

2002

Board of Regents Meeting Materials, November 19, 2002

Eastern Michigan University

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**BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY**

Index of the Regular Meeting of the Board of Regents, November 19, 2002.

		<u>Page No.</u>
.6048M	2001-2002 Charter Schools Annual Report.....	25
.6056M	2001-2002 Eagle Crest Management Corporation.....	28
.6055M	2001-2002 EMU Foundation Annual Report	28
.6040M	Accounts Receivable.....	12
.6047M	Charter Schools Board Members, Appointment of.....	25
.6054M	Collective Bargaining Agreement Between EMU and Local 1666 Affiliated With Council 25 Of the American Federation of State, County And Municipal Employees and the AFL-CIO	27
.6053M	Collective Bargaining Agreement Between EMU and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of American, Technical, Office and Professional Local 1976.....	27
.6039M	Construction Projects Progress	12
.6046M	Educational Policies Committee	24
.6044M	Emeritus Faculty Status	24
.6049M	Faculty Affairs Committee.....	25
.6050M	Finance Committee	26
.6051M	FY 2004 Appropriation Request.....	26
.6052M	FY 2004 Capital Outlay Budget Request.....	26
.6038M	Grants/Contracts Report.....	11
.6037M	Internal Audit Report	11
.6057M	Meeting Adjourned	28
.6035M	Minutes of the September 24, 2002 Board Meeting.....	6
.6041M	Report: Information & Communications Technology	12
.6034M	RESOLUTION: Student Media	5
.6033M	RESOLUTION: USA Today and NCAA Recognition of Increase in Graduation Rates for Athletes.....	4
.6043M	Separations/retirements.....	19
.6042M	Staff Appointments	13
.6045M	Student Affairs Committee	24
.6036M	Treasurer's Report.....	11

EASTERN MICHIGAN UNIVERSITY

Board of Regents' Meeting

The official minutes of the November 19, 2002, Board of Regents Meeting.

The Regular Meeting of the Eastern Michigan University Board of Regents was called to order by Chair Incarnati at 12:00 p.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
- Regent Jan Brandon
- Regent Michael Morris
- Regent Karen Q. Valvo

The Board Members absent were:

- Regent Joseph Antonini
- Regent Robert DeMattia
- Regent Steven Gordon
- Vice Chair Rosalind Griffin

Members of the Administration present were:

- President Samuel Kirkpatrick
- Vice President Paul Schollaert
- Vice President Patrick Doyle
- Vice President Courtney McAnuff
- Vice President Juanita Reid
- Vice President Jim Vick
- Vice President Stu Starner

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.

Hillary Glowski, President of the Student Body, spoke about safety on campus and parking.

Scott Thomas, representing the community, spoke about the Rynearson Park & Ride and other parking on campus.

Tyronne Wilson, accompanied by Char Reese, addressed the Board about agreeing to the 1976 Union contract.

The Communications portion of the agenda concluded at 12:17 p.m.

The Board recessed for lunch.

The Regular Meeting of the Eastern Michigan University Board of Regents was reconvened at 1:37 p.m. and an attendance roll call was taken.

The Board Members present were:

- Chairman Philip Incarnati
- Vice Chair Rosalind Griffin
- Regent Jan Brandon
- Regent Michael Morris
- Regent Karen Q. Valvo

The Board Members absent were:

- Regent Joseph Antonini
- Regent Robert DeMattia
- Regent Steven Gordon

**EASTERN MICHIGAN UNIVERSITY
DIVISION OF ACADEMIC AFFAIRS**

PRESIDENTIAL SCHOLARSHIP AWARD WINNERS FOR 2002-2003

Kevin Bonney	Port Huron, Michigan
Laura Butler	Dearborn, Michigan
Will Chapman	Livonia, Michigan
Jennifer Crescuillo	Mount Vernon, Ohio
Brian Enright	Canton, Michigan
Adam Foster	Cincinnati, Ohio
Erin Loomer	Novi, Michigan
Robert Murkowski	Saline, Michigan
Megan Papke	Allen Park, Michigan
Timothy Prichard	Taylor, Michigan
Amanda Schalk	Belleville, Michigan
Erin Sergison	Livonia, Michigan
Michelle Williamson	Canton, Michigan
Rebecca Knight	Bay City, Michigan
Kendall Totten	Whitmore Lake, Michigan

.6033M

**USA TODAY AND NCAA RECOGNITION OF
INCREASE IN GRADUATION RATES FOR ATHLETES**

Regent Morris moved and Regent Brandon seconded the motion to accept the Resolution.

Resolution

WHEREAS, Eastern Michigan University increased its graduation rate of student-athletes by 24 percent between 1994 and 2000, from 30 percent to 54 percent; and

WHEREAS, Eastern Michigan was recognized by *USA TODAY* in October for having the greatest increase in student-athlete graduation rates in NCAA Division I-A between 1994 and 2000; and

WHEREAS, Eastern Michigan has the fourth-best rate among all of the 325 Division I-A programs for difference between graduation rate of athletes versus the general student body at 21 percent; and

WHEREAS, Eastern Michigan was presented with a USA Today-NCAA Academic Achievement Award and \$25,000 by Cedric Dempsey, president of the NCAA, and Tom Curley, president and publisher of USA TODAY, October 18th in McLean, Virginia;

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents congratulates and commends the Department of Intercollegiate Athletics, its coaches, administrators and student-athletes, for exceptional progress in the improvement of graduation rates.

November 19, 2002

Motion Carried.

.6034M RESOLUTION FOR STUDENT MEDIA

Regent Griffin moved and Regent Brandon seconded the motion to accept the Resolution.

RECOGNIZING THE EASTERN ECHO & CELLAR ROOTS

WHEREAS, The Eastern Echo, Eastern Michigan University's independent student newspaper, earned national acclaim by receiving three Pacemaker Awards in recognition of its general excellence and outstanding achievement for both online and print editions; and

WHEREAS, the Pacemaker – considered to be the Pulitzer Prize of college journalism – was presented to The Eastern Echo by the Associated Collegiate Press at the National College Media Convention in Orlando on November 2, 2002; and

WHEREAS, The Eastern Echo, so awarded, was edited by Joe Novak, Kristina Smith and Ian McClure, et. al., under the auspices of the Department of Student Media and director Kevin Devine; and

WHEREAS, the 2001 edition of Cellar Roots, Eastern Michigan University's magazine of the literary and visual arts, also earned national acclaim by receiving a Pacemaker Award in recognition of its general excellence and outstanding achievement from the Associated Collegiate Press at the National College Media Convention in Orlando on November 2, 2002; and

WHEREAS, the 2001 edition of Cellar Roots was edited by Josh Smith under the auspices of the Department of Student Media and then director Cathy Hill; and

WHEREAS, both The Eastern Echo and Cellar Roots have benefited greatly from collaboration among students from many disciplines and the support and guidance of the Student Media Board of Directors, including faculty, staff, students and professional journalists, resulting in many state and national awards, including 13 Michigan Press Association Collegiate Press Awards last year alone for The Eastern Echo and four national Pacemakers for Cellar Roots in the last 10 years;

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents does hereby congratulate the students and staff in the Department of Student Media for their professionalism, innovation and hard work leading to this national recognition for themselves and Eastern Michigan University.

Motion Carried.

**.6035M MINUTES OF SEPTEMBER 24, 2002
REGULAR BOARD MEETING**

Regent Morris moved and Regent Griffin seconded to approve the minutes of the September 24, 2002, Regular Board of Regents Meeting.

Motion Carried.

PRESIDENT'S REPORT

At this time of year it is always appropriate for us to take stock of all that one has to be thankful. Due to the hard work of faculty and staff, we have had an outstanding Fall Semester. EMU has record-high student retention rates; the highest freshmen entrance test scores in five years; enrollment is up despite a drop in the number of international students being awarded visas to study in the United States; our students are taking more courses, allowing them to expand their knowledge and for the University to meet critical budgetary needs; and our two major initiatives, the Banner implementation project and strategic planning, remain on target. New initiatives to support the Strategic Plan are being developed institution wide and will be submitted before the end of the year, and all of our Banner initiatives, including new systems in human resources, payroll, financial aid, admissions, and alumni and development are on schedule and within budget.

Many individuals throughout the campus community, including students, faculty and alumni, as well as our programs, are receiving recognition for their quality activities and support for student learning. EMU Athletics was recently recognized by USA Today and the NCAA for its academic achievement among Division I-A institutions. We were the first in the nation among all 325 programs for having the greatest percentage increase in student athlete graduation rates, and fourth in the nation for the greatest percentage point difference between the graduation rate of student athletes and the entire student body.

Our student writers are also excelling and achieving national recognition. Five members of the editorial staff of the Eastern Echo recently traveled to Orlando for the annual meeting of the Associated Collegiate Press and the Newspaper Association of America Foundation, and at the awards ceremony, the Department of Student Media was presented with four national College Press Awards for excellence, including three Pacemaker Awards, considered to be the Pulitzer Prize of college journalism.

Two of EMU's Charter Schools were recognized last month through receipt of the Governor's 2002 Golden Apple Award in recognition of significant improvements in MEAP scores. The Edison Oakland Academy in Ferndale and the Great Lakes Academy in Pontiac received awards and \$10,000 to be used for school improvement.

Our graduates also continue to excel. Two metro area teachers, both EMU graduates, earned \$25,000 Milken awards, which is considered the Oscar of the teaching profession. Elementary teachers Jennifer Murphy of Waterford and Stacie Smith of Detroit joined 21 other EMU alums as winners of this prestigious award; no other institution in the country has as many Milken award winners.

The achievements of our faculty often go unrecognized, partly because there are so many achievements. Several that have occurred recently are Suzanne Hobson's (Leadership and Counseling) receipt of the Human Rights Award from the Michigan Counseling Association and the publication of scholarly books by Gregg Barak in Sociology and Karen Sinclair in Anthropology.

The EMU community is not only thankful for the quality work of so many, but we also are generous in our support for others. This month we set a record for United Way contributions, both in terms of participation, which is now at 45 percent of the faculty and staff, and the amount of dollars raised, which is now over \$150,000. We also set a University record with 51 Leadership gifts. And, as we closed this outreach campaign to our broader southeastern Michigan community, we also kicked off the annual Faculty and Staff Campaign to support EMU programs and students. The University is fortunate to have strong internal support for the institution, with last year's Faculty and Staff Campaign yielding \$335,000. The goal this year, under the leadership of John McAuliff and Amelia Chan, is \$375,000.

Several new program developments are of special note this fall. We have achieved continued accreditation of the Athletic Training Program by the Commission for the Accreditation of Programs in Allied Health Education, accepted responsibility to serve as the international headquarters for the Coalition of Urban and Metropolitan Universities and to host next year's annual conference at Eagle Crest, and we have crafted formal agreements with Tianjin Commerce University in China to offer an EMU MBA for their students, combining travel by our faculty to China and distance courses in Ypsilanti for their students. We also developed an agreement with both Tianjin and Beijing Normal Universities to offer dual economics Master Degree programs. In our College of Technology, we have launched a new accredited Aviation Degree program that is a joint effort between the University and the Eagle Flight Center, the pilot training school at Willow Run Airport. Its goal is to prepare students for the more than 50,000 new airline pilot positions that are forecasted to be available throughout the next decade. And, EMU recently received a \$25,000 gift from the DaimlerChrysler Corporation Fund to enhance the Honors Program and support undergraduate research activities by Honors students.

This fall has been an extremely busy one that has been filled with important events throughout the campus. We hosted a very successful Family Day program that brought more than 5,000 children to campus for an afternoon of fun, learning, and exposure to EMU. We celebrated our annual Salute to Excellence, a program that recognizes all freshmen scholarship recipients. More than 700 people participated in the program during which the Presidential Scholars are officially presented to the campus. New this year was the addition of Donor Recognition Awards and the introduction of Exceptional Educator Awards for high school teachers and counselors. At this event, the University honored the Sallie Mae Foundation and Coca Cola for their support of EMU scholarships.

We welcomed back alumni and friends for Homecoming 2002 and as part of the festivities, six outstanding faculty members were honored with Teaching Excellence Awards. Linked to these events, our increased marketing and enrollment activities have spawned a growth of interest in the University as witnessed by more than 600 students attending Explore Eastern Day and a record number of high school students attending our Eastern Fridays program.

Increased interest in the University has been sparked by a new set of handsome and integrated publications that include our undergraduate viewbook and graduate marketing brochure. They will be delivered to some 90,000 prospective students.

During this period and in preparation for the Winter Semester, our Academic Advising Center has advised in excess of 1,000 freshmen, marking the first time that freshmen are required to have an advising session before initiating their second semester of study.

Another first at EMU is our new House Call program sponsored by the Housing Department. It is designed to help ease the transition of freshmen students to college by helping them feel more welcome in their first four weeks on campus. At this year's kickoff event, approximately 50 staff and faculty knocked on the doors of residence hall students to offer their support, a kind word, and a check on their adjustment to university life.

In recognition of our efforts to strengthen volunteer support and private fundraising, the College of Arts and Sciences recently completed an intensive development workshop, which included more than 50 faculty, staff, development officers, alumni, donors and key Arts and Sciences volunteers. College-based activities like this will play an important part in our constituency-based fundraising program to bring donors closer to EMU by emphasizing the quality of academic programs and their linkages to them.

The University continues to make effective use of our Convocation Center facilities for a combination of athletic, academic and entertainment events. The Convocation Center recently hosted the Biomed Expo, which drew more than 600 scientists and business leaders to the campus, and the Center was the site of two recently sold out entertainment events featuring country music star Toby Keith and pop artist John Mayer.

Future seasonal events for the campus community calendar include our annual Thanksgiving luncheons scheduled for this Wednesday and Thursday, a faculty brunch scheduled for Eagle Crest Golf Club on Sunday, December 1, and EMU's all-campus reception on December 13.

Our good news on campus and the progress we are making in Washington, D.C. is also accompanied by less than good news from Lansing. The State continues to witness significant revenue declines, and given that the constitutional mandate to balance the State's budget, we are very likely to see an appropriations cut for the public universities in the near future. The State has not yet completely balanced its last fiscal year budget, and as a consequence, is not likely to fulfill its agreement with the public universities which held down tuition increases in exchange for a flat State appropriation. The likelihood of a second and subsequent budget cut also looms for the spring, especially since state revenues are so far behind in the early part of the new fiscal year. In anticipation of this, we have expanded our campus-wide contingency budget planning from one emphasizing 2 percent budget cut scenarios to those which recognize the possibility of cutting as much as 5 percent over the course of the next year. If this materializes, it will be very onerous for EMU as we historically have been underfunded given our mission, size, and complexity.

At the same time, we now have made our resource situation for the next fiscal year known to the State through our annual appropriation request. While it recognizes the State's budget shortfall, it clarifies for the State the impact of our fixed costs, the decline in State support per EMU student and what the State should have provided us for enrollment increases, EMU's cost avoidance initiatives, and our continuing strong support for student access through financial aid during a time of tuition increases which help to compensate for declining state support.

The University's FY2004 resource needs that have been transmitted to the State identify \$11.8 million, of which 88 percent or \$10.4 million are for fixed, contractual costs and student financial aid. Financial aid has been a critical part of our strategies for keeping access high, consistent with EMU's mission. Our objective is to continue to be comparatively affordable, even as tuition increases are necessary in reflection of the State's economy. We have made it clear to the State that our intent to support student access is serious, both in dollars and effort. This year, for example, the Office of Financial Aid processed an excess of \$100 million in student aid, marking the first time in our history that we have exceeded the \$100 million mark. Aid has increased in excess of \$20 million over the previous year, primarily in federal financial and institutional student support. Combined student aid is expected to grow to \$115 million this year. This does not include other advantageous student support programs, such as multiple indirect student financial aid programs like the Hope Scholarship Tax Credit, the Lifetime Learning Tax Credit, IRA education accounts, penalty-free IRA withdrawals and student loan interest deductibility provided to students and their parents.

The University's state appropriation now accounts for only 36 percent of our operating budget, excluding restricted grants and gifts. EMU ranks in the lowest third among public, four-year institutions in state appropriations and in tuition and fee costs, leaving EMU students among the lowest funded on a per student basis in the State and making our wide array of programs comparatively more affordable.

Our appropriation request submitted to Lansing also makes it clear that a state investment in Eastern Michigan is an investment in Michigan's economic future. According to the economic impact study commissioned by the Michigan Economic Development Corporation and the Presidents Council of State Universities of Michigan, the State's investment of \$1.5 billion in higher education in 1999 had a net impact on Michigan's economy of \$39 billion, representing almost 13 percent of Michigan's gross state product that year, roughly equal to the entire State budget. For each dollar of State support, the public universities overall generated at least \$26 of economic impact. In a soon to be released study on EMU's economic impact, we will show that for every dollar of State support to EMU, the University generates between \$30 and \$32 of economic impact on the State's economy. Few, if any, other public investments realize a rate of return of this magnitude.

Cost avoidance initiatives are continuing, with over \$1 million in annual savings secured to date and the identification of potentially another one-half million dollars in process. The most noteworthy include securing lower natural gas pricing in future years and lower telephone costs annually for three years.

In conjunction with our usual budget cycle in Lansing, the University has now submitted its capital needs to the Department of Management and Budget, identifying the modernization of Pray-Harrod and the renewal of Mark Jefferson as the top institutional priorities. We continue to emphasize to the State that capital outlay needs at EMU are high, especially given the fact that the average age of our campus buildings is over 50 years, that renovation investments at EMU will produce substantial future cost savings in energy, that our classroom and laboratory learning environment is not state of the art, that interest rates for borrowing funds are highly favorable, and that capital outlay should be an important part of regional economic recovery.

Finally, the efforts of the 15 public universities, through the Presidents Council of State Universities of Michigan, have been buoyed recently by the public announcement and issuance of a comprehensive report on Michigan public higher education by the University Investment Commission, a coalition of business, civic, education and labor leaders from across the State. The University Investment Commission Report, about which we will be hearing much more over the course of the next few months, advocates an increase in the State's investment in our public universities to help hold down tuition increases, to expand access, and to improve infrastructure. It also discusses the importance of measuring institutional progress for achieving economies, effectiveness and quality, and it sets much higher sights for the State to achieve four-year and higher degrees in greater numbers to help move Michigan forward from its relatively low degree attainment level and to help keep the State competitive and more economically secure. Through the work of the Presidents Council, this independent Commission should be very important to the future of higher education at the same time that our Council work signals new levels of commitment and cooperation among our public universities.

This winter and spring will be very dynamic times for higher education as we deal with an economy in flux and many new leaders in State government. Fortunately, the Investment Commission report recognizes the importance of universities like EMU to the State's future and we are poised to deal with uncertainty by having a strategic plan to guide us. EMU is flexible and filled with creative people who are able to respond to these challenges.

.6036M TREASURER'S REPORT

Section 1

Regent Morris moved and Regent Valvo seconded that the Treasurer's Report for the month of October 2002, be received and placed on file.

Motion Carried.

.6037M INTERNAL AUDIT

Section 2

Regent Morris moved and Regent Valvo seconded that the University Management report on the status of recommendations made from the Student Government and Catering Conferences internal audits be received and placed on file.

Motion Carried.

.6038M GRANTS/CONTRACTS

Section 3

Regent Morris moved and Regent Valvo seconded that 67 grants and contracts totaling \$1,982,376 for the period 9/1/02 through 10/31/02 be accepted.

Motion Carried.

.6039M CONSTRUCTION PROJECTS PROGRESS

Section 4

Regent Morris moved and Regent Valvo seconded that the Board receive and place on file the Construction Projects Progress Report for the period ending October 28, 2002.

Motion Carried.

.6040M ACCOUNTS RECEIVABLE

Section 5

Regent Morris moved and Regent Valvo seconded that the Student Accounts Receivable Ratio Analysis, the Student Accounts Receivable Reports, and the Collection Agency Inventory as of October 31, 2002, be received and placed on file.

Motion Carried.

**.6041M REPORT: Information and Communications
Technology Initiatives**

Section 6

Regent Morris moved and Regent Valvo seconded that the Board accept and place on file the ICT Initiatives progress report.

Motion Carried.

.6042M

STAFF APPOINTMENTS

Section 7

Regent Morris moved and Regent Valvo seconded that the Board of Regents approve the 47 staff appointments listed on the following pages.

<u>NAME</u>	<u>DEPARTMENT</u>	<u>CLASS RANK</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>BASE SALARY</u>	<u>% APPT</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON</u>
Starner, Stuart J.	VP Advancement & Ex Dir Foundation	AP-15	VP for Advancement & Ex. Dir Foundation	08/01/02	\$142,000	100	W	M	New Hire
Cheng, Jul-Chung	Learning Resources & Technology Dean	AP-14A	University Librarian	08/19/02	\$105,000	100	A	F	New Hire
Byrd, Mark A.	Institutional Analysis & Reporting	AP-13	Exec. Dir Institutional Research & Information Management	09/30/02	\$105,000	100	W	M	New Hire
Barkoff, Larry W.	Legal Affairs	AP-12	Asst. General Counsel - University Attorney	10/01/02	\$74,000	100	W	M	New Hire
Flanagan, April	Human Resources	AP-12	Director Organization Excellence	09/27/02	\$82,000	100	W	F	New Hire
Joseph, Michael	Construction Management	AP-11	Asst. Director Facilities Planning Management & Construction	10/07/02	\$78,500	100	M	M	New Hire
Schaffer, Connie	ICT Administrative	AP-11	Assistant to the Chief Information Officer	09/23/02	\$65,292	100	W	F	New Hire
DeCamp, JoAnna	Continuing Education - Non Credit Programs	AP-10	Director Non-Credit Programs	09/03/02	\$52,000	100	W	F	New Hire
Francisco, Hlawatha	Intercollegiate Athletics - Administration	AP-10	Asst. Director Athletics & Facilities Operations	09/09/02	\$48,000	100	M	M	New Hire
Kirkland, Aric J.	ICT - ATCS	AP-10	Manager ICT Comp Labs	10/07/02	\$54,000	100	W	M	New Hire

<u>NAME</u>	<u>DEPARTMENT</u>	<u>CLASS RANK</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>BASE SALARY</u>	<u>% APPT</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON</u>
Ohmer, Todd	Payroll	AP-10	Payroll Manager	09/09/02	\$57,000	100	W	M	New Hire
Salk, Daniel	Director, Risk Management	AP-10	Asst. Director Risk Management & Workers' Compensation	10/07/02	\$70,000	100	W	M	New Hire
Winborne, Malverne	Charter School Program	AP-10	Assistant Director of Charter Schools	09/16/02	\$54,601	100	B	M	New Hire
Balrd, Karen	Intercollegiate Athletics Softball	AC-16	Head Coach (BsbI/Sftbl/Trk/Vol)	08/28/02	\$44,000	100	W	F	New Hire
Vinson, Steven	Intercollegiate Athletics Basketball	AC-12	Asst. Coach (Ftbl/Mn-Wm Basketbl)	09/19/02	\$40,945	100	B	M	New Hire
Storror, Scott	Parking	PT-10	Project Engineer	09/16/02	\$54,500	100	W	M	New Hire
Lauterbach, Lisa W.	Counseling	PT-09	Sr. Mental Health Counselor	10/15/02	\$49,500	100	W	F	New Hire
Sastry, Vijayasree	ICT-Application & Support Financial Systems	PT-09	Client Server Anal/Programmer II	09/09/02	\$50,000	100	A	F	New Hire
Jellema, Benjamin	Arts & Sciences - Office of Dean	PT-08	CollegeTech Specialist I	09/09/02	\$38,400	100	W	M	New Hire
Ken, Simon	ICT - ATCS	PT-08	CollegeTech Specialist I	09/09/02	\$40,000	100	W	M	New Hire

<u>NAME</u>	<u>DEPARTMENT</u>	<u>CLASS RANK</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>BASE SALARY</u>	<u>% APPT</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON</u>
Reisen, Kathryn	NXXLevel Entrepren Training	PT-08	Bus Consultant MI Small Business Development Center	09/30/02	\$19,240	50	W	F	New Hire
Robinson, A'Lynne	MDDC: 4S Program 1/02	PT-08	Project Coordinator Holman Learning Center	09/09/02	\$42,000	100	B	F	New Hire
Heard, Nicole C.	HDUC Accounting Prorate	PT-07	Accountant II	10/21/02	\$33,000	100	B	F	New Hire
Michael, Andrea	Intercollegiate Athletics - Training Room	PT-07	Asst. Athletic Trainer	09/09/02	\$32,000	100	W	F	New Hire
Schmidt, Bradley	MDCD: FCCLA MI	PT-07	State Coordinator	09/23/02	\$17,200	50	W	M	New Hire
Sims, Michael	HDUC Computer Support	PT-07	Coordinator Eagle Card Operations	10/10/02	\$36,000	100	W	M	New Hire
Robertson, Anne M.	Custodial-Prorate	PT-05	Foreperson, Custodial	10/07/02	\$31,328	100	W	F	New Hire
Irwin, Mary Beth	University Marketing	CC-06	Administrative Secretary	09/09/02	\$30,000	100	W	F	New Hire
Kolvu, Ruth	USDE: LEP-TNET Year 4	CS-05	Senior Secretary	10/16/02	\$13,059	50	W	F	New Hire
Krumwiede, Rachel	CHHS-Academic Advising Center	CS-05	Customer Service Rep II	08/27/02	\$13,059	50	W	F	New Hire

<u>NAME</u>	<u>DEPARTMENT</u>	<u>CLASS RANK</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>BASE SALARY</u>	<u>% APPT</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON</u>
Garcia, Lauren	Office of the Registrar	CS-04	Senior Clerk	09/16/02	\$23,113	100	H	F	New Hire
Lindsey, Kimberly	History & Philosophy	CS-04	Secretary II	08/30/02	\$23,113	100	W	F	New Hire
Martin, Winifred	Special Education	CS-04	Secretary II	09/03/02	\$23,113	100	W	F	New Hire
Miles, Andrea	Management	CS-04	Secretary II	10/01/02	\$23,113	100	B	F	New Hire
Moore, Linda	Accounting	CS-04	Secretary II	09/03/02	\$11,557	50	W	F	New Hire
Pierce, Arnette	COE-Office of Academic Services	CS-04	Secretary II	09/04/02	\$23,113	100	B	F	New Hire
Taylor, Coreen	Center for Management & Leadership	CS-04	Secretary II	10/01/02	\$23,113	100	W	F	New Hire
Duncan, Dennis	Maintenance Service Staff Pro	FM-21	Electrician	10/01/02	\$44,033	100	W	M	New Hire
Stephens, Benjamin	Grounds, Walks & Roadways	FM-12	Groundsperson	08/19/02	\$9,485	50	W	M	New Hire
Stidham, Roger	Convocation Center Event Operations	FM-12	Facilities Attendant	09/24/02	\$18,970	100	W	M	New Hire

Motion Carried.

<u>NAME</u>	<u>DEPARTMENT</u>	<u>CLASS RANK</u>	<u>JOB TITLE</u>	<u>EFFECTIVE DATE</u>	<u>BASE SALARY</u>	<u>% APPT</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON</u>
Martinez, Shannon	Custodial Services	FM-06	Custodian	09/22/02	\$17,389	100	W	F	New Hire
Richardson, Alex	Custodial Services	FM-06	Custodian	09/22/02	\$17,389	100	B	M	New Hire
Wlatr, Deanna	Custodial Services	FM-06	Custodian	09/22/02	\$17,389	100	W	F	New Hire
Brooks, Christopher	Eastern Eateries	FM-95	Fast Food Worker	09/03/02	\$10,400	63	B	M	New Hire
Emmert, Lisa	Eastern Eateries	FM-95	Fast Food Worker	09/02/02	\$16,640	100	W	F	New Hire
Harris, Eric	Eastern Eateries	FM-95	Fast Food Worker	09/03/02	\$16,640	100	W	M	New Hire
Page, George	Eastern Eateries	FM-95	Fast Food Worker	10/03/02	\$16,640	100	B	M	New Hire

.6043M SEPARATIONS/RETIREMENTS

Section 8

Regent Morris moved and Regent Valvo seconded that the Board approve 37 separations and retirements as shown on the following listings:

<u>NAME</u>	<u>DEPARTMENT</u>	<u>CLASS RANK</u>	<u>JOB TITLE</u>	<u>HIRE DATE</u>	<u>SEPARATION DATE</u>	<u>BASE SALARY</u>	<u>% APPT</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON</u>
Rice, Dale L.	Academic Services Learning	F-24	Professor	09/01/67	10/06/02	\$80,447	100	W	M	Retirement
Uhlaner, Lorraine	Management	F-16	Professor	09/01/81	09/04/02	\$82,263	100	W	F	Other Position
Newsome-Williams, Jacqueline	Nursing	F-24	Associate Professor	08/28/91	09/20/02	\$52,754	100	B	F	Personal
Fineberg, Keith	Human Environmental & Consumers Resources	F-16	Assistant Professor	08/25/93	08/26/02	\$50,920	100	W	M	Other Position
Lyman, Steven B.	Interdisciplinary Technology	F-24	Assistant Professor	08/25/99	08/23/02	\$54,508	100	W	M	Other Position
Boman, Dennis	History & Philosophy	L-16	Lecturer III	08/29/01	08/31/02	\$27,500	100	W	M	Assignment Ended
Chen, Joseph S.	Human Environmental & Consumers Resources	L-16	Lecturer III	09/01/01	08/31/02	\$49,142	100	A	M	Personal
Comer, James	History & Philosophy	L-24	Lecturer I	09/01/00	08/31/02	\$27,500	100	W	M	Other Position
Reum-Trola, Mary	Communications & Theatre Arts	L-16	Lecturer I	08/31/94	08/31/02	\$27,500	100	W	F	Personal
Starr, Susan	Biology	L-16	Lecturer I	01/02/93	08/31/02	\$27,500	100	W	F	Other Position
Wilbanks, Ambrose	English Language & Literature	L-16	Lecturer I	08/28/91	08/31/02	\$28,000	100	W	M	Other Position
Farmer, David	Intercollegiate Athletics - Womens Tennis	AC-14	Head Coach (Wrest/Gil/Soc/Tenn)	01/02/96	10/09/02	\$37,101	100	W	M	Personal
Brown, Temple	Intercollegiate Athletics - Womens Basketball	AC-12	Asst. Coach (Ftbl/Mn-Wm Bsktbl)	06/25/01	08/15/02	\$32,756	100	B	F	Discharged

<u>NAME</u>	<u>DEPARTMENT</u>	<u>CLASS RANK</u>	<u>JOB TITLE</u>	<u>HIRE DATE</u>	<u>SEPARATION DATE</u>	<u>BASE SALARY</u>	<u>% APPT</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON</u>
Bingle, Matt L.	Intercollegiate Athletics - Womens Track	AC-11	Asst. Coach (Sftb, CC/Trk, Vol, Bsb)	11/12/97	09/27/02	\$30,648	100	W	M	Other Position
Canary, Stacey	Admissions-On-Campus Outreach	PT-09	Asst. Director Campus Visiting Program	08/14/95	09/30/02	\$42,013	100	W	F	Other Position
Levine, Janet	Health Service Specialty Clinic	PT-09	Nurse Practitioner	07/26/95	08/26/02	\$24,405	50	W	F	Leaving Area
Kapelanski, Donna	UAW-Ford Research and Engineering	PT-08	Workplace Education Specialist	10/23/00	08/24/02	\$40,685	100	W	F	Other Position
Stubbs, Anita	Accounting	PT-08	Senior Accountant	05/22/90	08/26/02	\$41,888	100	W	F	Did not return from leave
Swaffer, James	UAW-Ford Research and Engineering	PT-08	Workplace Education Specialist	04/20/98	10/28/02	\$40,173	100	W	M	Other Position
Hall, Barry	University Marketing	PT-07	Writer II	09/02/98	09/03/02	\$31,151	100	W	M	Return to School
Reynolds, Jodi	Eastern Echo	PT-07	Manager Student Media	02/27/98	10/09/02	\$33,274	100	W	F	Other Position
Klimkiewicz, Jennifer M.	Residence Hall Prorate	PT-06	Area Complex Director	07/05/00	08/24/02	\$27,089	100	W	F	Other Position
Statiej, Kristina	USDE/WKU Improving Teaching	PT-06	Administrative Assistant II	09/25/00	09/16/02	\$27,810	100	W	F	Return to School
Traster, Carrie A.	Public Safety Support	CP-01	Officer Campus Police	02/19/01	09/27/02	\$38,252	100	H	F	Other Position

<u>NAME</u>	<u>DEPARTMENT</u>	<u>CLASS RANK</u>	<u>JOB TITLE</u>	<u>HIRE DATE</u>	<u>SEPARATION DATE</u>	<u>BASE SALARY</u>	<u>% APPT</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON</u>
Baker-McDaniel, Jill	Learning Resources	CS-05	Library Assistant III	09/05/95	10/18/02	\$26,117	100	W	F	Other Position
Nicholson, Lisa	Intercollegiate Athletics Administration	CS-05	Senior Secretary	04/03/00	10/24/02	\$26,118	100	W	F	Other Position
Ramsey, Patricia	MDE/MDCD: BPA01-02	CS-05	Senior Secretary	09/24/79	07/11/02	\$22,274	80	W	F	Did not return from leave
Rivard, Dawn	Finance & CIS	CS-05	Senior Secretary	03/30/00	09/20/02	\$26,117	100	W	F	Other Position
Samaha, Lisa	Payroll	CS-05	Account Specialist	07/15/02	09/16/02	\$26,118	100	W	F	Discharged
Damon, Heather N.	COE Clinical Suite	CS-04	Secretary II	08/22/99	10/14/02	\$11,556	50	W	F	Other Position
Evans, Rebecca D.	Office of the Registrar	CS-04	Senior Clerk	11/25/01	06/29/02	\$22,224	100	H	F	Other Position
Maher, Christine	Teacher Education	CS-04	Secretary II	05/04/98	10/24/02	\$23,112	100	W	F	Other Position
Monat, Eric	Contract Services Prorate	CS-04	Customer Service Representative	12/15/98	09/30/02	\$23,113	100	W	M	Layoff Without Recall
Ferguson, George	Electrical	FM-25	Group Leader Skilled Trades II	05/14/93	10/01/02	\$57,200	100	W	M	Retirement
Bauer, Walter	Dining Services	FM-12	Dining Services Unit Leader I	03/12/02	09/23/02	\$24,898	100	W	M	Personal

DATE: November 19, 2002
BOARD REPORT FOR: 11/19/02
ALPHABETICAL LISTING WITHIN
CLASSIFICATION LEVEL WITHIN
EMPLOYEE GROUP

EASTERN MICHIGAN UNIVERSITY
SEPARATIONS/ RETIREMENTS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>CLASS</u> <u>RANK</u>	<u>JOB TITLE</u>	<u>HIRE</u> <u>DATE</u>	<u>SEPARATION</u> <u>DATE</u>	<u>BASE</u> <u>SALARY</u>	<u>%</u> <u>APPT</u>	<u>RACE</u>	<u>SEX</u>	<u>REASON</u>
Cook, Timothy M.	Custodial Services	FM-06	Custodian	03/19/73	08/31/02	\$28,558	100	W	M	Retirement
Corn, Robert	Custodial Services	FM-06	Custodian	02/02/98	08/30/02	\$22,984	100	W	M	Return to School

Motion Carried.

.6044M EMERITUS FACULTY STATUS

Section 9

Regent Morris moved and Regent Valvo seconded that the Board grant Emeritus Faculty Status to two former faculty members listed below.

Robert Mancell

Professor, Department of Geography and Geology from 1969 – 2002
(33 years)

Dale L. Rice

Professor, Department of Special Education from 1967 – 2002
(35 years)

Motion Carried.

.6045M STUDENT AFFAIRS COMMITTEE

Section 10

Regent Valvo moved and Regent Griffin seconded that the Agenda for November 19, 2002, and the Minutes of September 24, 2002, be received and placed on file.

Motion Carried.

.6046M EDUCATIONAL POLICIES COMMITTEE

Section 11

Regent Valvo moved and Regent Griffin seconded that the Agenda for November 19, 2002, and the Minutes of the September 24, 2002 meeting be received and placed on file.

Motion Carried.

.6047M APPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS

Section 12

Regent Valvo moved and Regent Brandon seconded that Board appoint David McHale and appoint Sharon Thompson and Pamela Tully to three-year terms on the Board of Directors of the Academy for Business and Technology; Steven Hardy to a three-year term on the Board of Directors of Ann Arbor Learning Community; Kecia Harper-Edmond to a three-year term on the Board of Directors of Gaudior Academy; Robert Blick to a three-year term on the Board of Directors of Grand Blanc Academy; and Larry Mann, Jr. to a three-year term on the Board of Directors of Hope Academy.

Motion Carried.

.6048M 2001-2002 CHARTER SCHOOLS ANNUAL REPORT

Section 13

Regent Valvo moved and Regent Brandon seconded that the Board receive and place on file the 2001-02 Charter Schools Annual Report.

Motion Carried.

.6049M FACULTY AFFAIRS COMMITTEE

Section 14

Regent Brandon moved and Regent Valvo seconded that the Board approve the Agenda for November 19, 2002, and the Minutes of September 24, 2002.

Motion Carried.

.6050M FINANCE COMMITTEE

Section 15

Regent Morris moved and Regent Valvo seconded that the Board accept and place on file the Working Agenda for November 19, 2002 and the Minutes for the September 24, 2002 Finance Committee.

Motion Carried.

.6051M FY 2004 APPROPRIATION REQUEST

Section 16

Regent Morris moved and Regent Brandon seconded that the Board approve the FY 2004 Appropriation Request Strategy for subsequent submission to the Office of the State Budget.

Motion Carried.

.6052M FY 2004 CAPITAL OUTLAY BUDGET REQUEST

Section 17

Regent Morris moved and Regent Valvo seconded that the Board approve the FY 2004 Capital Outlay Budget Request. The modernization of Pray-Harrold and renewal of the Mark Jefferson science building have been identified as the University's top capital outlay projects.

.6053M

**COLLECTIVE BARGAINING AGREEMENT BETWEEN
EASTERN MICHIGAN UNIVERSITY AND THE
INTERNATION UNION, UNITED AUTOMOBILE,
AEROSPACE AND AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA, TECHNICAL, OFFICE
AND PROFESSIONAL LOCAL 1976**

Section 18

Regent Morris moved and Regent Valvo seconded that the Board approve the collective bargaining agreement between Eastern Michigan University and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Technical, Office and Professional Local 1976 and authorize the President and the University Bargaining Committee to execute the Agreement on behalf of the Board of Regents.

Motion Carried.

.6054M

**COLLECTIVE BARGAINING AGREEMENT
BETWEEN EASTERN MICHIGAN UNIVERISTY
AND LOCAL 1666 AFFILIATED WITH COUNCIL 25
OF THE AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES AND THE AFL-CIO**

Section 19

Regent Morris moved and Regent Griffin seconded the recommendation that the Board approve the bargaining agreement between Eastern Michigan University and Local 1666 Affiliated with Council 25 of the American Federation of State, County and Municipal Employees and the AFL-CIO and authorize the President and the University Bargaining Committee to execute the Agreement on behalf of the Board of Regents.

Motion Carried.

**.6055M 2001-2002 EASTERN MICHIGAN UNIVERSITY
FOUNDATION ANNUAL REPORT**

Section 20

Regent Morris moved and Regent Valvo seconded the motion that the Board receive and place on file the EMU Foundation Annual Report for the year ended June 30, 2002.

Motion Carried.

**.6056M 2001-02 EAGLE CREST MANAGEMENT
CORPORATION ANNUAL REPORT**

Section 21

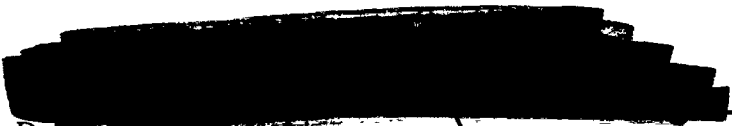
Regent Morris moved and Regent Griffin seconded the recommendation that the FY 2003 Eagle Crest Management Corporation Annual Report be received and placed on file.

Motion Carried.

.6057M MEETING ADJOURNED

Regent Incarnati moved and Regent Griffin seconded that the Regular Meeting of the Board of Regents be adjourned at 2:18 p.m. The next meeting of the Board of Regents will be January 21, 2003.

Respectfully Submitted,


Dana C. Raymond
Secretary to the Board of Regents