first time, celebrate the month with campus programs,

**NOW, THEREFORE, BE IT RESOLVED**, that the Eastern Michigan University Board of Regents calls upon the Eastern Michigan University community to join the President of the United States, the Governor of the great State of Michigan and communities across the Nation in recognizing the many contributions made by African Americans, Asian/Pacific Americans, Hispanic Americans and Native Americans to our state and to our nation by honoring these observances through participation in these programs, ceremonies and activities, and by dedicating themselves to the pursuit of equality.

**Motion Carried.**

**.6302M      RESOLUTION: Jordon Desilets  
NCAA National Champion**

Regent Valvo recommended and Regent Antonini seconded the Resolution.

Whereas, Jordan Desilets was named the 2004 Performer of the Year at the Mid-American Conference Outdoor Championships, after winning the 3,000 meter steeplechase, the 1,500 meter and finishing second in the 5,000 meter; and

Whereas, Desilets was named the Most Valuable Performer of the MAC championships, breaking two individual MAC records. He won the mile, the 3,000-meter run and finished runner-up in the 5,000-meter run. He was named to the All-MAC first-team, and went on to earn All-American honors with a seventh-place finish in the mile run at the 2004 NCAA Indoor Championships; and

Whereas, Desilets earned his third All-American honor with his third consecutive top five finish in the event at the national championships; and

Whereas, the senior, who finished second at the 2003 NCAA championships, posted a winning time of 8:42.64 to win his first national championship; and

Whereas, Eastern Michigan University men's track and field athlete Jordan Desilets won the 3,000 meter steeplechase in Austin, Texas at the 2004 NCAA Outdoor Track and Field Championships on June 12, 2004; and

Therefore, be it resolved, that the Eastern Michigan University Board of Regents congratulates Jordan Desilets for his success and commends him for the honor and distinction he has brought himself and Eastern Michigan University.

**Motion Carried.**

**.6303M MINUTES OF THE JUNE 17, 2004, BOARD MEETING  
AND MINUTES OF THE AUGUST 4, 2004  
SPECIAL BOARD MEETING**

Regent Antonini moved and Regent Rothwell seconded to approve the minutes of the June 25, 2002 Board Meeting and the August 4, 2004 Special Board Meeting.

**Motion Carried.**

**PRESIDENT'S REPORT**

Today marks my 37<sup>th</sup> day as Interim President of Eastern Michigan University. It has been a period of rapid learning, challenge and new beginnings. My wife Marilyn and I have been encouraged by the warmth and genuine encouragement with which we have been received by the University and community. It is clear that there many wonderful, talented people who care deeply about Eastern Michigan University and are committed to doing whatever is necessary to help the University move forward. I will continue to seek input from these students, faculty, staff, alumni and friends of EMU to help restore trust in the administration and pride for the University.

Two major issues, one of which is on your agenda today, have demanded a significant amount of attention during my first few weeks.

As you know, the University has submitted its formal response to the Performance Audit of University House by the Office of the Auditor General. As I stated in my letter of transmittal, I believe that the recommendations set forth in the audit have provided the University with guidance as we seek to make improvements and changes in our policies and practices. A careful and critical review of the audit proved that some aspects of the project could have been handled more effectively. Our response acknowledges the University's mistakes and documents our plans for improvement.

In the next several weeks I will be meeting with legislative leadership and other stakeholders to personally assure them that sound management practices are in place and to elicit their support as we move forward to focus our efforts on the pursuit of our greatest mission: providing outstanding educational experiences for our students.

Later in this meeting you will be asked to ratify the contract between the University and the EMU Chapter of the American Association of University Professors. As is the case in all negotiations, this is a contract of compromise. I believe it recognizes the value the University places on having a strong, tenure-track faculty, and at the same time is fiscally responsible. I am indebted to the leadership on both sides of the table for their hard work in helping to resolve tough contract issues, and to the AAUP membership that overwhelmingly ratified the contract last week.

I am very encouraged that the AAUP has pledged to continue the work of the Health Care Task Force. The costs of health care benefits, as anyone who reads or listens to the news knows, have increased more than 13 percent last year alone. We will need the best thinking of all our employee groups to help identify ways the University can address these increases during a period of declining revenues.

I am also pleased that the AAUP has pledged to actively participate on my Presidential Commission on the Future of Instructional Delivery. I formed the Commission to carefully and reflectively analyze the way in which the University administers the nontraditional delivery of educational programs, and to place those programs in the context of the broader institutional mission. I will chair the Commission and expect it to issue a preliminary report next spring.

I think every member of the University community was pleased that an agreement was reached and that classes started without interruption.

At EMU, fall opening really starts two-weeks before classes begin. It is during this time that our student support staff members in housing and dining, orientation and student services return to campus and begin their training. I had the opportunity to talk with many of these students and I can assure you that they are incredibly dedicated to Eastern Michigan University.

I also had the pleasure of welcoming approximately 2,000 students and 3,000 of their closest friends and relatives to FUSION, our Freshman Orientation program. FUSION provides a series of learning activities aimed at helping students make a smooth transition to life at the University. I want to thank all the student orientation leaders, faculty and staff who dedicated many hours to making this a successful program.

And, I want to thank and acknowledge the more than 500 students and community members who helped with move-in this year. Once again, the EMU Greek system was the backbone of our efforts. More than 300 "Greeks" helped an estimated 1,500 students move in during a five-hour period. In my many years, I have experienced good move-ins and bad ones. This was a great move in and set the stage for what was to be a very busy first week of activities.

Let me give you a quick snapshot of that week. In the first week alone:

- 4,142 students, faculty and staff opened accounts for personal web pages on people.emich.edu.
- 43,614 active my.emich accounts were supported by ICT.
- 972,149 e-mail messages were sent to, or received from, off campus.
- 11,726 individuals logged in for 135,832 sessions and printed 73,283 pages in ICT labs.
- \$29 million in financial aid were dispersed to student accounts. The Office of Financial Aid projects that annual aid to students will reach \$130 million this academic year.
- 6,000 students participated in Meijer Madness.
- 130 freshman participated in a morning of community service during this year's Community Plunge
- 1,000 students (and one interim president) participated in YpsiFest, and



- 17,750 fans watched EMU kick off the football season with a 37-34 win over Buffalo

As reported in June, we start the year with several organizational changes in Academic Affairs and the addition of three new deans and a new interim director of the honors program. I would like to welcome Dr. James Knapp who will be leading the honors program, Dr. David Mielke who took over the reins as the Dean of the College of Business, Dr. Jeanne Thomas the new Dean of the College of Health and Human Services, and Dr. Alane Starko, the Interim Dean of the College of Education. Their leadership, as well as that of Deans Pritchard and Dugger, will be critical in the months ahead as we transition to new permanent leadership in Academic Affairs.

Dr. Paul Schollaert, as you know, resigned his position as Provost and Vice President for Academic Affairs effective September 17 to return to the faculty. As is customary when tenured faculty members return to the classroom following an administrative appointment, Dr. Schollaert is taking a leave to prepare to return to teaching. Dr. Donald Lopnow, who most recently served as Acting President in addition to his position as Senior Executive for Strategic Planning and Continuous Improvement, has accepted the appointment as Interim Provost. Don will continue to be responsible for strategic planning and continuous improvement during his tenure as Interim Provost. Since this position is critical to the University, and should be the purview of the new president to fill, the position will not be posted until a new president is in place.

The Division of Student Affairs also starts the year having reorganized. The Dean of Students, and Associate and Assistant Dean positions have been eliminated and an ombudsman position in the Office of the Vice President for Student Affairs was created. Greg Peoples, former Dean of Students, will serve as the ombudsman. A new Associate Director of Diversity Programs has been created and will be filled by Judy Sturgis Hill. These moves, some of which were made in response to recommendations of the University Diversity Council, will result in a number of positive outcomes for the division in terms of its ability to effectively and efficiently serve our students and to address crucial campus issues.

Serving students more effectively was also the impetus for the creation of Service EMU. This one-stop service center, which opened in August, is a collaborative effort between Admissions, Financial Aid, Records and Registration and Student Business Services. Staff has been cross-trained in each of the areas. This allows students to conduct their business at one office. Service EMU is located on the first floor of McKenny Union in a high student traffic area. This initiative is a good example of staff resourcefulness to meet student needs in a time of shrinking resources.

Another good example is the full implementation of the CAPP automated degree audit system. CAPP, which works in conjunction with Banner, permits students to go online, check progress toward their degrees, do "what-if" comparisons of different majors, and get help online regarding degree requirements. Implementation of this system will allow us to utilize staff in other Enrollment Services areas that lost positions due to budget reductions.

Enrollment Services, working with University Mail Services and University Marketing, has also worked to modify several outreach pieces in order to take full-advantage of postal savings. The Division saved more than \$15,000 on three recent mailings by utilizing enhanced postal certification systems. Resources generated through cost-saving programs such as this are being utilized to fund additional marketing materials and expanded outreach efforts.

In other news of note:

- The Princeton Review, for the second consecutive year, named EMU a “Best Midwestern College.” Kaplan Publishing previously named the University a “Best Value for Your Tuition Dollar.”
- The University opened the Washtenaw County/EMU Legal Resource Center. Students from EMU’s paralegal program staff the Center, which will help provide legal self-help information. EMU is one of only two four-year, degree-granting public universities in Michigan with a paralegal program approved by the American Bar Association.
- EMU is one of three finalists nationally for an Army contract to deliver an online Bachelor of Science degree in paralegal studies. A decision is expected in October. If successful, classes would begin Winter 2005. The program is expected to draw nearly 100 new students.
- Black Issues in Higher Education magazine ranked EMU first among Mid-American Conference schools and fourth among Michigan universities in the number of degrees granted to African-American students.
- The \$2.4 million Buell Hall renovation project was completed on time and on budget.
- The endowment closed the fiscal year with a market value of \$35.8 million, an increase of \$5.5 million or 18.1 percent. In addition to positive investment returns, the market value also has grown due to increased gifts to endowment.
- For the seventh consecutive year, contributions to the University exceeded \$4 million and totaled \$5,860,867. Fiscal year 2003-04 recorded \$4,360,103 in cash gifts, which exceeded the prior year cash gifts of \$3,169,143 by \$1,190,960 or 37.6 percent.
- Gifts to scholarships increased in the last fiscal year by more than \$600,000.
- In FY 2003-04, more than \$956,000 was provided to the University from the endowment, an increase of approximately \$121,000 or 14.5 percent from last year.
- Wireless networking, funded by the Student Technology Fee, is now available in high traffic student areas in the library, McKenny Union, the Eastern Eateries and DC One.
- WEMU-FM launched a new program September 10 titled The Lynn Rivers Show. Hosted by former U.S. Congresswoman Lynn Rivers, the show will examine the “then

and now” of politics, policy and government. The hour-long program airs Fridays at 8 a.m.

- Dining Services has launched several new initiatives including online ordering for Eagle Care Package Express (gift packages that can be delivered to any campus address seven days a week), a variety of lower-cost catering options and a new Off-Campus Meal Plan designed for commuter students as well as faculty and staff.
- University Health Services is collaborating with Concordia College to provide comprehensive health services to its undergraduate students.
- Our student athletes finished the 2003-04 academic year with a 3.02 GPA and finished 3rd in the MAC in overall department GPA.
- Eastern Michigan University, at the request of the family, was honored to host the public memorial service for former Congressman William Ford. Congressman Ford, a long-time supporter of higher education, and the man responsible for helping to secure funds to restore this building (Welch Hall), passed away in August after a long battle with cancer. A memorial service, conducted at Eagle Crest, drew admirers from Michigan and across the country. A video of the EMU ceremony was used in Washington as part of the ceremony held at the Capitol.
- Michigan Governor Jennifer Granholm chose Eastern Michigan University as the site for the Democratic Governors Association's policy conference September 17. Granholm hosted Democratic governors and private sector leaders during the daylong event at EMU's Eagle Crest Conference Center. Participants discussed the national economy, strategies for stimulating job growth at the state level and the state of health care in America.
- The University closed the fiscal year with a balanced general fund budget and a clean financial statement audit that included no management letter comments, reflecting the strong internal controls that are in place.

While we have much good news to share, we also face a number of challenges. Most notably,

- Enrollment for fall, as of September 15, is down 2.2 percent in headcount (adjusted) and down 3.7 percent in credit hours, and
- Housing occupancy is down 4.5 percent in the residence halls and 18 percent in the apartments.

Both of these situations will have an impact on the general and auxiliary fund budgets. The enrollment decline has been linked to a continued loss of international students due to visa restrictions; a loss in freshman, particularly from Ohio, due to increased scholarship programs aimed at keeping Ohio students in state; more freshmen opting to enter community college as a

means of saving on tuition; the impact of sustained negative publicity over the past several months; and upper-level students taking reduced course loads due to increasing costs. Staff has already implemented several initiatives to respond to these market conditions including: expanding the search base; restructuring scholarship dollars to provide more competitive awards; enhancing community college outreach efforts to capture more transfer students; and helping current students to more effectively utilize low-cost loan programs to meet financial obligations.

Budget issues, as you know, will continue to be a major focus for the University. We are anxiously awaiting full-approval of the State's higher education budget. While it appears at this time that the tuition pledge agreement is intact and we will see a restoration of some of the funds cut last spring, this is not final. Should the budget move forward as anticipated, we would still start the fiscal year with a per-student appropriation that is less than we had in 1997. We will be further challenged to adjust the budget due to loss of revenue as the result of fewer credit hours. I have instructed Cabinet to begin to develop several budget reduction scenarios and will continue to update you frequently as to our initiatives in this area.

I would like to close my report by highlighting several individual accomplishments of our students, faculty, staff and alumni:

- Jonathan Marceau was named National Student Teacher of the Year by the Association of Teacher Educators (ATE) and Kappa Delta Pi (KDP). He is the first EMU graduate and the second ever from Michigan to win this honor.
- Marcia Mardis, part-time lecturer in Teacher Education and Counseling, was awarded the Margaret Glazier Award for contributions to the Library Media Profession by the Michigan Association for Media in Education.
- Suzanne Hobson, associate professor for the Department of Leadership and Counseling was appointed by Governor Granholm to a four-year term on the Michigan Board of Counseling.
- Bill Click, '03, is hosting a new cable series on the Do-It-Yourself Network called, "Restoration Realities." Click is president of EMU's Historic Preservation Alumni Chapter.
- Karen Wesley, '04, was the only graduate from the state, and one of only 10 nationally, to be selected for the U.S. Army's Medical Specialist Corp.
- Sgt. Major Woodrow English, class of 1975, played Taps at the sunset internment of President Ronald Regan. Less than 48 hours earlier, English had been in France, at Omaha Beach, performing Taps as part of a military ceremony commemorating D-Day. English has played with the Army Band for 28 years and is the principal trumpeter and senior soloist.
- John Heffron, '93, won NBC's national Last Comic Standing competition.

- EMU graduate Jamie Nieto represented the United States at the Athens Summer Olympic Games. Nieto placed fourth in the high jump. EMU has had a summer Olympic team member each year since 1960.

I would like to remind everyone that today, at 3 p.m., is the official groundbreaking for the Student Center. I invite everyone to attend and to help us celebrate the project that has been the number one priority of the Student Leader Group for the past several years. The ceremony will be at the north end of the site. Parking is available in the North lots.

Other calendar dates of note:

September 24—Institutional Values Awards. 10:30 a.m. to noon. Pease Auditorium.

September 28—All Campus picnic. 11:30 a.m. to 1 p.m. on the Mark-Jefferson Mall.

October 2—HOMECOMING. More than 60 activities are planned for Homecoming. Activities begin Sunday, September 26 and end with the football game, Saturday, October 2.

October 9—Freshman Convocation of Excellence. 10:30 a.m. to noon, Pease Auditorium. More than 300 freshman scholarship winners and 11 high-school Exceptional Educators will be recognized at this annual celebration.

October 9—Family Day. Noon to 4 p.m. throughout campus. More than 50 hands-on-learning activities for kids from ages four to 84. Entertainment stages at McKenny Union and Marshall will feature community performers.

November 9—Second Annual State of the Public Universities in Michigan address. Detroit Economic Club.

November 13—2004 men's and women's NCAA Great Lakes Regional Cross Country meet at Eagle Crest.

I look forward to seeing you at these events and to working with you to further the mission of the University: providing outstanding educational experiences for our students.

Thank you Mr. Chairman. That concludes my report.

Chairman Incarnati introduced Regent Jan Brandon and Regent Steven Gordon as two Regents who had volunteered to steer the search for a permanent president of Eastern. Regent Brandon spoke about hiring a search firm, organizing a committee and having updates on a web site.

**.6304M                    TREASURER'S REPORT**

**Section 1**

Regent Antonini moved and Regent Rothwell seconded that the Treasurer's Report for the month of August 2004, be received and placed on file.

**Motion Carried.**

**.6305M                    INTERNAL AUDIT**

**Section 2**

Regent Antonini moved and Regent Rothwell seconded that the Internal Audit report for June through September 2004, be received and placed on file.

**Motion Carried.**

**.6306M                    GRANTS/CONTRACTS**

**Section 3**

Regent Antonini moved and Regent Rothwell seconded that 106 grants and contracts totaling \$3,567,395 for the period 6/1/04 through 8/31/04 be accepted.

**Motion Carried.**

**.6307M**

**CONSTRUCTION PROJECTS PROGRESS**

**Section 4**

Regent Antonini moved and Regent Rothwell seconded that the Board receive and place on file the Construction Projects Progress Report for the period ending July 1, 2004.

**Motion Carried.**

**.6308M**

**ACCOUNTS RECEIVABLE**

**Section 5**

Regent Antonini moved and Regent Rothwell seconded that the Student Accounts Receivable Reports, and the Collection Agency Inventory as of August 31, 2004, be received and placed on file.

**Motion Carried.**

**.6309M**

**REPORT: Information and Communications Technology**

**Section 6**

Regent Antonini moved and Regent Rothwell recommended that the Report on the progress of ICT Initiatives be accepted and placed on file.

**Motion Carried.**

**.6310M**

**STAFF APPOINTMENTS**

**Section 7**

Regent Antonini moved and Regent Rothwell seconded that the Board of Regents approve 55 staff appointments for the reporting period of May 1, 2004 through September 8, 2004.

## EASTERN MICHIGAN UNIVERSITY

DATE: 9/8/04

## STAFF APPOINTMENTS

REPORTING PERIOD: MAY 1, 2004-SEPTEMBER 8, 2004

## ALPHABETICAL LISTING WITHIN GRADE WITHIN E CLASS

| LAST NAME | FIRST NAME | E CLASS | GRADE | JOB TITLE                      | DEPARTMENT                   | HIRE DATE | ANN SAL   | APPT | RACE | SEX |
|-----------|------------|---------|-------|--------------------------------|------------------------------|-----------|-----------|------|------|-----|
| Holdren   | Bradley    | AC      | 11    | Asst Coach Sflb,Cc/Trk,Vol,Bsb | Women's Crew                 | 7/28/2004 | \$ 28,000 | 100  | WH   | M   |
| Weaver    | Scott      | AC      | 12    | Asst Coach(Ftbl/Mn-Wmn Bsktbl) | I/C Ath Admin                | 7/17/2004 | \$ 45,000 | 100  | WH   | M   |
| Hoskins   | Steve      | AP      | AVAD3 | Asst Dean of Bus Grd Pro       | Business Dean                | 5/1/2004  | \$ 80,000 | 100  | WH   | M   |
| Nielsen   | Sandra     | AP      | CDAP2 | Dir Ctr for Devel of Bus Prof  | Business Dean                | 6/7/2004  | \$ 55,000 | 100  | WH   | F   |
| Meraz     | Ramona     | AP      | MGIL1 | Asst Dir New Slu Programs      | Campus Life                  | 5/25/2004 | \$ 47,000 | 100  | BL   | F   |
| Abbasse   | Kevin      | AP      | MGIL2 | Principal Plant Engineer-Struc | Hdc Support Services-Housing | 6/28/2004 | \$ 68,300 | 100  | WH   | M   |
| Scovron   | Marie      | AP      | PFAT3 | Asst Ath Dir Rules Compl       | I A Administration           | 8/23/2004 | \$ 52,000 | 100  | WH   | F   |
| Fairchild | Zachary    | AP      | PFHR1 | Human Resources Generalist I   | Employee Benefits            | 5/7/2004  | \$ 34,000 | 100  | WH   | M   |
| Emrick    | Bonnie     | CC      | AXCY2 | Admin Secretary                | Dir Acad Human Res           | 7/26/2004 | \$ 28,700 | 100  | WH   | F   |
| Lewis     | Barbara    | CS      | 04    | Secretary II                   | SBDC                         | 6/21/2004 | \$ 10,609 | 47.5 | WH   | F   |
| Quednau   | Margaret   | CS      | 04    | Secretary II                   | Fgn Lang & Bilingual         | 6/7/2004  | \$ 23,575 | 100  | WH   | F   |
| Ray       | Kathryn    | CS      | 04    | Secretary II                   | Sociology                    | 9/1/2004  | \$ 12,024 | 50   | WH   | F   |
| Calhoun   | Frances    | CS      | 05    | Sr Secretary                   | SBDC                         | 9/2/2004  | \$ 27,173 | 100  | WH   | F   |
| Carter    | Cathrine   | CS      | 05    | Customer Service Rep II        | Cont Ed Livonia              | 7/12/2004 | \$ 26,640 | 100  | WH   | F   |
| Kowalczyk | Brigid     | CS      | 05    | Sr Secretary                   | Std Judicial Service         | 9/1/2004  | \$ 26,640 | 100  | WH   | M   |



| LAST NAME | FIRST NAME | E CLASS | GRADE | JOB TITLE                      | DEPARTMENT                   | HIRE DATE | ANN SAL   | APPT | RACE | SEX |
|-----------|------------|---------|-------|--------------------------------|------------------------------|-----------|-----------|------|------|-----|
| Martin    | Fonda      | CS      | 05    | Sr Secretary                   | Sociology                    | 9/2/2004  | \$ 27,173 | 100  | WH   | F   |
| Salla     | Kevin      | CS      | 05    | Customer Service Rep II        | Cashiers Office              | 8/4/2004  | \$ 26,640 | 100  | WH   | M   |
| Shollack  | Donna      | CS      | 05    | Sr Secretary                   | Business & Tech Ed           | 9/1/2004  | \$ 27,173 | 100  | WH   | F   |
| Adamczak  | Michael    | FM      | 06    | Custodian                      | Hdc Support Services-Housing | 6/21/2004 | \$ 22,318 | 100  | WH   | M   |
| Binkley   | Gregery    | FM      | 06    | Custodian                      | Custodial Services           | 6/6/2004  | \$ 22,318 | 100  | WH   | M   |
| Estep     | Jason      | FM      | 06    | Custodian                      | Custodial Services           | 6/6/2004  | \$ 22,318 | 100  | WH   | M   |
| Herndon   | Mark       | FM      | 06    | Custodian                      | Custodial Services           | 6/13/2004 | \$ 22,318 | 100  | BL   | M   |
| Jackson   | Glenda     | FM      | 06    | Custodian                      | Custodial Services           | 5/12/2004 | \$ 22,318 | 100  | BL   | F   |
| Johnson   | Glenn      | FM      | 06    | Custodian                      | Counseling                   | 5/16/2004 | \$ 11,159 | 50   | BL   | M   |
| Johnson   | Cyrano     | FM      | 06    | Cook                           | Dining Services              | 8/10/2004 | \$ 28,850 | 100  | BL   | M   |
| Miller    | Jimmie     | FM      | 06    | Custodian                      | Custodial Services           | 5/16/2004 | \$ 22,318 | 100  | BL   | F   |
| Quincy    | Sandra     | FM      | 06    | Custodian                      | Custodial Services           | 6/6/2004  | \$ 22,318 | 100  | WH   | F   |
| Tisdale   | Greg       | FM      | 06    | Custodian                      | Mckenny-Custodl Serv         | 6/15/2004 | \$ 22,318 | 100  | WH   | M   |
| Cornn     | Bryan      | FM      | 10    | Laundry Operator               | I A Equip Maint              | 7/15/2004 | \$ 19,469 | 100  | WH   | M   |
| Hoffmann  | Karl       | FM      | 12    | Groundsperson                  | Grnds Walks Roadways         | 5/3/2004  | \$ 10,015 | 50   | WH   | M   |
| Konwin    | Michael    | FM      | 24    | HVAC/R Tech-Lead Abs&Chill Spc | Plumbing                     | 5/12/2004 | \$ 54,912 | 100  | WH   | M   |
| Doan      | Paula      | PT      | 05    | Foreperson, Custodial          | Hdc Support Services-Housing | 7/25/2004 | \$ 33,153 | 100  | WH   | F   |

| LAST NAME  | FIRST NAME | E CLASS | GRADE | JOB TITLE                      | DEPARTMENT                    | HIRE DATE | ANN SAL   | APPT | RACE | SEX |
|------------|------------|---------|-------|--------------------------------|-------------------------------|-----------|-----------|------|------|-----|
| Protske    | Joseph     | PT      | 05    | Foreperson, Custodial          | Custodial Services            | 6/6/2004  | \$ 34,480 | 100  | WH   | M   |
| Burghardt  | Andrew     | PT      | 06    | Course Development Assistant   | Ce Regional Pgrming           | 6/21/2004 | \$ 30,000 | 100  | WH   | M   |
| Fox        | John       | PT      | 06    | Mgr Apts Facilities Coord      | Hdc Support Services-Housing  | 7/21/2004 | \$ 36,471 | 100  | WH   | M   |
| Gray       | Robert     | PT      | 06    | Asst Mgr Ticket Ops            | Convocation Center Operations | 8/23/2004 | \$ 27,631 | 100  | BL   | M   |
| Hardman    | Catherine  | PT      | 06    | Area Complex Director          | Hdc Support Services-Housing  | 7/23/2004 | \$ 29,089 | 100  | WH   | F   |
| Stewart    | Carlos     | PT      | 06    | Area Complex Director          | Hdc Support Services-Housing  | 7/29/2004 | \$ 29,089 | 100  | BL   | M   |
| Turner     | Raina      | PT      | 06    | Area Complex Director          | Hdc Support Services-Housing  | 7/28/2004 | \$ 29,089 | 100  | BL   | F   |
| Bailey III | Sidney     | PT      | 07    | Site Coordinator               | Icard                         | 6/21/2004 | \$ 31,774 | 100  | BL   | M   |
| Borton     | Noah       | PT      | 07    | Prog Coord Orientation         | Campus Life                   | 7/14/2004 | \$ 31,774 | 100  | WH   | M   |
| Cadmus     | Christie   | PT      | 07    | Program Coord, Jumpstart       | Campus Life                   | 8/4/2004  | \$ 32,409 | 100  | WH   | F   |
| Goble      | Julie      | PT      | 07    | Accountant II                  | Accounting Student            | 6/7/2004  | \$ 35,000 | 100  | WH   | F   |
| Hallberg   | John       | PT      | 07    | Supv Athletic Equipment        | I A Equip Maint               | 8/2/2004  | \$ 35,000 | 100  | WH   | M   |
| Kasper     | Thomas     | PT      | 07    | Admissions Officer             | Adm Off-Campus Outrh          | 8/30/2004 | \$ 32,900 | 100  | WH   | M   |
| Northup    | John       | PT      | 07    | Web & Tech Ops Asst-WEMU       | Wemu Fm                       | 6/14/2004 | \$ 37,000 | 100  | WH   | M   |
| Are        | Olufunke   | PT      | 08    | Bus Consul MI Smal Bus Dev Ctr | SBDC                          | 6/7/2004  | \$ 20,659 | 47.5 | BL   | F   |
| Dembrow    | Merianne   | PT      | 08    | Bus Consul MI Smal Bus Dev Ctr | SBDC                          | 6/7/2004  | \$ 20,659 | 47.5 | WH   | F   |
| Jackson    | Lawrence   | PT      | 08    | Bus Consul MI Smal Bus Dev Ctr | SBDC                          | 8/12/2004 | \$ 18,720 | 45   | BL   | M   |

| LAST NAME  | FIRST NAME  | JE CLASS | GRADE | JOB TITLE                      | DEPARTMENT                   | HIRE DATE | ANNUAL SAL | APPT | RACE | SEX |
|------------|-------------|----------|-------|--------------------------------|------------------------------|-----------|------------|------|------|-----|
| St Louis   | Mary        | PT       | 08    | Teacher Placemnt Spec Dev Math | Dev Mathematics Prog         | 8/25/2004 | \$ 43,000  | 100  | WH   | F   |
| Stephenson | Peter       | PT       | 08    | Prog Coord, Info Assur Platfor | Ref:Police Emt               | 6/21/2004 | \$ 43,490  | 100  | WH   | M   |
| Trias      | Jean-Pierre | PT       | 08    | Coord of Math Tutor & Test Svs | Mathematics                  | 8/30/2004 | \$ 40,500  | 100  | HI   | M   |
| Heilman Jr | William     | PT       | 08*   | College Tech Spec I            | ICT-ATCS                     | 8/16/2004 | \$ 38,039  | 100  | WH   | M   |
| Nerolhin   | Jason       | PT       | 08*   | Web Analyst/Programmer I       | ICT-Network and Web Services | 6/14/2004 | \$ 44,771  | 100  | WH   | M   |
| Tanner II  | John        | PT       | 08*   | Eagle One Card Supp Tech       | Student Technology Services  | 8/23/2004 | \$ 41,000  | 100  | WH   | M   |

Motion Carried.

**.6311M**

**STAFF SEPARATIONS/RETIREMENTS**

**Section 8**

Regent Antonini moved and Regent Rothwell seconded that the Board approve 63 separations and retirements for the reporting period of May 1, 2004 through September 8, 2004.

## EASTERN MICHIGAN UNIVERSITY

DATE: 9/8/04

## SEPARATIONS/RETIREMENTS

REPORTING PERIOD: MAY 1, 2004-SEPTEMBER 8, 2004

## ALPHABETICAL LISTING WITHIN GRADE WITHIN E CLASS

| LAST NAME | FIRST NAME | E CLASS | GRADE | JOB TITLE                      | DEPARTMENT                    | HIRE DATE  | TERM. DATE | ANN. SAL.  | APPT. | RACE | SEX | REASON             |
|-----------|------------|---------|-------|--------------------------------|-------------------------------|------------|------------|------------|-------|------|-----|--------------------|
| Bush      | Bradford   | AC      | 12    | Asst Coach(Ftbl/Mn-Wmn Bsktbl) | I/C Ath Adm'n                 | 12/16/2003 | 7/15/2004  | \$ 60,000  | 100   | WH   | M   | PERSONAL           |
| O'Connor  | Bernard    | AP      | AVAD3 | Asst Dean Col of Arts & Scie   | Arts & Sciences Dean          | 10/1/1990  | 7/15/2004  | \$ 32,450  | 50    | WH   | M   | PERSONAL           |
| Rankin    | Joseph     | AP      | CDAP3 | Interim Dir Honors Program     | Honors Program                | 0/29/1984  | 7/31/2004  | \$ 99,500  | 100   | WH   | M   | PERSONAL           |
| Kalter    | Patricia   | AP      | MGAD1 | Dir, Alzheimers Educa Prog     | Social Work                   | 8/1/2001   | 6/30/2004  | \$ 57,401  | 100   | WH   | F   | AT WILL SEPERATION |
| Noda      | Phyllis    | AP      | MGAD1 | Dir Bilingual Bicultural Prgm  | Arts & Sciences Dean          | 7/1/1987   | 8/31/2004  | \$ 90,410  | 100   | WH   | F   | RETIREMENT         |
| Harris    | Michael    | AP      | MGAD4 | Associate Provost              | Associate Provost             | 8/31/1994  | 6/30/2004  | \$ 132,600 | 100   | WH   | M   | PERSONAL           |
| Goff      | Wendy      | AP      | MGIL1 | Asst Dir Athletic Acad Servs   | I A Academic Adv              | 7/8/2002   | 5/3/2004   | \$ 48,392  | 100   | WH   | F   | AT WILL SEPERATION |
| Spencer   | Machele    | AP      | MGIL1 | Asst Dir Events Mkring and Pr  | Convocation Center Operations | 4/1/2002   | 8/6/2004   | \$ 49,662  | 100   | WH   | F   | PERSONAL           |
| Tilton    | Lynn       | AP      | MGIL1 | Mgr Catalogue Op/Pr            | Ce Dist Ed/Inv                | 8/1/2001   | 6/1/2004   | \$ 45,240  | 100   | WH   | F   | PERSONAL           |
| Banks     | Nicole     | AP      | MGIL2 | Asst Dean of Students          | Dean of Students              | 1/20/2003  | 8/31/2004  | \$ 62,288  | 100   | BL   | F   | PERSONAL           |
| Press     | Steven     | AP      | MGIL2 | Dir College Ed Clinics         | C.O.E. - Clinic               | 11/15/2001 | 6/30/2004  | \$ 57,784  | 100   | WH   | M   | AT WILL SEPERATION |
| McAuliffe | John       | AP      | MGIL3 | Dir Campus Police              | Parking                       | 6/27/1994  | 7/19/2004  | \$ 86,117  | 100   | WH   | M   | RETIREMENT         |
| Scott     | Tracy      | AP      | PFAT3 | Asst Ath Dir Rules Compl       | I A Administration            | 6/16/2003  | 6/30/2004  | \$ 49,700  | 100   | BL   | F   | PERSONAL           |
| Nardell   | Lisa       | AP      | PFSP1 | Legal Assistant                | Legal Affairs                 | 1/2/2003   | 7/9/2004   | \$ 35,735  | 100   | AS   | F   | PERSONAL           |
| Daniels   | William    | CC      | AXCY2 | Admin Secretary                | Dir Acad Human Res            | 11/1/2003  | 7/15/2004  | \$ 30,000  | 100   | BL   | M   | AT WILL SEPERATION |
| Hamel     | Jason      | CS      | 04    | Library Assistant II           | Library-General Account       | 2/19/2001  | 6/4/2004   | \$ 11,788  | 50    | WH   | M   | PERSONAL           |

| LAST NAME | FIRST NAME | E CLASS | GRADE | JOB TITLE                 | DEPARTMENT                     | HIRE DATE  | TERM. DATE | ANN. SAL. | APPT. | RACE | SEX | REASON      |
|-----------|------------|---------|-------|---------------------------|--------------------------------|------------|------------|-----------|-------|------|-----|-------------|
| McDowell  | Benita     | CS      | 04    | SENIOR ACCOUNT CLERK      | Accounts Payable Adm           | 12/14/1998 | 6/29/2004  | \$ 22,224 | 100   | WH   | F   | PERSONAL    |
| Quednau   | Margaret   | CS      | 04    | Secretary II              | Fgn Lang & Bilingual           | 6/7/2004   | 8/31/2004  | \$ 24,047 | 100   | WH   | F   | INVOLUNTARY |
| Stafiej   | Kristina   | CS      | 04    | Secretary II              | Teacher Education              | 1/27/2003  | 5/3/2004   | \$ 23,575 | 100   | WH   | F   | PERSONAL    |
| Tongusi   | Brenda     | CS      | 04    | Data Entry Clerk II       | Payroll                        | 11/11/2003 | 3/8/2004   | \$ 23,113 | 100   | WH   | F   | INVOLUNTARY |
| Brendlke  | Brandi     | CS      | 05    | Customer Service Rep II   | Health Services Administration | 8/10/2001  | 8/27/2004  | \$ 27,173 | 100   | WH   | F   | PERSONAL    |
| Brunzell  | Julie      | CS      | 05    | Sr Secretary              | Comm & Theatre Arts            | 8/12/2002  | 7/17/2004  | \$ 26,640 | 100   | WH   | F   | PERSONAL    |
| Case      | Mary       | CS      | 05    | Sr Secretary              | Faculty Council                | 9/3/1976   | 4/30/2004  | \$ 14,497 | 50    | WH   | F   | RETIREMENT  |
| Chnstman  | Leann      | CS      | 05    | Sr Secretary              | Financial Aid Office           | 8/7/2002   | 7/9/2004   | \$ 26,640 | 100   | AS   | F   | PERSONAL    |
| Dayney    | Diana      | CS      | 05    | Sr Secretary              | Technology Dean                | 1/29/2001  | 4/26/2004  | \$ 13,320 | 50    | WH   | F   | PERSONAL    |
| Gondek    | Suzanne    | CS      | 05    | Sr Secretary              | Std Judicial Service           | 11/1/1990  | 8/14/2004  | \$ 27,981 | 100   | WH   | F   | PERSONAL    |
| Graves    | Amanda     | CS      | 05    | Customer Service Rep II   | Office of the Registrar        | 5/13/2002  | 6/21/2004  | \$ 26,640 | 100   | WH   | F   | PERSONAL    |
| Kirby     | Mary       | CS      | 05    | Admissions Processor      | Adm Internal Oper              | 11/10/1997 | 5/19/2004  | \$ 18,282 | 70    | WH   | F   | PERSONAL    |
| McBride   | Darcy      | CS      | 05    | Sr Secretary              | Office of the Registrar        | 7/6/1999   | 6/21/2004  | \$ 26,640 | 100   | WH   | F   | PERSONAL    |
| Pablo     | Patricia   | CS      | 05    | Sr Secretary              | University Communications      | 8/7/2000   | 6/4/2004   | \$ 26,640 | 100   | NA   | F   | PERSONAL    |
| Riehn     | Angela     | CS      | 05    | Sr Secretary              | SBDC                           | 7/23/2001  | 8/20/2004  | \$ 19,980 | 75    | HI   | F   | PERSONAL    |
| Welland   | Sarah      | CS      | 05    | Sr Secretary              | Business & Tech Ed             | 6/14/1993  | 7/27/2004  | \$ 26,640 | 100   | WH   | F   | PERSONAL    |
| Martin    | Karen      | CS      | 06    | Account Specialist Senior | Accounting Student             | 3/8/1978   | 6/30/2004  | \$ 34,049 | 100   | WH   | F   | RETIREMENT  |
| Hardrick  | Cheryl     | FM      | 06    | Custodian                 | Hdc Support Services-Housing   | 12/3/1984  | 6/8/2004   | \$ 30,139 | 100   | BL   | F   | INVOLUNTARY |
| Lynch     | Ricky      | FM      | 06    | Custodian                 | Hdc Support Services-Housing   | 7/2/2000   | 4/21/2004  | \$ 28,288 | 100   | WH   | M   | INVOLUNTARY |

| LAST NAME  | FIRST NAME | E CLASS | GRADE | JOB TITLE                      | DEPARTMENT                     | HIRE DATE | TERM. DATE | ANN. SAL. | APPT. | RACE | SEX | REASON      |
|------------|------------|---------|-------|--------------------------------|--------------------------------|-----------|------------|-----------|-------|------|-----|-------------|
| Thomas     | Pat        | FM      | 06    | Custodian                      | Custodial Services             | 2/12/2004 | 5/4/2004   | \$ 22,318 | 100   | BL   | M   | INVOLUNTARY |
| Traskos    | Douglas    | FM      | 06    | Custodian                      | Gmds Walks Roadways            | 5/15/1985 | 3/24/2004  | \$ 32,282 | 100   | WH   | M   | INVOLUNTARY |
| Sanderson  | Linda      | FM      | 13    | Special Prog & Audio Vis Allen | University Services            | 1/2/1997  | 8/30/2004  | \$ 32,760 | 100   | WH   | F   | PERSONAL    |
| Asher      | Nancy      | FM      | 14    | Facilities Maint Worker        | University Services            | 3/10/1986 | 3/19/2004  | \$ 16,578 | 50    | WH   | F   | PERSONAL    |
| Kilpatrick | Robert     | PT      | 05    | Supervisor Bindery             | University Publications        | 5/28/1996 | 8/18/2004  | \$ 28,433 | 100   | WH   | M   | INVOLUNTARY |
| Owen       | Linda      | PT      | 05    | Foreperson, Custodial          | Hdc Support Services-Housing   | 3/17/1980 | 6/30/2004  | \$ 26,816 | 75    | WH   | F   | RETIREMENT  |
| Clanton    | Andre      | PT      | 06    | Mgr Apls Facilities Coord      | Hdc Support Services-Housing   | 1/17/2002 | 5/21/2004  | \$ 36,476 | 100   | BL   | M   | PERSONAL    |
| Coe        | Heather    | PT      | 06    | Area Complex Director          | Hdc Support Services-Housing   | 7/21/2003 | 6/17/2004  | \$ 29,089 | 100   | WH   | F   | PERSONAL    |
| Hirshman   | Amy        | PT      | 06    | TEACHER I                      | Child Care Ctr Suppt           | 12/4/2000 | 4/23/2004  | \$ 27,902 | 100   | WH   | F   | PERSONAL    |
| Humphrey   | Jerica     | PT      | 06    | Asst Mgr Ticket Ops            | Convocation Center Operations  | 3/2/2004  | 7/9/2004   | \$ 27,631 | 100   | BL   | F   | PERSONAL    |
| Strine     | Deborah    | PT      | 08    | Asst Unit Mgr Dining Serv      | Dining Services                | 6/1/2004  | 5/10/2004  | \$ 38,558 | 100   | WH   | F   | RETIREMENT  |
| Wyckoff    | Jason      | PT      | 06    | Area Complex Director          | Hdc Support Services-Housing   | 1/4/2000  | 7/9/2004   | \$ 31,659 | 100   | WH   | M   | PERSONAL    |
| Bales      | Elizabeth  | PT      | 07    | Medical Lab Technician         | Health Services Administration | 5/28/2002 | 8/24/2004  | \$ 30,790 | 87.5  | WH   | F   | PERSONAL    |
| Cummins    | Timothy    | PT      | 07    | Accountant II                  | Accounting Student             | 1/27/2003 | 5/14/2004  | \$ 35,898 | 100   | WH   | M   | PERSONAL    |
| Phelps     | Theresa    | PT      | 07    | Admissions Officer             | Adm Off-Campus Outrh           | 6/14/1993 | 6/23/2004  | \$ 33,048 | 100   | WH   | F   | PERSONAL    |
| VanHoose   | Lewis      | PT      | 07    | Supv Athletic Equipment        | IA Equip Maint                 | 9/21/2001 | 7/20/2004  | \$ 37,822 | 100   | WH   | M   | PERSONAL    |
| Davis      | Derrick    | PT      | 08    | Prog Coord First Yr Prog       | First Yr Exp Mentor            | 7/1/2002  | 5/11/2004  | \$ 40,973 | 100   | WH   | M   | PERSONAL    |
| Hamilton   | Theophilus | PT      | 08    | Career Development Associate   | Career Serv Admin              | 8/9/1967  | 8/6/2004   | \$ 56,019 | 100   | BL   | M   | RETIREMENT  |
| Hemr       | Jill       | PT      | 08    | Academic Advisor II            | COB-Academic Adv Ctr           | 6/3/2002  | 7/9/2004   | \$ 40,973 | 100   | WH   | F   | PERSONAL    |

| LAST NAME | FIRST NAME | E CLASS | GRADE | JOB TITLE                      | DEPARTMENT                   | HIRE DATE  | TERM. DATE | ANN. SAL. | APPT. | RACE | SEX | REASON      |
|-----------|------------|---------|-------|--------------------------------|------------------------------|------------|------------|-----------|-------|------|-----|-------------|
| Holmes    | Karen      | PT      | 08    | Teacher Placemnt Spec Dev Math | Dev Mathematics Prog         | 8/29/2001  | 9/1/2004   | \$ 44,323 | 100   | WH   | F   | RETIREMENT  |
| Levy      | Vaughn     | PT      | 08    | Coord Registration             | Office of the Registrar      | 7/20/1998  | 5/12/2004  | \$ 43,879 | 100   | WH   | M   | INVOLUNTARY |
| Lewis     | Jeffrey    | PT      | 08    | Proj Coordinator               | Ret Police Empl              | 3/25/2002  | 8/7/2004   | \$ 43,600 | 100   | WH   | M   | PERSONAL    |
| Robinson  | A'Lynne    | PT      | 08    | Learning Center Specialist     | The Learning Center          | 9/9/2002   | 4/30/2004  | \$ 44,125 | 100   | BL   | F   | PERSONAL    |
| Shinn     | Jeremiah   | PT      | 08    | Asst Dean of Students          | Dean of Students             | 1/2/2001   | 8/27/2004  | \$ 40,133 | 100   | WH   | M   | PERSONAL    |
| Woodward  | Shelly     | PT      | 10    | Facilities Utilization Planner | Physical Plant O/c           | 6/18/2001  | 6/22/2004  | \$ 55,157 | 100   | WH   | F   | PERSONAL    |
| Simon     | Kenneth    | PT      | 08*   | College Tech Spec I            | ICT-ATCS                     | 9/9/2002   | 5/28/2004  | \$ 42,024 | 100   | WH   | M   | PERSONAL    |
| Sims      | Michael    | PT      | 08*   | Eagle One Card Supp Tech       | Student Technology Services  | 10/10/2002 | 7/23/2004  | \$ 40,848 | 100   | WH   | M   | PERSONAL    |
| Tocco     | Vincent    | PT      | 10*   | Network System Engineer Sr     | ICT-Network and Web Services | 10/9/2000  | 8/20/2004  | \$ 53,550 | 100   | WH   | M   | PERSONAL    |

Motion Carried.



**EMERITUS FACULTY STATUS**

**Section 9**

Regent Antonini moved and Regent Rothwell seconded that the Board grant Emeritus Faculty Status to twenty (20) former faculty members listed below.

**Irene Allen**

Professor, Department of teacher Education from 1968 – 2004  
(36 yrs.)

**Roberta Anderson**

Assistant Professor, Department of Special Education from 1977-2004  
(27 yrs.)

**George Barach**

Associate Professor, Department of Special Education from 1969 – 2004  
(35 yrs.)

**Betty Barber**

Assistant Professor, Department of teacher Education from 1969 – 2004  
(35 yrs.)

**Michael Beebe**

Associate Professor, Department of Special Education from 1976 – 2004  
(28 yrs.)

**Joy Coyner**

Associate Professor, Department of Special Education from 1970 - 2004  
(34 yrs.)

**Gilbert B. Cross**

Professor, Department of English Language & Literature from 1970 – 2004  
(38 yrs.)

**Patrick C. Easto**

Professor, Department of Sociology, Anthropology, Criminology  
From 1970 – 2004 (34 yrs.)

**Nancy Halmhuber**

Professor, Department of Special Education from 1979 – 2004  
(25 yrs.)

**Christopher E. Hee**

Professor, Department of Mathematics from 1970 – 2004  
(34 yrs.)

**David C. Johnson**

Associate Professor, Department of Mathematics from 1973 – 2004  
(31 yrs.)

**Don Lick**

Professor, Department of Mathematics from 1985 – 2004  
(19 yrs.)

**Robert Kraft**

Professor, Department of English Language & Literature from 1969 – 2004  
(35 yrs.)

**Nora Martin**

Professor, Department of Special Education from 1967 – 2004  
(37 yrs.)

**Gayle Nash**

Associate Professor, Department of Special Education from 1977 – 2004  
(26 yrs.)

**Gary Navarre**

Professor, Department of Special Education from 1970 – 2004  
(34 yrs.)

**Kathleen Quinn**

Professor, Department of Special Education from 1965 – 2004  
(39 yrs.)

**Joseph H. Rankin**

Professor, Department of Sociology, Anthropology, Criminology  
From 1984 – 2004 (20 yrs.)

**William Shuter**

Professor, Department of English Language & Literature from 1968 – 2004  
(35 ½ yrs.)

**Judith Williston**

Professor, Department of Teacher Education from 1971 – 2004  
(33 yrs.)

**Motion Carried.**

.6313M

**FACULTY APPOINTMENTS**

**Section 10**

Regent Antonini moved and Regent Rothwell seconded that the Board of Regents approve two (2) new tenure-track faculty appointments for the 2004-05 academic year at the ranks, salaries, and effective dates shown.

Tana Bridge, Assistant Professor, School of Social Work  
effective 8/25/04 at an academic base of \$50000.

Carolyn Glogoski, Assistant Professor, Department of Health Sciences  
Effective 8/25/04 at an academic base of \$56000.

**Motion Carried.**

.6314M

**FACULTY PROMOTIONS**

**Section 11**

Regent Antonini moved and Regent Rothwell seconded that the Board accept and place on file the report entitled Promotion of Faculty Members for 2004-2005. One faculty member has met the requirements for promotion:

| <b>Last Name</b> | <b>First Name</b> | <b>Department</b>        | <b>College</b> | <b>Promotion</b> |
|------------------|-------------------|--------------------------|----------------|------------------|
| Okafor           | Victor            | African American Studies | CAS            | Professor        |

**Motion Carried.**

.6315M

**LECTURER PROMOTIONS**

**Section 12**

Regent Antonini moved and Regent Rothwell seconded that the Board accept and place on file the report entitled Promotion of Lecturers for 2004-2005. Two lecturers meet the requirements for promotion:

| <b>Last Name</b> | <b>First Name</b> | <b>Department</b>                 | <b>College</b> | <b>Promotion</b> |
|------------------|-------------------|-----------------------------------|----------------|------------------|
| Bulmer           | John              | COE - Office of Academic Services | COE            | Lecturer II      |
| Covert           | Sally             | COE - Office of Academic Services | COE            | Lecturer III     |

**Motion Carried.**

**.6316M                    STUDENT AFFAIRS COMMITTEE**

**Section 13**

Regent Brandon moved and Regent Antonini seconded that the Agenda for September 21, 2004, and the Minutes of June 15, 2004, be received and placed on file.

**Motion Carried.**

**.6317M                    EDUCATIONAL POLICIES COMMITTEE**

**Section 14**

Regent Valvo moved and Regent Antonini seconded that the Educational Policies Agenda for September 21, 2004, and the minutes of the June 15, 2004, meeting be received and placed on file.

**Motion Carried.**

**.6318M                    APPOINTMENTS OF CHARTER SCHOOLS BOARD  
MEMBERS**

**Section 15**

Regent Valvo recommended and Regent Brandon seconded the appointment of Ronald LaCasse to a three-year term on the Board of Directors of the Academy for Business and Technology; Robert Joy and Catherine Marks to three-year terms on the Board of Directors of Gaudior Academy; Eric McLachlan to a three-year term on the Board of Directors of Grand Blanc Academy; A'Kena Long, Sandra Rolle, James Walker, Gerald Wells, and Brunetta Willis to three-year terms on the Board of Directors of Great Lakes Academy; and Leatrice Eagleson, Phyllis Meadows, Walter Stephens and Alice Thompson to three-year terms on the Board of Directors of Hope Academy.

**Motion Carried.**

**.6319M**

**UNIVERSITY CALENDAR**

**Section 16**

Regent Valvo moved and Regent Rothwell seconded that the Board approve the University Calendars for 2005/2006, 2006/2007, 2007/2008, and 2008/2009 as recommended by the academic Calendar Committee.

**Motion Carried.**

**.6320M**

**FACULTY AFFAIRS COMMITTEE**

**Section 17**

Regent Valvo moved and Regent Rothwell seconded that the Faculty Affairs Committee Agenda for September 21, 2004, and the Minutes of the March 16, 2004, meeting be received and placed on file.

**Motion Carried.**

**.6321M**

**FINANCE AND AUDIT COMMITTEE**

**Section 18**

Regent Antonini moved and Regent Brandon seconded that the Working Agenda for September 21, 2004 and the minutes of the June 15, 2004, Finance Committee meeting be received and placed on file.

**Motion Carried.**

**.6322M**

**CONSOLIDATED FINANCIAL STATEMENTS AND  
SUPPLEMENTARY INFORMATION AS OF  
JUNE 30, 2004 AND 2003**

**Section 19**

Regent Antonini moved and Regent Brandon seconded that the Board receive and place on file the University's audited 2004 Financial Statements.

**Motion Carried.**

**.6323M**

**REPORT: OMB CIRCULAR A-133 SUPPLEMENTARY  
FINANCIAL REPORTS FOR THE YEAR ENDED 6/30/2004**

**Section 20**

Regent Antonini moved and Regent Brandon seconded that the Board receive and place on file the OMB Circular A-133 Supplementary Financial Reports for the year ended June 30, 2004.

**Motion Carried.**

**.6324M**

**REPORT: 2004 GENERAL FUND BUDGET  
MANAGEMENT REPORT**

**Section 21**

Regent Antonini moved and Regent Brandon seconded that the General Fund Budget Management Report be accepted and placed on file and that funding authorization in the amount of \$4,741,752 be approved for outstanding obligations, commitments, encumbrances, and provisions.

**Motion Carried.**

**.6325M**

**2004 GENERAL FEE REPORT**

**Section 22**

Regent Antonini moved and Regent Griffin seconded that the 2003 General Fee Report be placed on file. For FY 2004, the general fee was assessed at \$21.00 per student credit hour.

**Motion Carried.**

**.6326M**

**2004 AUXILIARY FUND BUDGET  
MANAGEMENT REPORT**

**Section 23**

Regent Antonini moved and Regent Valvo seconded that that 2004 Auxiliary Fund Budget Management Report be accepted and placed on file.

**Motion Carried.**

**.6327M**

**AUTHORIZATION TO EXTEND CONTRACT -  
INTERNAL AUDIT SERVICES**

**Section 24**

Regent Antonini moved and Regent Brandon seconded that the Board authorize the execution of a contract extension with Andrews, Hooper & Pavlik, P.L.C. (AH&P) for internal audit services effective October 1, 2004 through September 30, 2005.

**Motion Carried.**

**.6328M**

**COLLECTIVE BARGAINING AGREEMENT BETWEEN  
EASTERN MICHIGAN UNIVERSITY AND THE  
EASTERN MICHIGAN UNIVERSITY CHAPTER OF  
THE AMERICAN ASSOCIATION OF UNIVERSITY  
PROFESSORS**

**Section 25**

Regent Antonini moved and Regent Rothwell seconded that the Board approve the Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Chapter of the American Association of University Professors (EMU\_AAUP) and that the President and the University's Bargaining Committee be authorized to execute the Agreement on behalf of the Board of Regents.

**Motion Carried.**

.6329M

**MEETING ADJOURNED**

Regent Incarnati moved and Regent Brandon seconded that the Regular Meeting of the Board of Regents be adjourned at 2:08 p.m. The next meeting of the Board of Regents will be November 30, 2004 in Room 201, Welch Hall.

Respectfully Submitted,

A large black rectangular redaction covers the signature of the Secretary. A horizontal line extends from the right side of the redaction across the page.

Secretary to the Board of Regents