

2005

Board of Regents Meeting Materials, September 20, 2005

Eastern Michigan University

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BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

Index of the Regular Meeting of the Board of Regents, September 20, 2005.

		<u>Page No.</u>
.6501M	2005 Auxiliary Fund Budget Management Report.....	25
.6500M	2005 General Fee Report	24
.6502M	2005-06 Internal Audit Schedule	25
.6491M	Academic Separations/Retirements	19
.6482M	Accounts Receivable.... ..	12
.6506M	Athletic Affairs Committee.....	28
.6497M	Consolidated Financial Statements and Supplementary Information as of June 30, 2005 and 2004.....	23
.6481M	Construction Projects Progress	11
.6493M	Educational Policies Committee.. ..	21
.6487M	Emeritus Faculty Status	17
.6486M	Emeritus Staff Status.....	17
.6495M	Faculty Affairs Committee... ..	23
.6488M	Faculty Appointments.....	18
.6489M	Faculty Promotions.. ..	18
.6490M	Faculty Tenure	19
.6496M	Finance and Audit Committee	23
.6480M	Grants/Contracts . ..	11
.6479M	Internal Audit.. ..	11
.6504M	Lease Amendment: Lovan Limited, dba Campus Mail and Copy.....	26
.6503M	Memorandum of Understanding Between EMU And POLC Campus Police	25
.6477M	Minutes of June 21, 2005 Board Meeting and Minutes of the August 2, 2005 Special Board Mtg.....	5
.6505M	NEW POLICY: Instate-Tuition for Disaster Victims	26
.6494M	POLICY REVISION: Employment Agreements.. ..	21
	Report: 2005 General Fund Budget Management ..	24
.6498M	Report: OMB Circular A-133 Supplement Financial Reports for The Year Ended 6/30/05 ...	24
.6483M	Report: Information & Communications Technology..	12
.6475M	RESOLUTION: Cultural Heritage Months	3
.6476M	RESOLUTION: MAC Academic Proclamation..	4
.6484M	Staff Appointments ..	12
.6485M	Staff Separations/Retirements.. ..	14
.6492M	Student Affairs Committee ..	21
.6478M	Treasurer's Report... ..	11

EASTERN MICHIGAN UNIVERSITY

Board of Regents' Meeting

The official minutes of the September 20, 2005, Board of Regents Meeting.

The Regular Meeting of the Eastern Michigan University Board of Regents was called to order by Chair Valvo at 12:59 a.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

Chairman Valvo asked Secretary Aymond for an attendance call.

The Board Members present were:

Chair Karen Valvo
Vice Chair Thomas Sidlik
Regent Joseph Antonini
Regent Floyd Clack
Regent Philip Incarnati
Regent Sharon Rothwell
Regent Roy Wilbanks

The Board Member absent was:

Regent Jan A. Brandon

Members of the Administration present were:

President John A. Fallon, III
Interim Director of Finance Steve Holda
Vice President Courtney McAnuff
Vice President Juanita Reid
Interim Provost Donald Loppnow
Interim Vice President for Advancement Tom Stevick
Vice President Jim Vick

COMMUNICATIONS

Secretary Aymond announced there were three requests to address the Board, and, abiding by the Board guidelines, 10 minutes would be allowed for each speaker.

Howard Bunsis, representing the AAUP spoke about the lecturers' contract and the budget.

Robert Murkowski, President of the Student Body, spoke about the need for the students to be included in the decision making at the University.

Alan Potter, representing the EMU-Federation of Teachers, Local 9102, urged settlement of the contract.

The Board recessed for lunch.

The Regular Meeting of the Eastern Michigan University Board of Regents was reconvened at 2:20 p.m. and an attendance roll call was taken.

The Board Members present were:

- Chair Karen Valvo
- Vice Chair Thomas Sidlik
- Regent Joseph Antonini
- Regent Floyd Clack
- Regent Philip Incarnati
- Regent Sharon Rothwell
- Regent Roy Wilbanks

The Board Member absent was:

- Regent Jan A. Brandon

.6475M RESOLUTION: to recognize Cultural Heritage Months

Regent Sidlik moved and Regent Incarnati seconded to support the Resolution for Cultural Heritage Months.

**Recognizing Cultural Heritage Months
at Eastern Michigan University**

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 was recently given the designation of "Best Midwestern College" by The Princeton Review for the third straight year; and

WHEREAS, African American, Asian/Pacific American, Latino 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 Eastern Michigan University will celebrate this month with a series of programs entitled "Cultura" 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 16, 2006 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 celebrate with campus programs during the months of April and May,

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.

.6476M RESOLUTION: MAC ACADEMIC PROCLAMATION

Regent Wilbanks recommended and Regent Clack seconded the Resolution.

Mid-American Conference Academic Proclamation

WHEREAS, Eastern Michigan University was one of only three schools in the Mid-American Conference to record a cumulative Grade Point Average of 3.0 or better for its entire varsity athletics program in the 2004-05 academic year; and

WHEREAS, the Eagles posted a GPA of 3.01 for 20 sports which included 412 athletes in the Department of Intercollegiate Athletics; and

WHEREAS, the only other MAC schools to reach the 3.0 level were Central Michigan University and the University of Akron;

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents congratulates the entire Department of Intercollegiate Athletics, its athletes, coaches and staff, for their outstanding academic success and commends them for the honor and distinction they have brought to themselves and Eastern Michigan University.

Motion Carried.

**.6477M MINUTES OF THE JUNE 21, 2005, BOARD MEETING
AND MINUTES OF THE AUGUST 2, 2005
SPECIAL BOARD MEETING**

Regent Clack moved and Regent Rothwell seconded to approve the minutes of the June 21, 2005 Board Meeting and the August 2, 2005 Special Board Meeting.

Motion Carried.

PRESIDENT'S REPORT

Madam Chair and members of the Board of Regents,

Today marks my 65th day as president. Thanks to the work of the University Transition Team, a group comprised of University and community members that worked for several weeks prior to my arrival developing a comprehensive communication and engagement plan, my start at Eastern Michigan University has been strategic, coordinated and, well, down right busy.

A great philosopher once said that you, "Start by doing what's necessary; then do what's possible; and suddenly you are doing the impossible." One of the first absolutely necessary things I did upon my arrival was to remove the institution's rearview mirror. This was, of course, a symbolic gesture—one that signaled my intent to focus on the challenges ahead, not spend time rehashing the past or those things that will not help us grow and prosper as an institution or individuals.

In our first two months in Ypsilanti, my wife Sidney and I have had the opportunity to meet many wonderful and talented people at the University and from the community. We have traveled to Lansing to meet several state representatives, raced rubber ducks at the Heritage Festival, knocked on doors as part of the House Calls program, sung the EMU fight song while surrounded by a sea of maize and blue, and helped to gather provisions for Hurricane Katrina victims. We are grateful for the warm and generous welcome we have received. These activities, along with a spate of other meetings, receptions and programs, have as their goal meeting our need to build and sustain relationships with all of the University's stakeholders. This work is critical and will be a major focus for us.

We start the year amidst an abundance of good news. Enrollment is up, we are close to having a budget from Lansing and expect to finish negotiations with our lecturers' union within a few days.

Freshman enrollment for fall is up 2 percent compared to last year. While this is good news, the even better news is that this class includes a 17 percent increase in students with a 3.0 GPA or better. Enrollments from Ohio, Indiana and Illinois continue to grow. With the recent legislative approval of our reciprocity agreement with Ohio, we expect this market to continue expanding. For the first time in the history of the institution, we saw more than 10,000 students apply for admission. Our challenge is to convert a greater percentage of these applicants into students who enroll and to retain a greater percentage of current students.

With the help of the Noel-Levitz Group, we are developing a statistically valid financial aid-leveraging model that will be implemented for Fall 2007. For Fall 2006, we are initiating several new conversion activities with special emphasis toward our major feeder high schools and community colleges. As you know, growing the University's enrollment is one of the 12 goals we have set for the institution.

Financial strategies continue to be strong components of our enrollment plan. Financial aid has already paid out a record \$32.8 million this fall, up more than \$6.3 million over last year at this time. We also have implemented a new University managed payment plan. More than 2,900 students have enrolled in the plan, generating \$77,812 in fee revenue. The University also has outsourced credit card payments to a third-party vendor, saving more than \$500,000 in fees.

We plan to bolster retention of students through service and academic support programs.

To that end, the Holman Learning Center trained 142 tutors and Supplemental Instruction leaders who are already providing academic support for EMU undergraduates. In the first three days of classes, they met with a record number of students.

Service EMU, our one-stop help center in McKenny Union, recently celebrated its one-year anniversary. Service EMU served more than 13,000 students in its first year. During the first week of class staff saw more than 690 students.

Administrators and staff visited more than 1,600 first-year students as part of the annual House Calls program. During House Calls, a two-person team visits students to check on their transition to EMU. The teams answer questions the students might have, or record questions and/or problems for follow up by our rapid response team. Sidney and I visited with more than 60 students personally on our assigned floor. It was a wonderful, uplifting experience. The students were excited to be at EMU, already engaged in their classes and with faculty, and were beginning to forge new friendships. Research shows that students who feel a connection to the University are more apt to persist than those students who do not. We have a very comprehensive set of activities designed for the crucial first four weeks of school to help students get and stay connected.

Although the final documents have yet to be signed, it appears that our state appropriation will be \$76,140,600 for FY06. While this is more than the \$75,938,400 planned for FY06, it still represents a decrease of \$544,000 compared to FY05. While this trend is discouraging, I am certain it represents the future for higher education. We must find ways to be more competitive and entrepreneurial in our work if we are to be one of the survivors. Private philanthropy must become a stronger component of our budget.

Along those lines, I am pleased to report that as of September 9, we **passed the \$1 million mark** in cash gifts received for the fiscal year, which began July 1. Among the gifts received is **\$50,000 from the Sallie Mae Fund** to help with student financial need.

A gift of **\$200,000 from an anonymous corporate donor** put the total for the EMU Science Initiative over \$600,000. This will enable the EMU Foundation to apply for a Kresge Foundation Science Initiative Challenge Grant. To date, EMU's Biology and Chemistry Departments each have received \$200,000 for laboratory equipment from this initiative.

Private support is one cornerstone of funding opportunity. We must do better in engendering support for the University in Lansing and in Washington. I have had the opportunity to begin a series of meetings in Lansing to share EMU's story and will continue to make frequent visits in an attempt to gain a larger percentage of the appropriation pie and capital outlay dollars. Likewise, we need to pursue more opportunity for federal dollars and grants. I will be spending the next two days in Washington meeting with our lobbyists and the Michigan Congressional delegation to set our agenda for the year.

EMU faculty members are engaged in important research work that is applied and translates into real benefits in the classroom, communities, business and industry. One needs to look no further than the research being done in GPS, polymers and coatings, textiles, school recesses or substance abuse to cite a few projects, to see the value of this research and its important role in the mission of the University. We have to create more opportunities, through federal or private grants, for faculty to have the time and resources to expand their research and scholarly agendas.

I will also carry with me the news that for the third straight year, Peterson's has identified Eastern Michigan University as one of the best colleges in the Midwest and that Kaplan Publishing, in the 2006 edition of Newsweek's "Hottest Colleges," selected EMU as one of the 357 most interesting universities nationally. These ratings are important because they provide external validation for our commitment to quality and access, and our entrepreneurial approach to new program development.

In response to Board suggestions and feedback generated from the listening sessions conducted during the presidential search, I have implemented several operational changes. I disbanded the former cabinet and am now meeting regularly with a Strategic Operations Council comprised of the vice presidents, the CIO and me. I have also established a Leadership Council, with a much broader membership, to help facilitate the exchange of information throughout the enterprise. Both of these groups have a defined purpose and will be helpful to me in moving the institution forward. Within the next several days I will be announcing a Community Leaders Council that will serve as a source of external eyes, ears and advisers to the University.

Clearly, one of the main purposes of each of these groups is to provide greater access to the president and to help create a more transparent leadership model. To that end, I also have initiated an aggressive communications plan that includes one-to-one meetings, group presentations, a series of periodic e-mail updates, and campus and community open forums, the first of which is scheduled for October 19. My public engagement schedule is now posted on the Web and staff is in the process of creating a place on my.emich where agendas and minutes of both the SOC and the Leadership Council will be available for anyone who chooses to read them. Web Communications is also in the process of developing a Web site where anyone who has suggestions that will help us, "Build the Promise" that is EMU, may submit them electronically.

For the past 13 days, I have been engaged in writing a diary as part of the Journal of College and Character's Presidents Public Diaries series. Tonight, after flying to Washington, I will complete my 14th and final entry. Attempting to capture the ethical and moral values that influence the spate of decisions and activities during each day has been both challenging and humbling. But, I think I have done so without embarrassing the University or myself. The diary will be published in the October edition of the Journal, at www.collegevalues.org. You will be able to get a sneak peak beginning next week on www.emich.edu/president.

We continue to expand marketing communications to our very important stakeholder group of alumni and friends. This month we launched the first issue of TechInnovations, targeted at alumni and friends of the College of Technology, and an e-mail newsletter, Business Decisions, for College of Business graduates. These publications join an expanding family of communications that help us advance the cause of the institution, and that will be invaluable as we lay the groundwork for a capital campaign.

We have had a busy start to the new semester. The University, like the rest of the nation, was stunned by the aftermath of Hurricane Katrina. And, as people have done throughout the country, the University community has rallied to show its support by collecting cell phones for the Phone for Life project, durable goods, clothing, money and even blood.

The College of Education is spearheading "Project Backpack" to deliver school supplies to children in the Baton Rouge system who were displaced as a result of the hurricane. A semi-trailer full of backpacks left campus yesterday and another is scheduled for October. The student ombudsman's office is serving as the coordinator for campus activities. A full description of all activities, including how people can contribute, is located on the Web at www.emich.edu/katrinarelief/.

We have admitted more than two-dozen students from Tulane, Dillard, Xavier and Louisiana State universities. We processed special refund checks on the spot for the hurricane victims and made special arrangements for them to cash financial aid checks without having a state identification card. Staff has been generous in finding students housing and other essentials they might need.

As has been the custom, I'd like to share a few success stories:

Students:

Brian Britt, a senior in criminal justice, is serving as the EMU Department of Public Safety's first Community Student Officer. The program is collaboration between DPS and the Criminal Justice Department to provide students with practical experience in a police department.

EMU was one of only three schools in the Mid-American Conference to record a cumulative GPA of 3.0 or better for its entire athletic program during the 2004-05 academic year.

Governor Jennifer Granholm recognized members of EMU's Pi Chapter of the **Kappa Delta Pi Honor International Honor Society in Education** for being named a 2005 ACE Award winner.

EMU's **CloseUp Theatre Troupe** was invited to present three shows for the Western Kentucky University orientation program. The troupe has been performing for nine years.

Faculty/Staff:

Tana Bridge, Assistant Professor in the School of Social Work, was named the Trauma and Loss Consultant of the year by the national Institute for Trauma and Loss in Children. Bridge

consults with organizations specific to loss and grief in children and teens, and helps individuals and families work through trauma.

Governor Jennifer Granholm recently recognized **Joe Bishop**, Assistant Professor in Teacher Education, with a certificate of tribute in honor of his Fulbright Scholar Grant. Bishop is teaching and conducting research in Bosnia and Herzegovina during the 2005-06 academic year.

The National Association of College and University Food Service (NACUFS) recently named EMU's convenience store, **CrossRoads Marketplace**, one of the "Best in the Business." The award recognizes recognized Crossroads' outstanding efforts in the category of marketing and merchandising.

WEMU 89.1, FM, EMU's public radio station, was the co-sponsor, along with Comcast Cable, of the Pyramid Stage at the 2005 Detroit International Jazz Festival, September 2-5.

Genevieve Peden, a Professor of Foreign Language and Bilingual Studies, has received the Georges J. Joyaux Award from the Michigan World Language Association. The award honors exceptional foreign language teachers.

EMU's Masters of Public Administration Program has received full reaccreditation for the maximum seven-year period by the Commission on Peer Review and Accreditation of the National Association of Schools of Public Affairs and Administration (NASPAA).

Sandy Wagner, an Assistant Women's Golf Coach at the University of Michigan for five years, has been named Eastern Michigan University's Head Women's Coach. As a member of the Michigan women's golf staff from 2000-2005, Wagner helped the Wolverines appear in four NCAA Tournaments (2001, 2002, 2004, 2005). Wagner graduated from Ferris State University in 1991, after earning a bachelor's degree in business management. She served as a three-year captain of the FSU softball team and also played on the basketball squad.

Alumni:

Gail Bohner, an art teacher at Brighton's Spencer Elementary School, was selected as the Michigan Art Education Teacher of the Year for 2006. Bohner earned her bachelor's degree in art education from Eastern Michigan University and also teaches art integration in the College of Education at EMU.

Elias Chapa, '76, was awarded the Michigan Education Association's Herman W. Coleman Human Relations Award. The award is given in recognition of those who have "demonstrably served to improve the quality of human relations." Chapa, who is retired, taught fifth, sixth and seventh grades in Willow Run and Ypsilanti.

Richard J. Pappas (B.B.E. '73) had a center named after him at Lake Michigan College. The College's Board of Trustees renamed the One-Stop Student and Financial Services Center the Richard J. Pappas Student Services Center.

Deaths:

The University lost four wonderful friends in the past few months: **Dean Rockwell**, '35, one of EMU's staunchest supporters, died August 8 at age 93; **William Shuter**, retired Professor of English Language and Literature, died September 5; **Charlie Brown**, a special equipment operator at EMU for 21 years died September 11; and **Diana Clark**, a 35-year employee and long-time president of the clerical union, died September 15. Dean, Bill and Diana were respected and loved throughout the University community. They will certainly be missed. We extend our condolences to their families.

And finally, I'd like to highlight some important dates for your calendar:

Constitution Day at EMU is being observed today with a mock Supreme Court debate presented by the Political Science Department. Professor Barry Pyle is coordinating the event. Other events include a student survey about the Constitution and a display at Halle Library.

Straight Talk with Representative John Stewart will be televised from EMU **September 29** at 7 p.m. The cable television show will feature Representative Stewart and EMU professors David Horton and Dennis Beagen in a question-and-answer session with students about issues.

Homecoming Week begins Sunday, September 25 and culminates with several reunions, tailgates and the Eagles vs. Kent State University football match-up at 2 p.m., Saturday, **October 1**.

Saturday, **October 1** also is the date of the premiere showing of "EMU: **Our Story**" on WDIV Channel 4 at 7:30 p.m. This half-hour program, narrated by veteran broadcaster Mort Crim, tells the story of how EMU helps change the lives of students and the community we serve.

The annual **Freshman Convocation of Excellence and Exceptional Educators** award programs are **October 8** from 10:30 a.m. to noon in Pease Auditorium. A reception follows.

Family Day, a program for kids from 4 to 84, is **October 8** from noon to 4 p.m. This annual program, which consistently brings more than 4,000 visitors to campus, features more than 60 programs throughout colleges focusing on how learning can be fun.

I invite you back to participate in these very important activities.

Thank you Madam Chair, that concludes my report.

.6478M TREASURER'S REPORT

Section 1

Regent Antonini moved and Regent Clack seconded that the Treasurer's Report for the month of June 2005, be received and placed on file.

Motion Carried.

.6479M INTERNAL AUDIT

Section 2

Regent Antonini moved and Regent Clack seconded that the Internal Audit report for June through September 2005, be received and placed on file.

Motion Carried.

.6480M GRANTS/CONTRACTS

Section 3

Regent Antonini moved and Regent Clack seconded that 72 grants and contracts totaling \$2,215,380 for the period 6/1/05 through 8/31/05 be accepted.

Motion Carried.

.6481M CONSTRUCTION PROJECTS PROGRESS

Section 4

Regent Antonini moved and Regent Clack seconded that the Board receive and place on file the Construction Projects Progress Report for the period ending July 31, 2005.

Motion Carried.

.6482M ACCOUNTS RECEIVABLE

Section 5

Regent Antonini moved and Regent Clack seconded that the Student Accounts Receivable Reports, and the Collection Agency Inventory as of June 30, 2005, be received and placed on file.

Motion Carried.

.6483M REPORT: Information and Communications Technology

Section 6

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

Motion Carried.

.6484M STAFF APPOINTMENTS

Section 7

Regent Antonini moved and Regent Clack seconded that the Board of Regents approve 11 staff appointments for the reporting period of June 1, 2005 through August 19, 2005.

REPORTING PERIOD:
JUNE 1, 2005-AUGUST 19, 2005

EASTERN MICHIGAN UNIVERSITY

STAFF APPOINTMENTS

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>E CLASS</u>	<u>GRADE</u>	<u>JOB TITLE</u>	<u>DEPARTMENT</u>	<u>HIRE DATE</u>	<u>ANN. SAL.</u>	<u>APPT. %</u>	<u>ETHNICITY</u>	<u>GENDER</u>
Cooper	Randall	CS	04	Customer Service Rep	Ce Regional Progrming	6/18/2005	\$ 24,047.00	100	WH	M
Crombez	Rene	PT	07	Research Associate I	Coatings Resch Inst	7/1/2005	\$ 35,000.00	100	WH	M
Fallon	John	AP	MGIL4	President	Presidents Office	7/15/2005	\$ 225,000.00	100	WH	M
Huyghe	Kathryn	PT	07	Site Coordinator	Icard	8/8/2005	\$ 33,382.00	100	WH	F
Mikolajczak	Christine	AP	PFSP2	Asst Dir of Advance Activities	Alumni Relations Ofc	8/3/2005	\$ 43,000.00	100	WH	F
Moran	Noah	PT	06	Mgr Apts Facilities Coord	Hdc Support Services-Housing	8/8/2005	\$ 38,507.00	100	WH	M
Pearson	Robert	CS	05	Customer Service Rep II	Cont Ed Livonia	6/13/2005	\$ 27,445.00	100	BL	M
Polite	Vernon	AP	MGAD3	Academic Dean	Education Dean	6/22/2005	\$ 142,000	100	BL	M
Seaman	Anne	AP	MGIL3	Dir Undergraduate Studies	Undergraduate Studies	6/1/2005	\$ 48,000.00	80	WH	F
Teague	Jennifer	AC	11	Asst Coach Sftb,Cc/Trk,Vol,Bsb	I A Womens Softball	7/8/2005	\$ 29,998.00	100	WH	F
Tobin	Heather	PT	09	Clinical Supv Speech and Hear	C.O.E - Clinic	8/15/2005	\$ 25,000.00	50	WH	F

Motion Carried.

8/23/2005

Created by: Human Resources

.6485M STAFF SEPARATIONS/RETIREMENTS

Section 8

Regent Antonini moved and Regent Rothwell seconded that the Board approve 42 the separations and retirements listed on the following pages for the reporting period of June 1, 2005 through August 19, 2005.

<u>NAME</u>	<u>JOB TITLE</u>	<u>E CLASS</u>	<u>GRADE</u>	<u>ORG#</u>	<u>DEPARTMENT</u>	<u>HIRE DATE</u>	<u>TERMINATION DATE</u>	<u>GENDER</u>	<u>ETHNICITY</u>	<u>TERMINATION REASON</u>
Arrington, Tanisha L.	Human Resources Generalist I	AP	PFHR1	122150	Exc Dir Human Resrcs	11/11/2002	6/2/2005	F	BL	TERM PERSONAL
Beaudry, Robert	Sr Custodian	FM	14	127150	Custodial Services	2/15/1988	7/30/2005	M	NA	TERM RETIREMENT
Bonney, Brandi L.	Benefits Records Admin.	CS	07	123300	Employee Benefits	9/10/2003	7/26/2005	F	WH	TERM PERSONAL
Calfin, Matthew	Asst Dir University Hous	AP	MGHL1	158300	Residence Halls	9/15/1997	7/23/2005	M	WH	TERM PERSONAL
Campbell, Susan	Account Specialist	CS	05	108100	Music & Dance	3/8/2005	8/9/2005	F	WH	TERM LAYOFF W/O RECALL RIGHTS
Campbell, Susan	Admin Secretary	CC	AXCY2	105850	Univ Marketing	3/8/2005	8/9/2005	F	WH	TERM PERSONAL
Carter, William M	Carpenter	FM	22	150000	VP for Student Affairs	5/9/1977	7/15/2005	M	WH	TERM RETIREMENT
Causley, Eugene A	Groundsperson	FM	12	150000	VP for Student Affairs	7/28/1986	8/15/2005	M	NA	TERM RETIREMENT
Cramer, Kathleen C	Information Tech Analyst II	PT	09*	137150	ICT-Enterprise Applic and Integrati	5/5/1970	6/14/2005	F	WH	TERM INVOLUNTARY
Davis Green, Jacqueline J	Regional Manager, Contin Ed	PT	07	118850	Ce Reg Ctr Jackson	7/14/2003	8/11/2005	F	WH	TERM PERSONAL
Dove, Cecelia	Proj Coordinator II	PT	09	110900	Teacher Education	8/25/2003	7/1/2005	F	WH	TERM APPOINTMENT CANCELED
Droster, Ilca	Groundsperson	FM	12	126600	Grnds Walks Roadways	11/5/2000	7/28/2005	F	WH	TERM INVOLUNTARY
Garr, Robert	Carpenter	FM	22	126900	General Maint & Repr	11/3/1986	8/1/2005	M	WH	TERM RETIREMENT
Gates-Bryant, Helen	Mgr Purchasing Operations	AP	MGHL1	121850	Purchasing	6/24/1985	7/19/2005	F	BL	TERM AT WILL SEPARATION
Gentile, Melissa	Asst Coach Sfb,Cc/Frk,Vol,Bsb	AC	11	105050	I A Womens Softball	7/1/2003	6/30/2005	F	WH	TERM PERSONAL
Gray, Timothy	Head Coach(Wrest/Glf/Soc/Tenni	AC	14	105150	I A Womens Tennis	11/29/2002	6/22/2005	M	WH	TERM PERSONAL
Harris, Nancy L	Admin Asse College of Tech	AP	CDEA2	115250	Technology Dean	6/12/2000	6/21/2005	F	WH	TERM AT WILL SEPARATION
Harris, Whitney	Dir of Diversity/Affirm Action	AP	PFHR3	122850	Office of Diversity	9/17/2001	6/27/2005	M	BL	TERM PERSONAL
Hughes, Valerie M	College of Ed Webmaster	PT	08	109600	Education Deau	8/1/2001	7/6/2005	F	WH	TERM INVOLUNTARY NO RET
Isaacs, Carl T	Academic Advisor II	PT	08	141550	COB-Academic Adv Ctr	5/16/2002	7/25/2005	M	WH	TERM PERSONAL
Jorgensen, Melanie K	Health & Safety Specialist	PT	07	127350	Health Safety Admin	12/1/1999	7/12/2005	F	WH	TERM PERSONAL
Kinnunen, Mikko A	Technical Webmaster I	PT	08*	137450	ICT-Application & Support, Fin Sys	12/2/2002	6/3/2005	M	WH	TERM PERSONAL
Kowalczyk, Brigid A	Sr Secretary	CS	05	152000	Std Judicial Service	9/1/2004	7/5/2005	F	WH	TERM PERSONAL
Krumm, Sheila M	Asst Dir IT Applic Syst	AP	MGIT2	137150	ICT-Enterprise Applic and Integrati	5/19/1997	6/1/2005	F	WH	TERM PERSONAL

-15-

<u>NAME</u>	<u>JOB TITLE</u>	<u>E CLASS</u>	<u>GRADE</u>	<u>ORG#</u>	<u>DEPARTMENT</u>	<u>HIRE DATE</u>	<u>TERMINATION DATE</u>	<u>GENDER</u>	<u>ETHNICITY</u>	<u>TERMINATION REASON</u>
Lacombe, Judith M	Sr Secretary	CS	05	111500	Assoc Health Profes	10/12/1981	7/1/2005	F	WH	TERM RETIREMENT
Milliken, Heather	Acad Supp Prog Specialist	PT	06	117100	Assc Vp-Extuded Prog	5/7/2001	8/19/2005	F	WH	TERM PERSONAL
Northrup, John	Web & Tech Ops Asst-WEMU	PT	07	130800	Wemm Fm	6/14/2004	6/30/2005	M	WH	TERM PERSONAL
O'Connell, Margareta B	Dir World College	AP	MGAD1	119550	World College	9/1/2001	6/30/2005	F	WH	TERM AT WILL SEPARATION
Perry, Andrea	Sr Secretary	CS	05	109500	Marketing	9/8/1997	8/18/2005	F	BL	TERM PERSONAL
Prevo-Johnson, Amy	Dir Project Upward Bound	AP	MGIL2	117100	Assc Vp-Extuded Prog	6/20/2005	7/31/2005	F	WH	TERM PERSONAL
Quinlan, Joan E	Records & Teach Certi Spec	PT	09	110700	Coe-Offc Aca Service	10/29/1990	8/6/2005	F	WH	TERM RETIREMENT
Saha, Susmita	Foreign Student Advisor	PT	07	151100	International Students	11/1/2002	6/30/2005	F	AS	TERM PERSONAL
Scott, Erin C	Graduation Auditor/Evalu	CS	05	135300	Office of the Registrar	1/12/2004	6/11/2005	F	WH	TERM PERSONAL
Seidelman, Eric J	Coord Ath Promo	PT	07	103800	IA Promotions	10/1/2003	6/10/2005	M	WH	TERM PERSONAL
Skelly, Nancy	Sr Secretary	CS	05	115550	Business & Tech Ed	9/15/1997	6/2/2005	F	WH	TERM RETIREMENT
Spool, Shulamith	Enterprise Support Tech I	PT	08*	137750	ICT-ATCS	11/10/2003	6/9/2005	F	WH	TERM PERSONAL
Stephenson, Peter R	Prog Coord, Info Assur Platfor	PT	08	108900	Ref.Police Empt	6/21/2004	7/26/2005	M	WH	TERM PERSONAL
Tabaczynski, Alaina	Research Assistant II	PT	06	106550	Biology	7/28/2003	7/15/2005	F	WH	TERM PERSONAL
VanHoose, Lewis E	Supv Athletic Equipment	PT	07	103550	IA Equip Maint	9/21/2001	7/20/2005	M	WH	TERM PERSONAL
Wanty, June C	Admin Secretary	CS	06	111050	Health & Human Servc	12/6/1971	6/30/2005	F	WH	TERM RETIREMENT
Wilson, Shelley R	Pgm Coord Arts Ent & Market	PT	08	153550	Campus Life-Gen Fee	8/26/1991	7/8/2005	F	BL	TERM PERSONAL
Wise, Timothy	Asst Dir Ath Fac Oper	AP	MGIL1	103700	IA Administration	11/1/2003	6/16/2005	M	BL	TERM AT WILL SEPARATION

-16-

Motion Carried.

8/23/20
Created

Human Resources

.6486M EMERITUS STAFF STATUS

Section 9

Regent Antonini moved and Regent Clack seconded that the Board grant Emeritus Staff Status to the staff member listed below.

Merri Roeske McClure retired Senior Secretary. (34 yrs.)

Motion Carried.

.6487M EMERITUS FACULTY STATUS

Section 10

Regent Antonini moved and Regent Clack seconded that the Board grant Emeritus Faculty Status to the four former faculty members listed below.

S. Thomas A. Cianciolo –
Professor, Department of Accounting & Finance
1985 – 2005 (20 yrs.)

Thomas Gwaltney –
Professor, Department of Teacher Education
1964 – 2005 (41 yrs.)

Asad Khailany –
Professor, Department of Computer Information Systems
1972 – 2005 (33 yrs.)

Janice Joles Terry –
Professor, Department of History & Philosophy
1968 – 2005 (37 yrs.)

Motion Carried.

.6488M FACULTY APPOINTMENTS

Section 11

Regent Antonini moved and Regent Clack seconded that the Board of Regents approve two (2) new tenure-track faculty appointments for the 2005-06 academic year at the ranks, salaries, and effective dates shown.

Pamela Lemerand, Assistant Professor, School of Health Sciences
Effective 8/31/05 at an academic base of \$56000.

Anahita Mistry, Assistant Professor, School of Health Sciences
Effective 8/31/05 at an academic base of \$60000.

Motion Carried.

.6489M FACULTY PROMOTIONS

Section 12

Regent Antonini moved and Regent Clack seconded that the Board accept and place on file the report entitled Promotion of Faculty Members for 2005-2006. Three faculty members have met the requirements for promotion:

2005 – 2006 Faculty Promotions

Name	Department	Promotion
Hogan, Walter	University Library	Professor
Klopfner, Lisa	University Library	Associate
Tammany, Rosina	University Library	Professor

Motion Carried.

.6490M FACULTY TENURE

Section 13

Regent Antonini moved and Regent Clack seconded the recommendation that the Board approve the granting of tenure, effective beginning with the 2005 fall semester, for the two faculty members listed below.

2005 – 2006 Tenure Appointments

Name	Rank	Department
Texter, John	Professor	School of Engineering Technology
Welker, Kelly	Assistant Professor	School of Technology Studies

Motion Carried.

.6491M ACADEMIC SEPARATIONS/RETIREMENTS

Section 14

Regent Antonini moved and Regent Clack seconded that the Board approve 23 separations and retirements for the reporting period August 1, 2005 through September 1, 2005. The list is following:

ACADEMIC RETIREMENTS / SEPARATIONS

NAME	E CLASS	GRADE	DATE PROCESSED	CURRENT HIRE DATE	TERM DATE	JOB TITLE	ORG#	DEPARTMENT	GENDER	EJHN_CODE	REASON
O'Connell, Margareta B	AP	MGAD1	8/15/2005	9/1/2001	8/15/2005	Dir World College	119550	World College	F	WH	TERM AFTER PAYOUT
Robbins, Jerry	AP	MGAD3	8/31/2005	7/1/1991	8/31/2005	Special Assistant to Provost	109600	Education Dean	M	WH	TERM RETIREMENT
Scaman, Anne P	AP	MGHL3	7/1/2005	6/1/2005	9/1/2005	Dir Undergraduate Studies	112050	Undergraduate Studies	F	WH	HIRE - NEW STAFF/FACULTY
Blunmer, Jacob S	FA	01	8/31/2005	8/28/2002	8/31/2005	Assistant Professor	107200	Eng Language & Lit	M	WH	TERM PERSONAL
Cianciolo, S T	FA	01	9/1/2005	8/28/1985	9/1/2005	Professor	109350	Dept of Accounting and Finance	M	WH	TERM RETIREMENT
Ettington, Deborah	FA	01	8/31/2005	1/2/1992	8/31/2005	Professor	109450	Management	F	WH	TERM PERSONAL
Gwaltney, Thomas M	FA	01	8/31/2005	9/1/1964	8/31/2005	Professor	110900	Teacher Education	M	WH	TERM RETIREMENT
Hortin, David W	FA	01	8/31/2005	9/1/1970	8/31/2005	Professor	108600	Political Science	M	WH	TERM RETIREMENT
Khatlany, Asad S	FA	01	9/1/2005	8/23/1972	9/1/2005	Professor	109400	Computer Information Systems	M	WH	TERM RETIREMENT
Lewis, Ronald	FA	01	8/31/2005	8/26/1992	8/31/2005	Professor	111850	School of Social Work	M	NA	TERM RETIREMENT
Nicholson, Elva M	FA	01	8/31/2005	9/4/1974	8/31/2005	Professor	106650	Chemistry	F	WH	TERM RETIREMENT
Ojala, Carl F	FA	01	8/31/2005	9/1/1970	8/31/2005	Professor	107650	Geography & Geology	M	WH	TERM RETIREMENT
Pedersen, Erik J	FA	01	8/31/2005	9/15/1968	8/31/2005	Professor	110250	Health Promotion Human Performance	M	WH	TERM RETIREMENT
Ray, Daniel	FA	01	8/31/2005	8/25/1999	8/31/2005	Associate Professor	115550	Busnss & Tech Ed	M	WH	TERM PERSONAL
Richard, David	FA	01	8/31/2005	8/29/2001	8/31/2005	Associate Professor	108700	Psychology	M	WH	TERM PERSONAL
Terry, Janice J	FA	01	8/31/2005	9/1/1968	8/31/2005	Professor	107800	History & Philosophy	F	WH	TERM RETIREMENT
Agy, Diana	LE	01	8/31/2005	1/1/2005	8/31/2005	Lecturer I	107200	Eng Language & Lit	F	XX	TERM PERSONAL
Frassrand, Kathie	LE	01	8/31/2005	8/27/2003	8/31/2005	Lecturer I	111050	Health & Human Servc	F	WH	TERM PERSONAL
Myers, Melanie A	LE	01	8/31/2005	8/28/2002	8/31/2005	Lecturer I	115600	School of Engineering Technology	F	WH	TERM PERSONAL
Richards, Susan	LE	01	8/31/2005	9/1/2004	8/31/2005	Lecturer I	107800	History & Philosophy	F	NX	TERM PERSONAL
Scott, Bradley A	LE	01	8/31/2005	11/5/2003	8/31/2005	Lecturer I	120400	Library-General Account	M	WH	TERM NON REAPPOINTMENT
Strickler, Joan	LE	01	8/31/2005	8/29/2001	8/31/2005	Lecturer I	110700	Coc-Ofic Aca Service	F	WH	TERM RETIREMENT
Taschka, Sylvia	LE	01	8/31/2005	9/1/2004	8/31/2005	Lecturer I	107800	History & Philosophy	F	NX	TERM PERSONAL
Agy, Diana	LL	01	12/31/2004	1/1/2005	8/31/2005	Lecturer	107200	Eng Language & Lit	F	XX	TERM END APPOINTMENT
Agy, Diana	LL	01	12/31/2002	1/1/2005	8/31/2005	Lecturer	107200	Eng Language & Lit	F	XX	TERM END APPOINTMENT
Scaman, Anne P	LL	01	12/31/2004	6/1/2005	9/1/2005	Lecturer	112050	Undergraduate Studies	F	WH	TERM END APPOINTMENT

.6492M STUDENT AFFAIRS COMMITTEE

Section 15

Regent Sidlik moved and Regent Antonini seconded that the Agenda for September 20, 2005, and the Minutes of June 21, 2005, be received and placed on file.

Motion Carried.

.6493M EDUCATIONAL POLICIES COMMITTEE

Section 16

Regent Rothwell moved and Regent Clack seconded that the Educational Policies Agenda for September 20, 2005, and the minutes of the June 21, 2005, meeting be received and placed on file.

Motion Carried.

.6494M POLICY REVISION: Employment Agreements

Section 17

Regent Rothwell recommended and Regent Antonini seconded that the Board approve the revision of the Board Policy entitled "Employee Agreements", Chapter #3.1.1.2, shown below, which would authorize the President to negotiate an individual employment agreement of a fixed term with the University's Athletic Director.

Effective Date		Date of Revision		Policies, Rules And Regulations
5-17-78		9-20-2005		
Chapter Name		Chapter No.	Page	
EMPLOYMENT/AFFIRMATIVE ACTION		3.1.1.2	1 OF 1	
Issue				
EMPLOYEE AGREEMENTS				

UNIVERSITY POLICY STATEMENT

The President is authorized to negotiate individual employment agreements of a fixed term with the University's Vice Presidents, Athletic Director and Athletic Coaches. The maximum term of such agreements shall be three (3) years. In accordance with the powers of the Board of Regents, final approval of appointments or removal of personnel rests with the Board.

RESPONSIBILITY FOR IMPLEMENTATION

The President of the University has the sole responsibility for implementation of this policy as it affects the Vice Presidents and Athletic Director of the University. The President of the University or his/her designee is responsible for the implementation of the policy as it affects the Athletic Coaches of the University.

SCOPE OF POLICY COVERAGE

This policy covers all Vice President, the Athletic Director and Athletic Coaches of the University.

Authority for Creation or Revision

.6495M FACULTY AFFAIRS COMMITTEE

Section 18

Regent Rothwell moved and Regent Antonini seconded that the Faculty Affairs Committee Agenda for September 20, 2005, and the Minutes of the March 15, 2005, meeting be received and placed on file.

Motion Carried.

.6496M FINANCE AND AUDIT COMMITTEE

Section 19

Regent Antonini moved and Regent Rothwell seconded that the Working Agenda for September 201, 2005 and the minutes of the June 21, 2005, Finance Committee meeting be received and placed on file.

Motion Carried.

**.6497M CONSOLIDATED FINANCIAL STATEMENTS AND
SUPPLEMENTARY INFORMATION AS OF
JUNE 30, 2005 AND 2004**

Section 20

Regent Antonini moved and Regent Sidlik seconded that the Board receive and place on file the University's audited 2005 Financial Statements.

Motion Carried.

**.6498M REPORT: OMB CIRCULAR A-133 SUPPLEMENTARY
FINANCIAL REPORTS FOR THE YEAR ENDED 6/30/2005**

Section 21

Regent Antonini moved and Regent Sidlik seconded that the Board receive and place on file the OMB Circular A-133 Supplementary Financial Reports for the year ended June 30, 2005.

Motion Carried.

**.6499M REPORT: 2005 GENERAL FUND BUDGET
MANAGEMENT REPORT**

Section 22

Regent Antonini moved and Regent Incarnati seconded that the General Fund Budget Management Report be accepted and placed on file and that funding authorization in the amount of \$4.7 million be approved for outstanding obligations, commitments, encumbrances, and provisions.

Motion Carried.

.6500M 2005 GENERAL FEE REPORT

Section 23

Regent Antonini moved and Regent Rothwell seconded that the 2005 General Fee Report be placed on file. For FY 2005, the general fee was assessed at \$21.00 per student credit hour.

Motion Carried.

**.6501M 2005 AUXILIARY FUND BUDGET
MANAGEMENT REPORT**

Section 24

Regent Antonini moved and Regent Sidlik seconded that that 2005 Auxiliary Fund Budget Management Report be accepted and placed on file.

Motion Carried.

.6502M 2005-06 INTERNAL AUDIT SCHEDULE

Section 25

Regent Antonini moved and Regent Rothwell recommended that the proposed internal audit schedule from Rehmann Robson, including budget hours for the period October 1, 2005 through September 30, 2005 be approved and placed on file.

Motion Carried.

**.6503M MEMORANDUM OF UNDERSTANDING BETWEEN
EASTERN MICHIGAN UNIVERSITY AND POLC
CAMPUS POLICE**

Section 26

Regent Antonini moved and Regent Rothwell seconded that the Board approve the Memorandum of Understanding between Eastern Michigan University and the POLC Campus Police.

Motion Carried.

**.6504M LEASE AMENDMENT –
 Lovan Limited, dba Campus Mail and Copy**

Section 27

Regent Antonini moved and Regent Clack seconded that the Board extend the contract with Lovan Limited to operate Campus Mail and Copy in McKenny Union from October 1, 2005 to October 31, 2006.

Motion Carried.

**.6505M NEW POLICY – In-state Tuition
 For Disaster Victims**

Section 28

Regent Antonini moved and Regent Sidlik seconded that the Board approve the new Policy entitled “In-state Tuition for Disaster Victims”, Chapter #12.1.7, which would grant in-state tuition benefits to students affected by national disasters.

Effective Date			Policies, Rules And Regulations
9-20-2005	Date of Revision		
Chapter Name		Chapter No.	Page
TUITION, FEES, FINES, DEPOSITS, AND REFUNDS		12.1.7	1 OF 1
Issue			
IN-STATE TUITION FOR DISASTER VICTIMS			

UNIVERSITY POLICY STATEMENT

Eastern Michigan University may provide in-state tuition benefits to students who:
 1) are residents of a county designated as a national disaster area by the President of the United States; or 2) are enrolled as student at a post-secondary institution with in a county designated as a national disaster area. This policy is effective retroactive to September 1, 2005.

UNIVERSITY PRACTICE

Students who wish to enter Eastern Michigan University must apply to the University and provide legal documentation which supports their residency in affected areas or enrollment at affected institutions.

RESPONSIBILITY FOR IMPLEMENTATION

The Vice President for Enrollment Services or his designee is responsible for implementation of the policy.

SCOPE OF POLICY COVERAGE

This policy applies to all Eastern Michigan University students.

Authority for Creation or Revision

.6506M

ATHLETIC AFFAIRS COMMITTEE

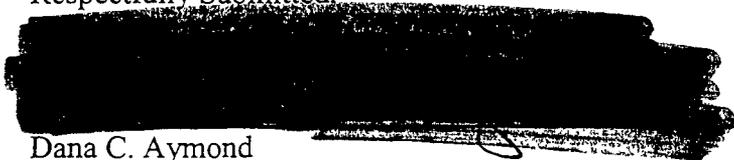
Section 29

This was the first meeting of this new committee. Regent Wilbanks introduced the members of the committee and the Mission Statement, 2005-06 Intercollegiate Athletics Goals, 2005-06 Athletics Revenue Budget were discussed.

MEETING ADJOURNED

Regent Wilbanks moved and Regent Antonini seconded that the Regular Meeting of the Board of Regents be adjourned at 3:15 p.m. The next meeting of the Board of Regents will be November 15, 2005 in Room 201, Welch Hall.

Respectfully Submitted

A large, solid black rectangular redaction covers the signature of Dana C. Aymond.

Dana C. Aymond
Secretary to the Board of Regents