Board of Regents Meeting Materials, October 25, 2019

Eastern Michigan University

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These are the proposed minutes of the June 13, 2019 Board of Regents meeting.

The meeting of the Eastern Michigan University Board of Regents was called to order by Chairman James Webb at 1:05 p.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

The Board members present were: Regent Rich Baird, Regent Dennis Beagen, Regent Michelle Crumm, Regent Mike Hawks, Regent Eunice Jeffries, Regent Alex Simpson, Regent Mary Treder Lang and Regent James Webb.

Board members absent: None

There was a quorum.

Section 1

PROPOSED MINUTES OF THE APRIL 23, 2019 REGULAR BOARD MEETING

Regent Crumm moved and Regent Baird seconded that the proposed minutes for the April 23, 2019 Board Meeting be approved as submitted.

Motion Carried

CONSENT AGENDA

Chairman Webb asked the Board if there were any items on the consent agenda the Board members wished to vote on separately. Hearing none, it was moved by Regent Treder Lang and seconded by Regent Beagen that sections 2-13 be approved in their entirety as presented.

Section 2

STAFF APPOINTMENTS

Recommended that the Board of Regents approve nine (9) staff appointments for the reporting period March 26, 2019 through May 20, 2019: Kassandra Kadera, Paul Vuocolo, Sean McCarthy, Maggie O’Brien, Rene Tierney, Kendal Brown, Kathryn Shallow, Marianne Bailey and Judy Lewis.
Section 3

STAFF SEPARATIONS/RETIREMENTS

Recommended that the Board of Regents approve twelve (12) separations and retirements for the reporting period of March 26, 2019 through May 20, 2019: Colin Harrington, Steven Klukach, Stephen Miller, Melissa Rosenblum, Carol Smith, Amelia Parnis, Deborah Simpson, Lakita Gantz, James Jarret, Colleen Sadows, Christopher Van Wasshenova and Daniel Feasby.

Section 4

EMERITUS STAFF STATUS

Recommended that the Board of Regents grant emeritus staff status to one (1) staff member: Judy Pokrywki, Senior Secretary, Office of Biology, who retired January 31, 2019.

Section 5

EMERITUS FACULTY STATUS

Recommended that the Board of Regents grant emeritus faculty status to five (5) former faculty members: Harvey Lyons, School of Engineering Technology from 1998 to 2019 who retired after 21 years; Lynn Nybell, School of Social Work from 1983 to 2018 who retired after 35 years; Gretchen Otto, School of Art and Design from 1987 to 2018 who retired after 31 years; Ellen Schwartz, School of Art and Design from 1977 to 2018 who retired after 41 years; and Thomas Venner, School of Art and Design from 1998 to 2018 who retired after 20 years.

Section 6

ACADEMIC AFFAIRS ADMINISTRATIVE/PROFESSIONAL APPOINTMENTS/TRANSFERS

Recommended that the Board of Regents approve six (6) Administrative/Professional appointments: William Baker, Wendy Burke, Brian Pappas, Christopher Barrick, Jennifer Fritz and Ann Eisenberg, and two (2) Administrative/Professional transfers: Elizabeth Currans and Ellen Koch.

Section 7

ACADEMIC RETIREMENT/SEPAREATIONS

Recommended that the Board of Regents approve one (1) retirement and three (3) separations for the period of April 1, 2019 through May 31, 2019: Zachary Moore, Nitya Singh, Chasity Falls and Harvey Lyons.
Section 8

FACULTY APPOINTMENTS

Recommended that the Board of Regents approve eleven (11) new faculty appointments for the 2019-2020 academic year: Kathryn Abramoski, Fathi Amsaad, Phillip Caldwell II, Jerard Delaney II, Ryan English, Michael Foster, Chad Hutchinson, Elizabeth Loomis, Pejman Rezakhani, Gabriel Rudebusch and Weitian Tong.

Section 9

FACULTY REAPPOINTMENTS

Recommended that the Board of Regents accept the report from the Division of Academic Affairs pertaining to the reappointment of thirty (30) probationary faculty members for the 2019-2020 academic year: Munther Abualkibash, Brittany Albaugh, Eamonn Arble, Cassandra Barragan, Logan Bearden, Patrice Bounds, Noel Brock, Vernnaliz Carrasquillo, Matthew Cook, Ratan Dheer, Donald Gibson, Jillian Graves, Kelly Grossman, Randall Hucks, Andrii Kashliev, Roxanne Katus, Nathan Kearns, Anthony Koschmann, Alexandros Maragakis, Katherine Mason, Deborah Pae, Paul Price, Jodonnis Rodriguez, Elana Sanchez-Vizcaino, Brian Scruggs, Hannah Seidel, Jonathan Skuza, Pamela Stewart, Christina Topolewski and Xining Yang.

Section 10

FACULTY PROMOTIONS

Recommended that the Board of Regents accept and place on file the report entitled Promotion of Faculty Members effective Fall 2019. The faculty members are: Eric Acton, Muhammad Ahmed, Grigoris Argeros, Steven Backues, Corrie Baldauf, Jin Bo, Joseph Breza, Susan Bushinski, John Carbone, Anne Casper, Jamie Cornelius, Michael Doan, Christopher Elias, Jessica Elton, Sarah Fabian, Jason Ferguson, Olivia Ford, Diane Fox, Maria Garcia, Kevin Geltz, Debra Gombert, Suzanne Gray, Emily Grman, Robert Halpern, Celeste Hawkins, Beth Henschen, Peter Higgins, Heather Janisse, Ebrahim Khalifeh Soltani, William Koolage, Kasim Korkmaz, Courtney Lewis, Dustin London, Keisha Lovence, Lydia McBurrows, Camilla McComb, Theresa Merrill, Salar Mesdaghinia, Monica Millan, Vivian Moynihan, John Oswald, Caroline Peltz, Gregory Plagens, Antionette Pressley-Sanon, Anushri Rawat, Julie Slack, Brian Spolans, MacArthur Stewart, James Sweet, Emadeddin Tanbour, Sarah Van Zoeren, Jamie Ward, Stephanie Wladkowski, Jayne Yatczak and Mehmet Yaya.
Section 11

FACULTY TENURE APPOINTMENTS

Recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2019 fall semester, for thirty-four (34) faculty members. The faculty members are: Eric Acton, Grigoris Argeros, Steven Backues, Corrie Baldauf, Joseph Breza, Susan Bushinski, Jamie Cornelius, Michael Doan, Christopher Elias, Olivia Ford, Maria Garcia, Kevin Geltz, Debra Gombert, Emily Grman, Celeste Hawkins, Beth Henschen, Ebrahim Khalifeh Soltani, Kasim Korkmaz, Courtney Lewis, Dustin London, Keisha Lovence, Lydia McBurrows, Camilla McComb, Salar Mesdaghinia, Vivian Moynihan, John Oswald, Caroline Peltz, Antionette Pressley-Sanon, Anushri Rawat, MacArthur Stewart, Emadeddin Tanbour, Sarah Van Zoeren, Jamie Ward and Stephanie Wladkowski.

Section 12

LECTURER PROMOTIONS

Recommended that the Board of Regents accept and place on file the report entitled Promotion of Lecturers for 2019-2020. The lecturers are: Megan Gore, Dyann Logwood, Bonnie Miller, Holly Mosher and Sandra Pernecky.

Section 13

VISITING FACULTY APPOINTMENT

Recommended that the Board of Regents approve one (1) visiting faculty appointment for the 2019-2020 academic year at the rank, salary, and effective date shown on the attached listing. The faculty member is: Tiffany Caesar.

Motion Carried
REGULAR AGENDA

Section 14

EDUCATIONAL POLICIES COMMITTEE: APPROVAL OF AGENDA AND MINUTES

Regent Jeffries moved and Regent Hawks seconded that the Educational Policies Committee agenda for June 13, 2019 and minutes of the April 23, 2019 meeting be received and placed on file.

Motion Carried

Section 15

APPOINTMENT/REAPPOINTMENT OF CHARTER SCHOOL BOARD MEMBERS

Regent Jeffries moved and Regent Simpson seconded that the Board of Regents appoint Denne Lawton and Nathanial Gleeton to three-year terms, appoint Julie Bohl and Christopher Geer to two-year terms, reappoint Clement James Goebel III to a one-year term and reappoint Susan Uvick to a three-year term on the Board of Directors of Ann Arbor Learning Community; reappoint Renee Newman to a three-year term on the Board of Directors of Academy for Business and Technology; reappoint Richard Hamme, IV to a three-year term on the Board of Directors of Commonwealth Community Development Academy; reappoint Kamal Cheeks and Hazel White to three-year terms on the Board of Directors of Detroit Public Safety Academy; reappoint Samy Ali-Khodja, Paula Kauffman and Franci Mooreman to three-year terms on the Board of Directors of Global Tech Academy; reappoint Felicia Carter and Angelo Powell to three-year terms on the Board of Directors of Grand Blanc Academy; appoint Lurdes Arambula and Katrin Robertson to two-year terms and reappoint Dr. Lumas Helaire and Soh Suzuki to three-year terms on the Board of Directors of The James and Grace Lee Boggs School.

Motion Carried
Section 16

2019-2020 SABBATICAL LEAVE AWARDS

Regent Jeffries moved and Regent Treder Lang seconded that the Board of Regents accept and place on file the Report on 2019-2020 Sabbatical Leave Awards.

Motion Carried

Section 17

2019-2020 FACULTY RESEARCH AND CREATIVE ACTIVITY FELLOWSHIPS

Regent Jeffries moved and Regent Hawks seconded that the Board of Regents accept and place on file the Report on the 2019-2020 Faculty Research and Creative Activity Fellowship awards.

Motion Carried

Section 18

WINTER 2019 AND SUMMER 2019 UNDERGRADUATE RESEARCH STIMULUS PROGRAM AWARDS

Regent Beagen moved and Regent Crumm seconded that the Board of Regents accept and place on file the Report on the Winter 2019 and Summer 2019 Undergraduate Research Stimulus Program Awards.

Motion Carried
Section 19

ACADEMIC PROGRAM PHASE-OUTS

Regent Jeffries moved and Regent Beagen seconded that the Board of Regents receive and place on file this notification of the following eleven (11) Academic Program Phase-Outs:

1. Special Education with Elementary Certification – Visual Impairment, MA
2. Special Education with Secondary Certification – Visual Impairment, MA
3. Special Education with Elementary Certification – Cognitive Impairment, MA
4. Special Education with Secondary Certification – Cognitive Impairment, MA
5. Special Education with Elementary Certification – Emotional Impairment, MA
6. Special Education with Secondary Certification – Emotional Impairment, MA
7. Special Education with Elementary Certification – Physical & Other Health Impairment, MA
8. Special Education with Secondary Certification – Physical & Other Health Impairment, MA
9. Family and Children’s Services, MSW
10. Mental Health and Chemical Dependency, MSW
11. Services to the Aging, MSW

Motion Carried

Section 20

LAUNCH – COLLEGE OF ENGINEERING AND TECHNOLOGY

Regent Jeffries moved and Regent Beagen seconded that the Board of Regents receive and place on file this notification that effective Fall 2019, Eastern will launch its College of Engineering and Technology. This name change to the former College of Technology recognizes the addition of Eastern’s newly inaugurated engineering programs.

Motion Carried
Section 21

ATHLETIC AFFAIRS COMMITTEE

Regent Hawks moved and Regent Jeffries seconded that the Board of Regents receive and place on file the working agenda for the June 13, 2019 meeting and February 7, 2019 minutes.

Motion Carried

Section 22

FINANCE AND INVESTMENT COMMITTEE

Regent Crumm moved and Regent Beagen seconded that the Board of Regents receive and place on file the minutes from the April 23, 2019 Finance and Investment Committee meeting and the Working Agenda for the June 13, 2019 meeting.

Motion Carried

Section 23

ACADEMIC YEAR 2019-20 TUITION AND FEES

Regent Crumm moved and Regent Hawks seconded that the Board of Regents approve a composite tuition and required fee increase of 4.4%, as calculated by the State of Michigan’s guidelines on performance funding and tuition reporting, for the 2019-20 academic year.

It was recommended that the Board of Regents approve a tuition increase of 5% for graduate and doctoral students. Also, recommended were changes to certain programs and elective fees. Those changes are shown on the attached Tuition and Fee document.

The State of Michigan’s Senate Fiscal Agency has recommended to the Governor a tuition restraint cap of 4.4%. If there are changes to the assumptions used to develop the general fund budget when the State of Michigan budget is approved by the Legislature, this recommendation allows the President to adjust tuition and fees in order to continue to maintain a balanced budget. In any event, this increase will not exceed any tuition restraint cap that the State of Michigan may impose.

Motion Carried
Section 24

FISCAL YEAR 2019-20 GENERAL FUND OPERATING BUDGET

Regent Crumm moved and Regent Beagen seconded that the Board of Regents approve the University’s General Fund operating expenditure budget of $293.6 million for the 2019-20 fiscal year.

During discussion Regent Baird made a statement.

Motion Carried

Section 25

FISCAL YEAR 2019-20 AUXILIARY FUND OPERATING BUDGET

Regent Crumm moved and Regent Beagen seconded that the Board of Regents approve the University’s Auxiliary Fund net operating expenditure budget totaling $46.8 million for the 2019-20 fiscal year.

Motion Carried

NEW BUSINESS AND PRESENTATIONS

TAB A

PRESENTATION: REVIEW OF CAPITAL PROJECTS

John Donegan, Scott Storrar, and Bob Densic gave a presentation on Eastern Michigan University Capital Projects.
TAB B

TO APPROVE REVISIONS TO BOARD POLICIES

Regent Baird moved and Regent Beagen seconded that the Board of Regents of Eastern Michigan University approve the attached revisions to existing Board Policies: Section 3.7.2 Alcohol and Other Drug Policy, 15.1 Electronic Communications, 15.2 Information Technology Security and Confidentiality.

Motion Carried

TAB C

APPROVE LIQUOR LICENSES PURSUANT TO MCL 436.1513

Regent Simpson moved and Regent Jeffries seconded that the Board of Regents of Eastern Michigan University accept and approve the designation of McKenny Hall and Pease Auditorium as Conference Centers pursuant to MCL 436.1513, for purposes of the university’s sale of liquor at these locations on campus. It is further recommended that the Board of Regents authorize the University’s President, its Vice President and Secretary to the Board of Regents, or outside counsel retained by the General Counsel on behalf of the University, to sign any and all necessary documents to apply for and accept these licenses.

Motion Carried

TAB D

COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND AFSCME LOCAL 3866

Regent Simpson moved and Regent Treder Lang seconded that the Board of Regents approve the tentative collective bargaining agreement between Eastern Michigan University and the American Federal of State, County, and Municipal Employees, Local 3866 and authorize the President of the University to execute the Agreement on behalf of the Board of Regents.

Motion Carried
TAB E

COLLECTIVE BARGAINING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND UAW LOCAL 1975

Regent Simpson moved and Regent Treder Lang seconded that the Board of Regents approve the tentative collective bargaining agreement between Eastern Michigan University and the United Automobile Workers ("UAW"), Local 1975 and authorize the President of the University to execute the Agreement on behalf of the Board of Regents.

Motion Carried

TAB F

SALE OF THE UNIVERSITY PROPERTY – 1275 SOUTH HURON STREET

Regent Hawks moved and Regent Beagen seconded that the Board of Regents authorize the President to negotiate and execute final documents for the sale of the Corporate Education Center (CEC) located at 1275 South Huron Street.

Regent Hawks stated the approval of the recommendation is based on the stipulation that the University continue to support and maintain the Golf Course and Club House as a unique and important University asset, with appropriate budget allocations to that effect.

Motion Carried

TAB G

RECOGNITION OF THE 2019 WEEK OF EXCELLENCE DISTINGUISHED ACHIEVEMENT RECOGNITION AWARDS

Regent Beagen moved and Regent Baird seconded that the Board of Regents approve the resolution recognizing 25 staff members who have distinguished themselves through careful, thoughtful, and dedicated work.

Motion Carried
TAB H

RECOGNITION OF THE 80TH ANNIVERSARY OF HENRY FORD COLLEGE

Regent Mary Treder Lang moved and Regent Simpson seconded that the Board of Regents approve a resolution congratulating Henry Ford College as it celebrates its 80th anniversary of preparing students for an ever-changing workplace.

Motion Carried

TAB I

PRESIDENT’S REPORT

Mr. Chairman and Distinguished Members of the Board of Regents:

Today marks another milestone day for Eastern Michigan University — reflecting our ongoing and intentional strategy to prepare the University for future students and the market demands of the Michigan and national economy. For the first time since 1982, Eastern Michigan University’s Board of Regents has approved a name change to one of our five colleges.

Today’s action to rename the College of Technology in order to launch the new College of Engineering and Technology is an action rooted in our commitment to prepare students for the opportunities of today — and the opportunities of the future. It builds off the establishment of two new engineering programs in the last two years — Mechanical Engineering in 2017 and Electrical & Computer Engineering in 2018.

Our emphasis on adding engineering provides excellent career opportunities for students, as the demand for more engineers in Michigan is significant. According to estimates, our state’s public universities meet only 40 percent of that current demand.

The name change coincides with a major, $40 million renovation of the home of the College of Engineering and Technology. Sill Hall is closed this summer as the extensive renovations take place. When completed, the entire 92,000 square foot structure will be updated, with an additional 16,000 square feet in new academic space to be constructed.

The College supports a wide variety of distinct programs and areas of study in high-demand career fields, including artificial intelligence, autonomous vehicles, aviation, cyber security and information assurance, construction management, drone technology, hotel and restaurant management, interior design, military science, and simulation, animation and gaming.
Sill Hall is just one of many exciting construction and renovation projects on campus this summer, as you learned a few minutes ago in the presentation by our facilities team. The level of activity is unprecedented – construction of the new health center in collaboration with St. Joseph Mercy Health System and IHA will be completed later this year; renovations to the Rec/IM, parking lots and roadways are underway; as is construction of the new Student-Athlete Performance Center; and, we continue to invest in improvements to classroom technology, campus wireless and security.

The General Fund operating budget approved today focuses on the priorities of the University, which are maintaining excellent academic programs and serving students’ academic and career needs while responding to rapidly changing demographics. The University also continued its focus on minimizing net costs for students by offering a high level of financial aid.

Faculty research is one of the cornerstones of the University. We celebrate the 56 faculty members selected for Faculty Research and Creative Activity Fellowships for research in areas such as cancer cell growth, hearing aids for autistic children, and the post climate change environment. I encourage you to review the full list of faculty research under the program – it can be found in the posted Board materials.

At the same time, 25 undergraduate students and 19 faculty members have received Undergraduate Research Stimulus Awards. Students receive a $2,000 fellowship in support of their research efforts and collaborating faculty members may receive $500, to be used for lab/studio supplies or equipment, professional travel, or other professional expenses.

Areas of research in the stimulus awards include analyzing brain activity of children with Autism Spectrum Disorder, the effects of solar storms on Earth’s magnetosphere, and assessing the impact of the Mediterranean Diet. A complete list of the awards also can be found in the posted Board materials.

We are pleased with the approval of two collective bargaining agreements – our food service and maintenance employees, represented by AFSCME Local 3866, and our clerical secretarial employees, represented by UAW Local 1975.

Thank you to the bargaining teams for their hard work in achieving each of the agreements. With the approval at the April Regents meeting of our faculty union contract, all bargained-for units at the University are now under contract as we continue to work collaboratively with our bargaining units and employees across campus to support our students and their educational experience.

Other accomplishments are listed in the Appendix to this report on the University website. Thank you, Chairman Webb.

James M. Smith, Ph.D.
President
Recognition

- The Occupational Therapy master’s program has been selected as one of the best in the Midwest by HealthGrad.com.

- The 58th annual Alumni Awards ceremony was held on May 18. Honorees included Marissa Colston, Scott Frush, Maj. Gen. William Henderson, Jawan Jackson, Terry Kayser, Glenna Frank Miller, and Amalie Nash. EMU alumna Dara Munson served as emcee for the event.

- Nitro, Eastern’s first canine officer and an expert in explosives detection and patrol, and his partner EMU police officer Bridget Bofysil, were invited to represent Michigan and Ontario at the National Detector Dog Trials and Certification event in May.

Of Note

- Three EMU graduates appeared in People magazine in May. Three members of the McGill family – Pat, an EMU police officer, his daughter Regan, and his son Ryan, graduated together in the spring commencement ceremony.

Events

- Aviation students who are participating in the Summer Quest 2019 challenge earn points for completing missions such as flying a specific flight pattern that shows up on radar as a block E. The challenge encourages students to build flight time and compete for prizes at the end of the summer.

- The sixth annual Math Facts Challenge, sponsored by the EMU Charter Schools, was held on May 29. More than 200 students from 14 charter schools in Ann Arbor, Detroit, Dearborn, Dearborn Heights, Hamtramck, Grand Blanc, Southfield, Melvindale and Ypsilanti participated.

- The second annual Healthcare Next Generation Event for Youth Career Exploration, a collaboration between the College of Health and Human Services, Plymouth Canton School District, and the Canton Chamber of Commerce, was held on May 17. More than 120 students participated in four hands-on learning sessions led by EMU faculty and students.

Athletics

- Baseball (Men): Zachary Owings was named to the 2019 Google Cloud Academic All-District Baseball Team by CoSIDA. The award recognizes excellence on the field and in the classroom.
• Baseball (Men): Zachary Owings was named to the All-MAC Second Team and the All-MAC Defensive Team.

• Football (Men): The Eagles welcomed more than 200 cognitively and physically impaired community members to take part in its sixth annual EMU Victory Day on May 23. Student-athletes and coaches led participants in football related activities.

• Golf (Women): The women’s golf team earned the APR Public Recognition Award for excellence in the classroom. The Eagles scored a perfect 1000 APR and were in the top 10 percent in the nation in their sport.

• Golf (Women): Kritsuda Apiwatthanadol, Maria Connelly, Penelope Guilleux, Katelin Lawson, Preaw Sripatrprasite, and Julia Stephenson were named to the Academic All-MAC Team.

• Golf (Men): The Eagles were named as MAC Co-Champions following cancellation of the final round of the tournament due to rain. Beau Breault was named MAC Golfer of the Year and Bruce Cunningham was named MAC Coach of the Year. Zach Sudinsky was named to the MAC All-Tournament Team.

• Golf (Men): Beau Breault and Ty Celone were named First Team All-MAC.

• Golf (Men): Beau Breault was presented the MAC Medal of Excellence Award for excellence in academics, athletics, leadership, and service.

• Golf (Men): Beau Breault, Ty Celone, Cougar Collins, Tyler Rayman, and Zach Sudinsky were named to the Academic All-MAC Team.

• Gymnastics (Women): Cortney Bezold was named to the 2019 Google Cloud Academic All-District Women’s-At-Large Team by CoSIDA. The award recognizes excellence on the field and in the classroom. Bezold was the only gymnast in the MAC to be honored.

• Gymnastics (Women): Courtney Bezold was named as a MAC Distinguished Student-Athlete to honor excellence in athletics and academics.

• Rowing (Women): Amanda Flora and Addison Oblanas were named to the All-CAA Team at the Colonial Athletic Association Championships.

• Swimming (Women): Delaney Duncan, Casey Gavigan, Gabrielle Mace, and Sophia Tsfantakis were named as MAC Distinguished Student-Athletes to honor excellence in athletics and academics.

• Swimming (Women): Delaney Duncan was presented the MAC Medal of Excellence Award for excellence in academics, athletics, leadership, and service.
- **Track & Field (Women):** Sydney Meyers won the 5000m for the fourth straight year at the MAC Outdoor Track & Field Championships. The team of Kolby Ganther, Jessica Harris, Micah Johnston, and Brittni Mason placed first in the 4x100 relay. The Eagles placed third overall in the championship.

- **Track & Field (Women):** Kolby Ganther, Jessica Harris, Micah Johnston, Brittni Mason, and Sydney Meyers earned First Team All-MAC honors. Allyson Goff and Micah Johnston were named Second Team All-MAC.

- **Track & Field (Women):** Tiffany Cernej-Garcia, Kolby Ganther, Allyson Goff, Jessica Harris, Micah Johnston, Brittni Mason, Sydney Meyers, and Emily Smith qualified for the NCAA East Regional Championships. Ganther, Harris, Johnston, and Mason finished 17th in the 4x100-meter relay and set a new EMU record. Meyers finished 16th in the 5000m and Smith finished 18th in the 3000m Steeplechase.

- **Track & Field (Women):** Kadian Clarke, Sydney Meyers, and Gianna Salzbrunn were named as MAC Distinguished Student-Athletes to honor excellence on the field and in the classroom.

- **Track & Field (Women):** Kristine Bourg, Rebekah Carr, Kadian Clarke, Madison Distelrath, Allyson Goff, Allie Knoll, Savanah Luthman, Brittni Mason, Sydney Meyers, Catherine Mittiga, Gianna Salzbrunn, and Graysen Simmons were named to the Academic All-MAC Team.

- **Track & Field (Men):** The Eagles placed second overall at the MAC Outdoor Track & Field Championships. Tyler Underwood earned Outstanding Track Co-Performer honors, and Sterling Roberts was named Assistant Coach of the Year. Terrell Posada won the 100m and Tyler Underwood won the 200m events.

- **Track & Field (Men):** Terrell Posada and Tyler Underwood were named First Team All-MAC, and Elijah Barber, Sean Beckom, Melika Ghali, Owen Richardson, Treston White, and Derek Ziegenfuss received Second Team All-MAC honors.

- **Track & Field (Men):** Nick Herbert, Alex Jacobs, Terrell Posada, Owen Richardson Tyler Underwood, and Derek Ziegenfuss qualified for the NCAA East Regional Championships. Herbert placed 14th in the Triple Jump event.

- **Track & Field (Men):** Sean Beckom, Owen Day, Hayelom Fitsum, Derek Jones, Owen Richardson and Austin Wicker were named as MAC Distinguished Student-Athletes to honor excellence on the field and in the classroom.

- **Track & Field (Men):** Sean Beckom II, Solomon Costa, Owen Day, Mike Hierholzer, Derek Jones, Skyler Lester, Zach Purcilly, Owen Richardson, Tyler Underwood, and Austin Wicker were named to the Academic All-MAC Team.
- Volleyball (Women): The women’s volleyball team earned the **APR Public Recognition Award** for excellence in the classroom for the seventh straight year. The Eagles scored a perfect 1000 APR and were in the top 10 percent in the nation in their sport.

- All of Eastern’s 18 sports teams had Academic Progress Rates (APR) of 955 or higher, exceeding the NCAA’s minimum score of 930. The women’s gold and volleyball teams posted perfect 1000 rates, the highest in the MAC.

**TAB J**

**OPEN COMMUNICATIONS**

Vice President Reaume announced that four (4) people requested to address the Board of Regents. The speakers were given up to three (3) minutes to speak.

1. Sam Jones-Darling – Speaking on observations of EMU’s relationship surrounding community and the Board of Regents role at the University from the perspective of a former Student Leader

2. Hajer Abuzir (Student Government) – Student Government priorities for the upcoming year

3. Ethan Smith (Student Government) – Student Government priorities for the upcoming academic year, including ensuring that key positions in Student Affairs are filled

4. Kevin Doak – Video streaming of regents meetings

Chairman Webb reminded attendees that the next meeting is scheduled for October 25, 2019. He called for any further business to be brought before the Board. There being none, Regent Crumm made a motion to adjourn. Regent Treder Lang seconded to adjourn the meeting.

**Motion Carried**

The meeting was adjourned at 2:11 p.m.

Respectfully submitted:

Vicki Reaume  
Vice President and Secretary to the Board of Regents
RECOMMENDATION

STAFF APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 35 staff appointments for the reporting period May 21, 2019 through October 1, 2019.

STAFF SUMMARY

Of the 35 appointments, 13 (37 percent) are males and 22 (63 percent) are females. Demographics of the total group indicate 29 (83 percent) are Caucasians, 3 (9 percent) are African Americans, and 3 (9 percent) are Asians.

FISCAL IMPLICATIONS

The salaries are part of the University’s 2019-2020 budget as approved by the Board of Regents.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

[Signature]
University Executive Officer

[Signature]
Date
## EASTERN MICHIGAN UNIVERSITY
### STAFF APPOINTMENTS
#### For Activity Date Reporting Period
#### May 21, 2019 through October 1, 2019

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### EASTERN MICHIGAN UNIVERSITY
#### STAFF APPOINTMENTS
For Activity Date Reporting Period
May 21, 2019 through October 1, 2019

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STAFF SEPARATIONS/RETIREMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 91 separations and retirements for the reporting period of May 21, 2019 through October 1, 2019.

STAFF SUMMARY

Of the 91 separations and retirements there are 57 (63 percent) females and 34 (37 percent) males. Demographics of the total group indicate 9 (10 percent) African Americans, 77 (85 percent) Caucasian, 1 (1 percent) Pacific Islander, 1 (1 percent) two or more races, and 3 (3 percent) Not Disclosed.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.
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# EASTERN MICHIGAN UNIVERSITY
## STAFF SEPARATIONS and RETIREMENTS
### For Termination Date Reporting Period
#### May 21, 2019 through October 1, 2019

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<th>Last Name</th>
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EMERITUS STAFF STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Staff Status to Ten (10) staff members: Spencer Schubbe, Coordinator, Library Network Services, Office of Halle Library, who retired August 1, 2019, Ann Klaes, Director Student Center/Conference and Events Services, Office of Facilities and Operations, who retired June 30, 2019, Donna Schubert, Budget Records Administrator, Office of REC/IM, who retired June 28, 2019, Carol Orlowski, Secretary II, Office of Chemistry, who retired September 30, 2019, Joseph Mason, Supervisor of Laboratory Services, Office of Chemistry, who retired September 30, 2019, Michael Malach, Senior Associate AD/Finance & Facilities, Office of Athletics, who retired October 1, 2018, Colleen Glaser, Associate Director Human Resources Information Systems, Office of Human Resources, who retired September 30, 2019, Lorraine McKnight, Senior Career Coach, Office of University Advising Career Development Center, who retired on March 1, 2019, Estela Thompson, Transfer Credits Tabulator, Office of Records and Registration, who retired on September 19, 2019, Michael Drumm, College Technician, Office of DoIT, who retired on August 30, 2019.

STAFF SUMMARY

According to University policy, retiring Administration Professional (AP), Athletic Coaches (AC), Confidential Clerical (CC), Food Service, Custodial & Maintenance (FM), Professional Technical (PT) or Clerical Secretarial (CS) staff members who have served the University for at least fifteen (15) years, may be granted Emeritus Staff Status. Such status is conferred based on the recommendation of the President and approval of the Board of Regents.

FISCAL IMPLICATIONS

None
ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.

James M. Smith, Ph.D.
President

Date 10/3/19
EMERITUS STAFF STATUS RECOMMENDATION

The Department/Office of Library recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of staff member: **Spencer Schubbe**

Title upon retirement: **Coordinator, Library Network Services**

Date of hire at EMU: **July 1973**  
Retirement date: **August 1, 2019**

Number of years at EMU: **46** (Minimum of 15 years of service required)

Please complete the following information on the retiring staff member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

Home address: **[Redacted]**

Home telephone: **[Redacted]**  
E-mail address: **[Redacted]**

Name of spouse: **[Redacted]**

Degree(s)/institutions/year:

- Baccalaureate: **[Redacted]**
- Masters: **[Redacted]**
- Doctoral: **[Redacted]**

Please attach 2 letters of support to this application

Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: CFO, 101 Welch Hall. Upon approval of the President, the recommendation will be sent to the Board of Regents. Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Office of the Chief Financial Officer.

Updated 8/24/12
September 16, 2019

Dear Executive Council,

It is with pleasure that I recommend Spencer Schubbe for Emeritus Staff Status at Eastern Michigan University. Mr. Schubbe was a devoted staff member for forty-six years.

Mr. Schubbe managed computer technology and software in the library teaching labs, replacing computers as needed. This included installing software and upgrading computers as necessary. He worked very well with the library faculty and staff to make sure their computers were always up to date and operating. Over the years he developed a strong working relationship with the IT department in the library.

I’ve worked with Mr. Schubbe for over thirty years and found that he was a person who took pride in his work, was patient whether working on a computer in the lab or a desktop computer belonging to a faculty or staff member. He was very competent in whatever area he was working in. Over the years he developed good working relationships with individuals and departments across the campus.

Not only was Spencer Schubbe a dedicated employee of EMU for forty-six years, he was also someone who cared about EMU as an institution as well as the faculty and staff who work here. It is without reservation that I support Spencer Schubbe as an Emeritus Staff member.

Sincerely,

Rhonda E. Fowler
University Librarian
Bruce T. Halle Library
July 22, 2019

To Whom It May Concern:

I have worked with Spencer Schubbe at EMU for over 18 years. It is my pleasure to recommend Spencer for Emeritus status.

Spencer has provided IT assistance to the Halle Library including supporting the library staff, library computer labs and library service desks (Information Desk, Circulation Desk, etc.).

Spencer is always happy to help out where needed and has been an integral part of the Halle Library and of EMU in general. It is fitting for his ties to EMU to continue into retirement.

Sincerely,

William Shell
Director, IT Business Operations
Eastern Michigan University
EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION

The Department/Office of Facilities and Operations: Student Center recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of staff member: Ann M. Klaes

Title upon retirement: Director Student Center/Conference and Event Services

Date of hire at EMU: October 1982

Retirement date: June 2019

Number of years at EMU: 37 (Minimum of 15 years of service required)

Please complete the following information on the retiring staff member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory:

Home address: [Redacted]

Home telephone: [Redacted]

E-mail address: [Redacted]

Name of spouse: NA

Degree(s)/institutions/year:

Baccalaureate: BS Dietetics Eastern Michigan University

Masters: ____

Doctoral: ____

Please attach 2 letters of support to this application

Brian Kulpa
Recommended by: [Redacted]
Department Head and/or Supervisor
Date: 6/19/19
Recommended by: [Redacted]
Date: 6/20/19

Meg Castro
Executive Council Member
Date: 6/3/19

President
Date: 6/20/19

Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: CFO, 101 Welch Hall. Upon approval of the President, the recommendation will be sent to the Board of Regents. Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Office of the Chief Financial Officer.

Updated 8/24/12
June 19, 2009

Emeritus Staff Status Recommendation
Ann Klaes

Retirement Date: 06/30/2019 from the Division of Facilities and Operations

It is my extreme pleasure to submit this letter of recommendation for Ann Klaes as the University’s Board of Regents considers granting Emeritus Staff honors.

Ann has been an employee of the University for 38 years, starting as a student employee while earning her undergraduate degree from Eastern Michigan University. She then rose up through the ranks as to an Assistant Director of University Dining services, but most recently for the last six years has served as the Director of the Student Union.

Throughout her 38 years with Eastern Michigan University, Ann’s passion and determination to impact student success and the University’s excellence have driven her career.

It has been a pleasure to work with Ann. It is certainly my honor to be able to recommend that the Board of Regents recognize her 38 years of service by granting Emeritus Staff status.

Sincerely,

Brian Kulpa
Assistant Vice President – Business Operations Student Services
Division of Facilities and Operations
bkulpa@emich.edu
734-487-4192
June 20, 2019

Emeritus Staff Status Recommendation

Ann Klaes, Director of Conference and Event Services
Retirement Date – 6/30/2019, Division of Facilities and Operations

I am very pleased to submit a letter of recommendation for Ann Klaes to the University Board of Regents to consider Ann for Emeritus Staff honors.

Ann and I first worked together when she was the Assistant Director of Dining Services and I was hired as the Assistant Director for Event Planning, beginning in 2007. Although we did not work directly with each other, we cultivated a great working relationship that transcended the gaps in Event Planning and Catering.

Six years ago, Ann was promoted to the Director of the Student Center and Event Planning. I could not have asked for a better boss during this time. She has been a teacher and a huge supporter of my growth here at EMU. She is passionate, knowledgeable and a very strong advocate of our department.

It has been a privilege and a pleasure to work with Ann, and it is my honor to recommend that the Board of Regents grants her Emeritus status. Ann is truly TruEMU!!!!

Cordially,

Meg P. Castro
Assistant Director, Conference and Event Services
Mcastro2@emich.edu
734-487-2192
EMERITUS STAFF STATUS RECOMMENDATION

The Department/Office of ___ recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of staff member: Donna Schubert
Title upon retirement: Budget Records Administrator

Date of hire at EMU: 9/4/84 Retirement date: 6/28/19

Number of years at EMU: 35 (Minimum of 15 years of service required)

Please complete the following information on the retiring staff member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

Home address:
Home telephone: E-mail address:
Name of spouse: Jerry Schubert

Degree(s)/institutions/year: Baccalaureate: 
Masters: 
Doctoral: 

Please attach 2 letters of support to this application

Recommended by ________________________ Date 6/6/19
Recommended by ________________________ Date 6/9/19

Department Head and/or Supervisor ________________________ Date 10/3/19

Executive Council Member ________________________ Date 10/3/19

President ________________________ Date 10/3/19

Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: CFO, 101 Welch Hall. Upon approval of the President, the recommendation will be sent to the Board of Regents. Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Office of the Chief Financial Officer.

Updated 8/24/12
June 27, 2019

To Whom this may concern:
It is my pleasure to write this letter on behalf of Donna Schubert, who is insanely loved by all in this Department and everyone who encounters her. Donna has dedicated much of her life to Eastern Michigan University as she began working here in 1984. Her commitment to this department and the University contribute to her reputation as a hard working person. Donna is always accessible by anyone.

Donna has a truly important responsibility as she is our Budget Administrator and takes tremendous pride and detail in what makes the Rec Center run smoothly. She always follows up to make sure that everything goes as planned, bills are paid and money is collected. She is more than dependable; her loyalty is uncanny. In addition to all her hard work and dedication, Donna has the ability to relate to the students. She has earned the students' respect, which is reflected in the way they perform their job duties. She listens to the students when they have issues and allows them to express themselves. She helps them to realize how important they are to the Rec Center and the University and reassures that their opinions do make a difference. Her work is so rewarding to her, but the advice she shares with our students is priceless. She helps our students foster love, kindness and understanding of others. She encourages healthy lifestyle decisions and to take responsibility for their actions.

She is passionate about the students, faculty and staff she encounters at EMU; as her work history has shown her constantly helping out other Departments with their budgets when they do not have staff to fill the positions. She has taken on a tremendous amount of responsibility in our Department too. She is an amazing ambassador for Eastern Michigan University. She is devoted to the University, inspires excellence in all, and works to make EMU a better place by getting others to buy into the positive energy of always holding all accountable and by doing the right thing. She motivates excellence in each of us and frankly, inspires us every day to be a better person. She has continually met and exceeded our expectations; we feel very fortunate to have had her as a colleague and as a friend. It is without hesitation we nominate Donna for this prestigious emeritus status.

Thank you,

Michelle Owens
Eastern Michigan University, Rec/IM staff
July 2nd, 2019

To Whom it may concern:

I am writing today to recommend Donna Schubert, the former Budget Records Administrator for the EMU Rec/IM, for Emeritus status at the University. I have known Donna for a brief period of time, however, Donna has been instrumental during my short time here at the University. During her employment, Donna was helpful to everyone in our office and always went above and beyond her required duties.

Donna did a great job of informing new employees on University policies and passing along historical knowledge that is helpful for planning the near and distant future. Donna was always willing and able to take on a process and see it to completion. She did a fantastic job of filling in the void left by previous employees. Donna also did a great job of managing our memberships software and systems throughout my time here. Her attention to detail and ability to explain things clearly was impeccable and will be thoroughly missed by all of us still working in the Recreation and Intramural Department.

Donna has always been all about supporting Eastern Michigan and will continue to do so long after her retirement. I know that Donna would appreciate the opportunity to visit EMU and attend EMU events on occasion. After her 35+ years of service I believe we owe this small privilege to her. She was an incredible employee, mentor, and colleague. We all aspire to be more like Donna. Thank you for considering this request for Emeritus status. We appreciate your consideration and we’d be happy to answer any further questions you may have.

Thank you,

Wesley Howell
Director, Recreation and Intramural Department
Eastern Michigan University
The Department/Office of Chemistry recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of staff member: Carol Orlowski

Title upon retirement: Secretary II-CS 04

Date of hire at EMU: 4-2-1990 Retirement date: 9-30-2019

Number of years at EMU: 29 (Minimum of 15 years of service required)

Please complete the following information on the retiring staff member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

Home address: 

Home telephone: 

E-mail address: 

Name of spouse: N/A

Baccalaureate: 

Masters: 

Doctoral: 

Please attach 2 letters of support to this application

Recommended by

Date

Recommended by

Date

Department Head and/or Supervisor

Date

Executive Council Member

Date

President

Date

Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: CFO, 101 Welch Hall. Upon approval of the President, the recommendation will be sent to the Board of Regents. Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Office of the Chief Financial Officer.

Updated 8/24/12
August 21, 2019

To the EMU Board of Regents and Others Whom it May Concern:

It is my pleasure to recommend Ms. Carol Orlowski for an Emeritus Staff appointment. Carol has served EMU faithfully and capably for approximately thirty years, fourteen of which were as the office secretary in the Chemistry Department. I was the Chemistry Department Head (DH) for six of those fourteen years and, thus, Carol’s immediate supervisor.

When looking through my files to see what I had previously written about Carol’s performance, I came across the hiring recommendation that Wade Tornquist (then-DH of Chemistry) wrote when hiring Carol back in 2004. Upon reading it, I was struck by how accurate a picture it painted of Carol and her abilities. A portion of it is reproduced below (with Wade’s permission):

Ms. Orlowski appears to have a happy, friendly, patient disposition. She appears to be well suited to the tasks of the department’s primary receptionist. Her vast knowledge of EMU policies and procedures has been confirmed, and her superior problem-solving abilities have been documented. References indicate she is the type of person who could monitor a small team of work-study student office assistants. They recommend her as a team player and one who is willing to learn new office technology.

First and foremost, Carol did an outstanding job in dealing with students who came into the Chemistry office with questions or problems. She would patiently listen to them and then she used her extensive knowledge of university policies and procedures to either answer their questions or refer them to the appropriate office or faculty member who could help them. She would never send them away without the student knowing the answer or where to go to get the answer. She was always polite, even when the student was not. I found her expertise valuable to me as she was able to address many student questions herself, without the need for me to get involved. However, she would never usurp my authority and always involved me when I was needed or if she was uncertain about how to proceed.

One of Carol’s primary functions was dealing with students who had registration issues, such as how to use the online registration system when registering for waitlists or lecture/lab combinations. She would very patiently work with the students and walk them through the registration procedures. One of Carol’s responsibilities was entering prerequisite and corequisite waivers for students into the registration system once an advisor had approved them. When doing so, she would double check with myself, or the advisor, if it appeared that the permission did not make sense given the individual student’s circumstances. On multiple occasions, this helped ensure that students were in the courses where they belonged.

Carol was equally helpful to the faculty, staff, and student workers who needed her assistance, as she was to the students who came into the department office with questions or problems. Her typically friendly, positive disposition was welcomed and appreciated by everyone who worked
with her. Beyond methodically and capably completing her routine duties, Carol was always up for a new challenge and greatly enjoyed utilizing her problem-solving skills to address unique issues that arose in the office. She also willingly assisted with a number of regular departmental activities including preparing for the annual departmental banquet and serving as the department’s United Way representative.

In summary, based upon my observations, Carol Orlowski has been a very valuable member of the Chemistry Department and the Eastern Michigan University family. I very strongly recommend that she be granted Emeritus Staff status.

Sincerely,

Ross Nord, Ph.D.
Professor of Chemistry
rnord@emich.edu
(734)487-3040
August 18, 2019

To Whom It May Concern:

I am writing this letter in support of Ms. Carol Orlowski’s application for Staff Emeritus status. Ms. Orlowski has worked at EMU for almost 30 years and is retiring on September 30. Fourteen of those years were spent as Secretary II for the Department of Chemistry.

During those 14 years, I had the pleasure to work with Ms. Orlowski both as a faculty member and briefly as Department Head. Carol was a pleasure to work with, always eager to help faculty, staff, and students. She worked efficiently for the smooth functioning of the department, supervising student workers, entering data in Banner, dealing with work-room issues, answering phones, etc. Most importantly, Carol served as the ‘face of the department’ as she was the person greeting students and any visitors. She was very professional in her interactions and went out of her way especially to help students. She would take the time to direct students who had been bounced around from office to office to the person they needed to see, to help new freshmen navigate the campus, to assist students with registration problems, and in numerous other instances.

Ms. Carol Orlowski dedicated her working life to Eastern Michigan University and was an integral part of the life of the Department of Chemistry for many years. She has been an asset to the University, especially in fulfilling our central role of supporting students through their educational journey. I am in full support of granting her Staff Emeritus status.

Sincerely,

Maria C. Milletti
Professor of Chemistry
EMERITUS STAFF STATUS RECOMMENDATION

The Department/Office of Chemistry recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of staff member: Joseph Mason
Title upon retirement: Supervisor of Laboratory Services
Date of hire at EMU: 8/9/90
Retirement date: 9/30/19
Number of years at EMU: 29 (Minimum of 15 years of service required)

Please complete the following information on the retiring staff member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

| Home address: |
| Home telephone: |
| E-mail address: |
| Name of spouse: Sherry |
| Degree(s)/institutions/year: B.S., Eastern Michigan University, Dec. 1976 |

Please attach 2 letters of support to this application

<table>
<thead>
<tr>
<th>Recommended by</th>
<th>Date</th>
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<tbody>
<tr>
<td>Department Head and/or Supervisor</td>
<td>8/24/19</td>
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<tr>
<td>Executive Council Member</td>
<td>10/2/19</td>
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<tr>
<td>President</td>
<td>10/3/19</td>
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Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: CFO, 101 Welch Hall. Upon approval of the President, the recommendation will be sent to the Board of Regents. Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Office of the Chief Financial Officer.

Updated 8/24/12
To the EMU Board of Regents and Others Whom it May Concern:

It is my pleasure to recommend Mr. Joseph Mason for an Emeritus Staff appointment. Joe has served the Chemistry Department for twenty-nine years, as supervisor of laboratory services. I was the Chemistry Department Head (DH) for six of those years.

The supervisor of laboratory services is a key member of the Chemistry Department who does the largely thankless, but extremely important, job of prepping the lower-level, multi-section instructional labs (as well as a variety of other duties). This requires training and supervising a large staff of student workers. Too often, a person in this type of position is taken for granted and goes unnoticed, until something goes wrong. This is a difficult job and I remember how often things went wrong in the years prior to when Joe assumed the position. He has done an outstanding job.

Joe brought thirteen years of industrial experience with him to the position. This broadened his lab skills, heightened his safety awareness, and gave him experience working in a variety of environments, all of which he successfully put to use at EMU. Working with students, safety is of the utmost importance and Joe consistently stressed it when working with his student staff. If a safety issue arose in one of the instructional labs, such as a chemical spill, Joe was very helpful in seeing that it was properly cleaned up. If a student had some type of accident in lab, such as spilling a chemical on herself/himself or some type of cut or injury, Joe would willingly step forward and take charge of the situation, leaving the instructor free to continue supervising the lab class.

Working with a student staff brings its own challenges and Joe’s organizational skills were invaluable to his success in the position. For each course, he created and maintained detailed procedures for preparing the chemicals and prepping the lab for each experiment. You would always see Joe and his students carrying clipboards with the lab prep checklists with them when they were prepping each lab (or when Joe was checking to make sure it had been prepped properly). He spent a lot of time and effort in recruiting, training, scheduling, and mentoring his students and the high quality of work done by his staff demonstrated the value of the time that he spent.

Another area where Joe excelled was in the attention that he paid to his student workers as individuals. He carefully recruited the students, and worked with them to ensure that they received the financial aid, work-study funds, or other support that they needed. He was very protective of his students and mentored them. As a bonus, he did a remarkable job of staying within a very modest student-help budget by recruiting students who were work-study eligible.
As described above, Joe was always very helpful when unexpected situations arose. Similarly, he could be easy to work with on a day-to-day basis. Whenever I would write a new experiment or change an existing one, I would detail the changes to the lab prep for Joe and he would update his prep sheets and go over them with me to ensure that the prep would go smoothly. If anything did not work, he would be relentless in finding the problem and fixing the system so that the problem would not reoccur. I always appreciated that Joe was straightforward and candid in his communication with me, as it made it much easier to address any situations that arose.

In summary, based upon my observations, Joseph Mason has been a very valuable member of the Chemistry Department and the Eastern Michigan University family. I very strongly recommend that he be granted Emeritus Staff status.

Sincerely,

Ross Nord, Ph.D.
Professor of Chemistry
rnord@emich.edu
(734)487-3040
August 27, 2019

To Whom It May Concern:

I have worked closely with Joe Mason for many years and am constantly amazed at his organizational skills, patience, and adaptability in keeping the Chemistry Department Laboratories stocked and running from week to week. This may seem a little melodramatic, yet this often over-looked position is crucial to the success of our chemistry program. Joe has done an outstanding job from overseeing and training student workers always promoting safety first to making up a new set of reagents at the last minute due to spillage or contamination of existing materials. He accomplishes this not only for one lab, but for multiple sections of multiple lab courses. Joe Mason is well deserving of Staff Emeritus status.

Sincerely,

Timothy L. Friebe, Professor
L052 Science Complex
Eastern Michigan University
tfriebe@emich.edu
734-487-1423
JOSEPH E. MASON

OBJECTIVE

EDUCATION
Associate of Arts. Schoolcraft College. April 1973
Bachelor of Science. Eastern Michigan University. December 1976

WORK EXPERIENCE

Eastern Michigan University, Chemistry Department August 1990 to Present
Supervisor of Laboratory Services
* Manage Chemistry Department’s Stockroom and Lab Prep Area
* Recruit, train and supervise up to forty students per semester
* Maintain a balanced budget utilizing primarily financially disadvantaged students
* Train students to service over two thousand chemistry students per semester
* Train students to prepare solutions and to set up chemistry teaching labs
* Develop procedures for the preparation of solutions and the set up of laboratories
* Maintain and update student lab preparation manuals
* Interface with professors on ways to improve experiments and undergraduate labs
* Maintain a large inventory laboratory equipment
* Coordinate student’s schedules to meet Departmental scheduling needs
* Attend safety and compliance seminars
* Train students in proper techniques of analysis, solution preparation, standardization and laboratory set-up
* Investigate and remediate chemical spills throughout the University
* Present demonstrations outside the Department to promote EMU Chemistry

Federal-Mogul Corporation, Bearing Group Research February 1984 to June 1990
Metallurgical Technician
* Responsible for all Metallography
* Instrumental in New Metallurgy Lab start-up
* Heat Treat Experience
* Develop and promulgate Corporate Engineering Standards
* Evaluate Foreign and Domestic Steel through Material Fatigue Testing
* Establish and promulgate test parameters & procedures
* Maintain and calibrate all Metallurgical Test Instruments
* Catalog and maintain metallurgical test records
* Prepare and send samples to outside services for processing and/or analysis
* Experience in NDT test methods
* Maintain inventories and order supplies as required
* Proficient in Microphotography and Macrophotography
* Evaluate Rust Preventatives through Humidity Cabinet Testing
* Quality Control: Visit Federal Mogul manufacturing plants and perform Metallurgical evaluations on In-Process components
* Quality Control: Visit Federal Mogul Suppliers- evaluate and report on their compliance with Federal Mogul Quality Control In-Process Standards
* Quality Control: Perform Metallurgical Evaluations for Plant Quality Audits on finished Federal Mogul Components
* Perform laboratory waste treatment simulations of potentially new products to determine their compatibility with existing in-plant waste treatment systems
* Conduct Metallographic training sessions with new hires
* Perform micro-contamination testing and point source identification
Federal-Mogul Corporation (cont'd) February 1984 to June 1990
Metallurgical Technician
* Perform Metallurgical Evaluations on new or damaged parts and materials, both Foreign and Domestic
* Responsible for development of pollution control program for Metallurgy Lab
* Experienced in report writing
* Extensive experience in Standard Metallurgical Evaluation Techniques
* Material Identification through Metallographic and Spectrographic Analysis

Canton Analytical Lab October 1983 to February 1984
Analytical Chemist
* Analyze ground and drinking water for metal and mineral content
* Perform EP Toxicity Testing

Ann Arbor Circuits March 1980 to September 1983
Electro-Chemist
* Responsible for start-up and maintenance of all electrolytic solutions
* Process Control: Responsible for analysis and maintenance of all chemical baths
* Responsible for waste treatment and disposal of all chemical solutions
* Quality Control: In-process Material analysis through Metallographic examination
* Experience in Electrolytic Copper, Solder, Nickel and Gold plating
* Responsible for design and development of pollution control program
* Troubleshooting and training programs
* Responsible for EPA, State and Local Wastewater licensing and RCRA programs

National Sanitation Foundation October 1979 to March 1980
Wastewater Lab Technician
* Conduct field sampling and inspections of Sanitary, Pilot Test Plants
* Perform laboratory analysis of waste water samples. Pipe Pressure Testing

Eastern Michigan University January 1976 to December 1976
Chemistry Stockroom Assistant
* Dispense chemistry laboratory supplies

Ford Motor Company, Livonia Transmission Plant October 1969 to April 1971
Production Worker
* Quality Control: NDT on Finished Shafts: Liquid Penetrant/UV Light
* Heat Treat
* Production: Burnished gears used in Ford transmissions
* Assembly: Assembled transmissions

Ford Motor Company, Wixom Assembly Plant June 1968 to December 1968
Production Worker
* Aligned Headlamps
* Drove finished automobiles off the assembly line to the next work station

SPECIAL ATTRIBUTES
* TEN YEARS EXPERIENCE IN QUALITY CONTROL
* TWELVE YEARS LABORATORY EXPERIENCE
* FOURTEEN YEARS EXPERIENCE IN INDUSTRY
* Experience in Waste Management and Environmental Regulatory Compliance
* Wide range of laboratory experience
* PC background with spreadsheet and graphics applications
* Excellent communication skills, both oral and written

INTERESTS
* Sailing, fishing, tennis and music.

References available upon request.
The Department/Office of Athletics recommends the awarding of Emeritus Staff Status for the following retiring/reired staff member:

Name of staff member: Mike Malach

Title upon retirement: Senior Associate AD/Finance & Facilities

Date of hire at EMU: Sept. 1998       Retirement date: Oct. 2018

Number of years at EMU: 20 (Minimum of 15 years of service required)

Please complete the following information on the retiring staff member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

Home address: [Redacted]

Home telephone: [Redacted]        E-mail address: [Redacted]

Name of spouse: Joan

Degree(s)/institutions/year: Baccalaureate: 1990 - Carroll University
                           Masters: 1992 - Eastern Kentucky University
                           Doctoral: 

Please attach 2 letters of support to this application.

Recommended by: [Redacted]  Date: 4-25-19

Department Head and/or Supervisor: [Redacted]  Date: 5/9/19

Executive Council Member: [Redacted]  Date: 5/9/19

President: [Redacted]  Date: 10/3/19

Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: CFO, 101 Welch Hall. Upon approval of the President, the recommendation will be sent to the Board of Regents. Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Office of the Chief Financial Officer.

Updated 8/24/12
TO: Whom It May Concern

FROM: Greg Steiner, Associate Athletic Director/Media Relations

RE: Mike Malach Emeritus Staff Status

April 25, 2019

Please accept my recommendation to award Emeritus Staff status to Mike Malach. Mike dedicated more than 20+ years of service to Eastern Michigan University and the Department of Athletics.

Malach oversaw the department’s budget and financial planning, event management, facilities and game operations staff, IT services and was the liaison to the Convocation Center.

Even in retirement he is still helping impact the lives of many in our community as the Executive Director of the Ann Arbor Sports Commission. Additionally, EMU is still in his blood as he volunteers his time as the official scorer at EMU men’s and women’s basketball games.

Malach joined the EMU staff in September 1998 after a two-year stint as the athletics business manager at Southeast Missouri State University. He was responsible for the development and control of the entire athletics budget at Southeast Missouri and he assumed the same responsibilities at Eastern, as well as overseeing facilities and game operations.

A 1990 graduate of Carroll University in Waukesha, Wis., Malach went on to earn a master’s degree from Eastern Kentucky University in 1992. After completing his M.A., he joined the University of Wisconsin-Stevens Point as an assistant athletics director from 1992-95.

I have been lucky enough to work with Mike in the department since 2000, and he has always been a valuable resource to me both professionally and personally. It is without reservation that I recommend that the Eastern Michigan University Board of Regents award him Emeritus Staff status.
April 24, 2019

It is with great pleasure that I offer this letter of reference for Michael Malach. I have known Mike for over twelve years now as a former co-worker, and good friend.

Mike is a special person for many reasons. He is an exceptionally conscientious person whose personal and career judgements I’ve respected from the beginning. Perhaps through a combination of something in his natural disposition and the influence of a very solid value of family, he has always seemed mature and prepared at any point in time. This maturity, seriousness of purpose in matter that require the same, is not without its human, humorous side. Mike is personable, good spirited and always thoughtful of those around him. I have always admired his relationships with student-athletes, coaches, alumni, fans and campus colleagues alike.

Mike dedicated his life to Eastern Michigan University. Starting out in Athletics in 1998, Mike served as the Assistant Athletic Director, Associate Athletic Director, and Senior-Associate Athletic Director before retiring in 2018. Mike was always a champion of EMU’s mission and a key contributor to the growth and development of the Athletic Department. Someone who maintained a high level of character through even the toughest of years, Mike stayed true to his commitment to excellence is his daily tasks to ensure that he was a leader for Eastern Michigan.

Along with his budget work, Mike also had oversight of Game Operations and Facilities departments during his tenure at EMU. Being able to fulfill a number of tasks each day, Mike was also very open to helping grow and foster interns, student staff, and graduate assistants in the field of Collegiate Athletics.

Throughout his career at EMU, Mike had been involved in many capital projects and has served on numerous campus committees to ensure the growth and prosperity of EMU. Being accepted as a lifelong part of this great university, would only cement the fact that the devotion and years of service that Mike had put in to Eastern Michigan hadn’t gone unnoticed. It would truly be an honor for Mike, his family, as well as his former colleagues.

Sincerely,

Adam Martin
Eastern Michigan University
Department of Athletics
Director of Facilities and Operations
(734) 497-4489
To Whom It May Concern;

It is with great pleasure that I offer this letter of reference for Michael Malach. Since I joined the EMU staff in 2017, I have had the pleasure of working alongside Mike and consider him a colleague and a good friend.

Mike dedicated his life to Eastern Michigan University, joining the team in 1998 and spent the next twenty years fighting to make our university a better place. As a champion of EMU’s mission, he understands the role that athletics played in the larger scope of the university. His character and commitment to that mission served as beacons of light for other members of our staff to follow.

While I have known Mike for a relatively short amount of time when compared to other people at EMU, it is abundantly clear that he is a special person. He is personable, good spirited and always thoughtful of those around him. He spent time mentoring numerous members of our staff and never hesitated to lend a helping hand whenever necessary. Even as his career flourished and he joined our senior administrative team, his energy and sense of purpose continued to reach throughout the department. Mike truly puts the needs of others in front of his own.

Even after his retirement from the university, Mike continues to promote EMU and the city. Through his new role with the Ann Arbor Sports Commission Mike actively promotes the great opportunities that Ypsilanti and EMU offer to outside groups as hosts for their events. His desire to continue to advocate for our university speaks volumes for his commitment to our overall mission.

I know that granting Emeritus Staff status would truly be an honor for Mike, his family, but it will also show Eastern Michigan employees that their hard work and dedication can be rewarded.

Sincerely,

Andrew Rowdon  
Eastern Michigan University  
Department of Athletics  
Senior Associate Athletic Director for External Affairs  
(734) 497-2327
Mike Malach is in his 21st year as a member of the Eastern Michigan University athletics department and his fourth as the Senior Associate Athletic Director for Finance and Operations.

In his role, Malach oversees the department's budget and financial planning, event management, facilities and game operations staff, IT services and is the liaison to the Convocation Center.

The 50-year-old Malach joined the EMU staff in September 1998 after a two-year stint as the athletics business manager at Southeast Missouri State University. He was responsible for the development and control of the entire athletics budget at Southeast Missouri and he assumed the same responsibilities at Eastern, as well as overseeing facilities and game operations.

A 1990 graduate of Carroll University in Waukesha, Wisc., Malach went on to earn a master's degree from Eastern Kentucky University in 1992. After completing his M.A., he joined the University of Wisconsin-Stevens Point as an assistant athletics director from 1992-95.

Malach then became a systems engineer with Office Technology Company in March 1995 before moving to Cape Girardeau, Mo., as a member of the Southeast Missouri staff in January 1996.

A native of Denmark, Wisc., Malach attended Denmark High School and was a member of the 1985 boys basketball team that won the Class B state championship. He also participated in baseball and football as a prep.

Malach lives in Milan, Mich., with his wife, Joan, and their son, Brevin, and daughter, Elaina.
MIKE MALACH JOINS ANN ARBOR SPORTS COMMISSION AS EXECUTIVE DIRECTOR

ANN ARBOR, MICH (September 4, 2018) – Destination Ann Arbor is proud to announce that Mike Malach will become the first full-time Executive Director of the Ann Arbor Sports Commission.

Malach is a sports management industry veteran, bringing over 20 years of experience to Destination Ann Arbor. The Ann Arbor Sports Commission was founded in 2016 as a division of Destination Ann Arbor, Washtenaw County’s premier destination marketing organization.

In 2017, Malach marked 21 years as part of the Eastern Michigan University Department of Athletics staff and four years as the Senior Associate Athletic Director for Finance and Operations at EMU. In his most recent role, Malach oversaw the department’s budget and financial planning, event management, facilities and game operations staff, and IT services, and served as the liaison to the Eastern Michigan University Convocation Center. Before joining EMU’s Department of Athletics staff in 1998, Malach spent two years as the Business Manager in the Athletics Department at Missouri State University.

“I’ve been very fortunate to be a part of EMU’s outstanding Athletics Department for a great 21 years. Joining the Destination Ann Arbor team to lead the Sports Commission is an incredible opportunity,” said Malach. “My career’s foundation is in my love for sports, and Washtenaw County is my home. I’m honored and delighted to contribute to the Ann Arbor Sports Commission’s success.”
Mary Kerr, President and CEO of Destination Ann Arbor, added, “Mike Malach is the perfect fit for this strategic role leading the Ann Arbor Sports Commission. His experience and skills are exactly what we hoped to find in a new Executive Director.”

The Ann Arbor Sports Commission was formed in 2016 to attract competitive and recreational sporting events to the Ann Arbor area. One of the many groups which the Sports Commission has recruited since its inception is the 2017 Nations Cup: US Figure Skating Theatre on Ice, which hosted its event in Ann Arbor last year. Skaters attended from across the country, and the event generated an estimated economic impact of $835,944 from participants and spectators who enjoyed dining, shopping, and overnight stays in Ann Arbor.

Mike Malach lives in Milan with his wife, Joan, and their family.

###

**Destination Ann Arbor** is a 501 (c)6 not-for-profit organization whose mission is to enhance the economy of Washtenaw County through promotion of the area as a destination for day and overnight visitors. [www.destinationannarbor.org](http://www.destinationannarbor.org)

The **Ann Arbor Sports Commission** is a department within Destination Ann Arbor which exists to promote the Ann Arbor and Ypsilanti area as a destination for sports-related tournaments, conferences, meetings, and events. [www.visitannarbor.org/sportscommission](http://www.visitannarbor.org/sportscommission)
EASTERN MICHIGAN UNIVERSITY

EMERITUS STAFF STATUS RECOMMENDATION

University Human Resources

The Department/Office of _____ recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of staff member: Colleen Glaser

Title upon retirement: Associate Director Human Resources Information Systems

Date of hire at EMU: 12/1/1998

Retirement date: 9/30/2019

Number of years at EMU: 20 (Minimum of 15 years of service required)

Please complete the following information on the retiring staff member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

Home address: (redacted)

Home telephone: (___) ___-___

E-mail address: (redacted)

Name of spouse:

Degree(s)/institutions/year: Baccalaureate: N/A

Masters: N/A

Doctoral: N/A

Please attach 2 letters of support to this application

David Turner 9/24/2019

Recommended by

Joline Davi 9/24/2019

Recommended by

Department Head and/or Supervisor

Date

David Turner 9/24/2019

Date

Executive Council Member

Date

President

Date

After the Executive Council member signs, please forward this form and letters of support to: CFO, 101 Welch Hall. Upon approval of the President, the recommendation will be sent to the Board of Regents. Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Office of the Chief Financial Officer.

Updated 8/24/12
September 25, 2019

RE: Recommendation for Colleen Glaser for Emeritus Staff Status

Honorable Regents:

I have had the pleasure of working with Colleen Glaser for nearly six years.

I would like to take this opportunity to nominate Colleen for Emeritus Staff Status.

I feel confident that she has demonstrated the exemplary performance expected in her role befitting of this recommendation. In her role, she has proven to be a take-charge leader that has been able to successfully develop and implement plans that have improved the institution.

Colleen had responsibility for the institution’s vast human resources information systems (HRIS) functions. She has successfully demonstrated leadership ability by counseling new and prospective staff and faculty. Her advice has been a great help to these faculty and staff members. And her advice has aided me in my leadership role.

It is for these reasons that I offer high recommendations for Colleen without reservation.

Her drive and abilities have truly been an asset to our institution. If you have any questions regarding this nomination, please do not hesitate to contact me.

Sincerely,

David N. Turner | SPHR, SHRM-SCP, CCP

Vice President | University Human Resources
Eastern Michigan University | Ypsilanti, MI 48197
O: (734) 487-9733 | E: dt unre2 7@ emich.edu
September 24, 2019

RE: Recommendation for Colleen Glaser for Emeritus Status

To the Board of Regents:

My name is Joline Davis and I am the Director of Labor and Employee Relations for the University Human Resources ("UHR") division at Eastern Michigan University ("EMU"). I am extremely happy to nominate my colleague Colleen Glaser, Associate Director, Human Resources Information Systems ("HRIS") for your consideration in granting her Emeritus status.

I have known Colleen since I started with EMU in 2016. She has been the epitome of a team player as well as a leader who has carried the HRIS department to new levels of performance and accuracy. Her realm of UHR and EMU historical knowledge is definitely something that the entire division will greatly missed. She has been the go to person for our department as it relates to all computer and technological issues and brings a wealth of insight to any problem that we may have as it relates to the Human Resources Information Systems department and the Human Resources division. She has dedicated 20 years of her work life to EMU and the Human Resources division is heightened due to her commitment to EMU. She is the point of contact for all issues as it relates to technology. She utilized her resourcefulness and contributed to the transformation from paper PAFs to EPAFs utilization for the university. When new software updates are provided for our systems, she is the individual who performs software testing and discovers ways to improve our day to day processes.

Colleen’s service to the HRIS department, the UHR division and EMU has been instrumental in University Human Resources remaining in compliance and successful audits inquiries. She has been an asset to our division and will greatly be missed.

Through her dedication to EMU, commitment to finding solutions to problems and her ability to utilize resources effectively she has definitely earned the honor of Emeritus status.

Sincerely,

Joline R. Davis, Esq., SHRM-CP
Director, Labor and Employee Relations
EASTERN MICHIGAN UNIVERSITY

EMERITUS STAFF STATUS RECOMMENDATION

The Department/Office of ___ recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of staff member: Lorraine McKnight
Title upon retirement: Senior Career Coach
Date of hire at EMU: 6/4/2001 Retirement date: 3/1/19
Number of years at EMU: 17+ (Minimum of 15 years of service required)

Please complete the following information on the retiring staff member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

Home address: ____________________________
Home telephone: __________________________ E-mail address: __________________________
Name of spouse: Steven
Degree(s)/institutions/year: Baccalaureate: EMU/1993
Masters: EMU/1998
Doctoral: ___

Please attach 2 letters of support to this application

Recommended by: __________________________ Date: 7/29/19
Department Head and/or Supervisor: __________________________ Date: 7/29/19
Executive Council Member: __________________________ Date: 10/2/19
President: __________________________ Date: __________________________

Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: CFO, 101 Welch Hall. Upon approval of the President, the recommendation will be sent to the Board of Regents. Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Office of the Chief Financial Officer.

Updated 8/24/12
July 29, 2019

David Turner
Vice President
University Human Resources
Eastern Michigan University
Ypsilanti, MI 48197

Dear Mr. Turner:

It is with great enthusiasm that I recommend Lorraine McKnight for emeritus status. Ms. McKnight started with the University in 2001 and worked all of her nearly 18 years in Career Services (1985-2010 Career Services Center then 2010-2018 University Advising & Career Development Center).

Lorraine started as a Career Development Associate and her first assignment was to coordinate the Career Services satellite office located within the College of Business. Lorraine hired and trained the student staff, assisted students with determining their career directions as well as with preparation for the job and internship search. She made strong connections with faculty members and was a regular presenter in numerous courses at the COB. In this role, Lorraine also planned and implemented the annual College of Business Career Day event where employers and faculty worked together to expose students to career paths for each major in the college and the event then culminating with a job fair. Pulling this event together was no easy task and required organization, persistence and attention to detail in order to create a high quality and well-attended event. Lorraine met this challenge each and every year.

In 2010 Lorraine transitioned from the College of Business to a Senior Career Coach working with students on main campus. In this role, she helped us to develop the ‘Prescription for Success’ program as well as the Color Interest groups in 2017 which are now utilized at every Fast Track event as well as the annual Eagle Fest event.

Throughout her time at EMU Ms. McKnight was an advisor to numerous student clubs/organizations (at one time 3 at once!) with the most prominent and long-term being to the National Society for Leadership & Success (NSLS). She was recognized by the National Organization President of NSLS for her "exceptional service and leadership".

For her long-standing dedication to students, alumni and all things ‘EMU’, it is with pride that I nominate Lorraine McKnight for emeritus status. Please let me know should you need any additional information or specifics.

Respectfully submitted,

Sarah Kersey Otto
Director
University Advising & Career Development Center
July 29, 2019

David Turner  
Vice President  
University Human Resources  
Eastern Michigan University  
Ypsilanti, MI 48197

Dear Mr. Turner:

I am pleased to recommend Lorraine McKnight for emeritus status at Eastern Michigan University. Lorraine served at the University Advising & Career Development Center as a Career Coach in the College of Business satellite office for nine years and then moved to main campus for an additional nine years to assist students with career planning. She supervised and mentored many students in the EMU College or Community Counseling program through their graduate assistantships and internship experiences in our office. She was able effectively plan and organize events such as the College of Business Career Day as well as countless classroom presentations and personality inventory workshops.

Lorraine’s counseling background enabled her to offer compassionate guidance to students and alumni who were weighing options related to major selection and possible career changes. She came from a corporate background, which gave her insight into what employers were truly seeking from our candidates. She often helped students identify organizations to assist with adversities they were facing such as food insecurities, disabilities and housing. She was a strong advocate for utilizing all available community and campus resources to ensure student success.

I would like to add that Lorraine set a great example as a student advocate. She consistently put student needs and concerns first and was an outstanding mentor who developed strong relationships with students. She was a great asset to our department who is deserving of emeritus status.

Thank you for consideration.

Sincerely,

Crystal Nairath  
Assistant Director  
University Advising & Career Development Center
EASTERN MICHIGAN UNIVERSITY
EMERITUS STAFF STATUS RECOMMENDATION

The Department/Office of Records and Registration recommends the awarding of Emeritus Staff Status for the following

retiring/retired staff member:

Name of staff member: Estela Alicia Thompson

Title upon retirement: CS – 05 Transfer Credits Tabulator

Date of hire at EMU: 01/03 Retirement date: 09/19

Number of years at EMU: 16 (Minimum of 15 years of service required)

Please complete the following information on the retiring staff member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

Home address:  

Home telephone:  E-mail address:  

Name of spouse: N/A

Degree(s)/institutions/year: Baccalaureate: 1987  

Masters:  

Doctoral:  

Please attach 2 letters of support to this application

Recommended by  Date  

Department Head and/or Supervisor  Date

Executive Council Member  Date

President  Date

Date Submitted to Board of Regents

After the Executive Council member signs, please forward this form and letters of support to: Cathie McClure, 101 Welch Hall. Upon approval of the President, the recommendation will be sent to the Board of Regents. Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Office of the Chief Financial Officer.
July 17, 2019

Dear Members of the Board of Regents:

I am pleased to write a letter of recommendation on behalf of Stella Thompson in support of her request for Emeritus Staff Status.

Stella, a two-time Eastern Michigan University alumnus, has been a member of the Office of Records and Registration for the last thirteen years. Prior to her time in our office, she worked in the library for thirteen years. She also spent three years working in Livonia with Continuing Education and also spent a brief period working in Snow Health Center. Through all of these positions, her focus has always been serving our staff, faculty and students. She takes pride in working at Eastern Michigan University and it shows in what she does on a daily basis. She is kind and welcoming and is always going the extra mile to problem solve and establish a rapport with those around her.

Stella has worked hard and I know she is eager to spend more time with her mother and sister. While she will be missed each day, as she has been a wonderful asset to our office over the years, I know she will enjoy all that lies ahead of her. She has embodied the definition of TRUEMU and has given much of her time and energy to our campus and community. She is truly deserving of Emeritus Status.

Sincerely,

Erin Burdis
Associate Registrar
June 25, 2019

Re: Letter of Support for Emeritus Status

To Whom It May Concern:

This letter is in support of Estela (Stella) Thompson being awarded Emeritus Status upon her retirement from Eastern Michigan University. Stella has been a valuable member of this campus for over 32 years, and it has been my pleasure to work with Stella for approximately the last 16 of those 32 years. In that time I have come to know what a kind, funny, hard-working employee and person she is who is dedicated to not only her job, but her friends, family, and co-workers, as well.

While there have been many tough times at EMU over the last 32 years, Stella has never failed to contribute to the well-being and overall good of this University and its students. Even during the busiest times in her area, not once has she been unable to help me when I’ve contacted her – whether it be to immediately post transfer credits for a student trying to register or simply helping me locate a transfer credit equivalency. A willingness to go above and beyond like that for your fellow co-workers is not always easy to find; she will be greatly missed.

As stated above, I am in full support of Stella being awarded Emeritus Status and look forward to her recognition as such.

If I can be of any further assistance in this process, please do not hesitate to contact me.

Thank you,

Amy L. Frady, MS
Assistant Director, Graduation and Transcripting Systems
Eastern Michigan University
Records and Registration
304 Pierce Hall
Ypsilanti, MI 48197
734.487.4111
fax 734.487.6808
www.emich.edu/registrar
Name: Estela Alicia THOMPSON
Account Status: Applicant / Pending

Account Summary

Contact Information

Member ID: 95448509
(313)-452-7763
(734)-487-3556

ESTELA ALICIA THOMPSON
sthompson@emich.edu

Physical Address
Mailing Address

Messages From ORS

Retirees:
The next pension pay date is August 23, 2019.
07/25/2019
Follow us on Twitter:

Retirement Plan

Current Benefit Structure: Basic
Transition Date: 02/01/2013
Healthcare Choice: Premium Subsidy
Election Choice: 1.25% Pension Factor

Account Owner: ESTELA ALICIA THOMPSON
### Service Totals as of [07/04/2019]

<table>
<thead>
<tr>
<th>Defined Benefit</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Total Service Earned through [07/04/2019]</td>
<td>30.7505</td>
</tr>
<tr>
<td>Service Earned at 1.5% Pension Factor</td>
<td>24.6093</td>
</tr>
<tr>
<td>Service Earned at 1.25% Pension Factor</td>
<td>6.1412</td>
</tr>
<tr>
<td>Life To Date Total</td>
<td>30.7505</td>
</tr>
</tbody>
</table>

### Current Employers

- EASTERN MICHIGAN UNIVERSITY
EASTERN MICHIGAN UNIVERSITY

EMERITUS STAFF STATUS RECOMMENDATION

The Department/Office of _____ recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of staff member: **MICHAEL DRUMM**

Title upon retirement: **College Technician**

Date of hire at EMU: **5/27/2006**  
Retirement date: **8/30/2019**  
Number of years at EMU: **15** (Minimum of 15 years of service required)

Please complete the following information on the retiring staff member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty/Staff/Student Directory.

Home address: **[Redacted]**

Home telephone: **[Redacted]**  
E-mail address: **[Redacted]**

Name of spouse: **MARIE BLANAROVA**

Degree(s)/institutions/year:  
Baccalaureate: **BBA/EMU/1976**

Masters: **MA/EMU/1989**

Doctoral: **[Redacted]**

Please attach 2 letters of support to this application

**[Redacted]**

Recommended by: **[Redacted]**  
Date: **8/30/2019**

Recommended by: **[Redacted]**  
Date: **8/30/2019**

Department Head and/or Supervisor: **[Redacted]**  
Date: **8/28/19**

Executive Council Member: **[Redacted]**  
Date: **8/28/19**

President: **[Redacted]**  
Date: **10/3/19**

Date Submitted to Board of Regents: **[Redacted]**

After the Executive Council member signs, please forward this form and letters of support to: CFO, 101 Welch Hall. Upon approval of the President, the recommendation will be sent to the Board of Regents. Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Office of the Chief Financial Officer.

Updated 8/24/12
August 19, 2019

Michael Valdes
Chief Financial Officer (CFO) and Treasurer to Board of Regents
101 Welch Hall
734.487.2031
mvaldes@emich.edu

Dear Mike,

I am writing in support of emeritus status for Mr. Michael Drumm, a College of Arts & Sciences IT technologist who is separating from Eastern Michigan University after 17 years of service (please see accompanying email). I have had the good fortune of working with Mike over the last four years in my role as CAS Associate Dean. To say that Mike provides sound advice in planning for the annual refresh of CAS computers for PC computer labs is accurate, but grossly understates the impact he has had on the computer lab refresh program. He attempts to obtain the lowest possible expense for the refresh machines, which allows the college’s dollar to stretch a bit further. Moreover, he has a thorough understanding of the capabilities and constraints of all computer labs within his purview, and effectively considers the needs of the faculty and students who use the labs. In addition, he effectively strategizes how the machines that are replaced by new computers in one lab can then cascade to other labs with older machines than those from the lab that are refreshed, thereby leading to an upgrade of the machines in the cascaded lab. This cascade may sometimes lead to upgrades in up to four labs!

Fourthly, Mike is willing to work with heads/directors and faculty to identify creative approaches to meeting the needs for computers, such as the assembly of mobile computer carts that can be wheeled from one lab to the next to allow flexibility in the use of the machines, or lockable storage cabinets to secure the computers in multi-purpose rooms.

Mike has always been highly professional in his work with me, and seems to be able to optimize almost any budget that I give to him. I value his advice, wisdom, flexibility and willingness to go back to the drawing board if necessary to develop alternative approaches. He seeks to understand the underlying nature of challenges through creative problem solving and attends to opportunities that may be available through future upgrades to model specifications.

In summary, I believe that Mike Drumm deserves emeritus status based on his dedicated service that goes above and beyond his class specifications.

Thank you for your consideration of this request.

[Signature]

Steve Pernecky
Associate Dean of Budget and Facilities
College of Arts & Sciences
Wow, ORS (MPSERS) was freaky fast providing my EMU years of service via an encrypted email message.

Attached is the PDF screen shot of my years of service working at EMU while participating in the MPSERS program. MPSERS does not provide start and end dates of service, but they do provide the fiscal years employed. I count 17 years of service by fiscal year. Emeritus status requires 15 years of service, and this email could be used to support emeritus qualification. I'm expecting August 30/2019 as my effective retirement date because MPSERS needs 2 months to process my pension benefit start after enrollment in Medicare part B. I enrolled in Medicare part B today.

Michael Drumm
mdrumm1@emich.edu
Hello Steve,

I will need (2) recommendation letters plus Emeritus Application from Michael to process this Emeritus Staff letter. Please let Michael Know.

Thank you,

Jada
August 21st, 2019

Mr. Michael Valdez – VP of Finance

Hello Mike:

I am writing in support of the emeritus status application of Mr. Michael Drumm. I first met Mike Drumm a decade ago when I began my career at EMU in the capacity as Department Head of Geography & Geology. Since then Mike Drumm has been the primary IT support technician for our GIS teaching laboratories. His outstanding work maintaining our PC lab facilities has allowed our GIS programs – both at the graduate and undergraduate levels – to flourish. It is now a great honor for G&G Mike has decided to pursue a Master’s in GIS. In addition to his significant work helping the G&G department, I understand Mike Drumm has 15 years of service with EMU – according to Vicky Mitroi. Consequently, I fully support Mike Drumm’s application for emeritus status at EMU. Please do not hesitate to contact me in the event I can provide additional information in support of his application for emeritus status.

Respectfully yours,

[Redacted]

Dr. Rick Sambrook
Department Head & Professor
Spencer Schubbe retired on August 31, 2019 after 46 years of service at EMU. Spencer was a Coordinator, Library Network Services, The Office of Halle Library. Spencer managed computer technology and software in the library labs. This included installing software and updating computers when necessary. He took pride in his work and was very competent in whatever area he was working in. Spencer had a good working relationship with all individuals across campus. Spencer was very dedicated employee.

Ann Klaes retired on June 30, 2019 after 37 years of service at EMU. Ann was a Director of Student Center/Conference and Event Services, The office of REC/IM. Ann was passionate, knowledgeable and a very strong advocate for her department and EMU. Ann started as a student employee and rose through the ranks to a Director of Conference and Events Services. Ann’s drive for success and her ability to cultivated great working relationships made the University a better place. Ann was well respected across campus.

Donna Schubert retired on June 28, 2019 after 35 years of service at EMU. Donna was the Budget Records Administrator, The office of REC/IM. Donna dedicated much of her life to EMU. Her reputation as a hard worker, loyal employee and tremendous pride to detail made her one of a kind. She listened to students and help them if any way she could. She was devoted and an excellent ambassador for EMU.

Carol Orlowski retired on June 30, 2019 after 29 years of service at EMU. Carol was a Secretary II, The office of Chemistry. Carol has
always displayed a friendly, patient disposition. Her vast knowledge of EMU policies and procedure along with problem solving had been documented. She’s a team player and is very loyal to the University. Her primary function is dealing with students and she is very helpful. Carol is always up for new challenges that come her way.

**Joseph Mason** retired on September 30, 2019 after 29 years at EMU. Joseph was a Supervisor of Laboratory Services in the Chemistry Department. Joseph job requires training and supervising a large staff of student workers. While working with students Joseph has safety utmost importance. Joseph is very organized and maintained detail for procedures. He spends a lot of time and effort recruiting, training, scheduling and mentoring his students. Joseph is a valuable employee.

**Michael Malach** retired on October 1, 2018 after 20 years at EMU. Michael was Senior Associate AD/Finance & Facilities. Michael oversaw the budget and financial planning, event management, Facilities and game operations. He was the liaison to the convocation center. Michael is an exceptionally conscientious person, good spirit and always thoughtful. He’s been involved in many capital projects, numerous committees and help foster interns, student staff and grad assistants through his career.

**Colleen Glaser** retired on September 30, 2019 after 20 years at EMU. Colleen was an Associate Director Human Resources Information Systems in Human Resources Department. Colleen has demonstrated exemplary performance. She is a take charge leader and she has
developed and implemented plans that have improved this institution. She the responsibility for the institution's vast Human Resources information systems. She has helped faculty, staff members across campus. Colleen is a team player and her knowledge will be greatly missed.

**Lorraine McKnight** retired on March 1, 2019 after 17 years at EMU. Lorraine was a Senior Career Coach in the Office of University Advising Career Development Center. Lorraine hired and trained the student staff, assisted students with determining their career direction as well as preparation for the job and internship search. She made strong connections with faculty. Lorraine also was an advisor to numerous student clubs/organizations. She had long standing dedication to students, alumni and all things EMU.

**Estela Thompson** retired on September 19, 2019 after 16 years at EMU. Estela was a Transfer Credits Tabulator in the Office on Records and Registration. Estela is a two-time EMU alumnus. She has forced on always going the extra mile to problem solve and help staff, faculty and students. She is kind, welcoming and a very hard worker. She has embodied the definition of TRUEMU.

**Michael Drumm** retired on August 30, 2019 after 15 years at EMU. Michael was a College Technician in the Department of DoIT. Michael provides sound advice in planning for annual refresh program. He always attempts to obtain the lowest expense. Michael is willing to work with department heads/directors and faculty to meet their computer needs. Michael is always professional, flexible and has a willingness to develop alternative approaches.
RECOMMENDATION

EMERITUS FACULTY STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Status to seventeen (17) former faculty and one (1) former lecturer.

Faculty:
Randal Baier, University Library from 2000 to 2019 who retired after 19 years; Ella Burton, Department of Leadership and Counseling from 2000 to 2019 who retired after 19 years; Thomas Cullen, Department of World Languages from 1993 to 2019 who retired after 26 years; Daniel Fields, Department of Engineering Technology from 1986 to 2019 who retired after 33 years; Susan Haynes, Department of Computer Science from 1992 to 2019 who retired after 27 years; Theodore Ligibel, Department of Geography & Geology from 1991 to 2019 who retired after 28 years; Rebecca Martusewicz, Department of Teacher Education from 1988 to 2019 who retired after 31 years; Joanna McNamara, School of Music and Dance from 1986 to 2019 who retired after 33 years; Anne Nerenz, Department of World Language from 1986 to 2019 who retired after 33 years; Loreena Parks, Department of Special Education from 1995 to 2019 who retired after 24 years; Kenneth Rusiniak, Department of Psychology from 1981 to 2019 who retired after 38 years; Natthi Sharma, Department of Physics and Astronomy from 1986 to 2019 who retired after 33 years; Deborah Silverman, School of Health Sciences from 1979 to 2019 who retired after 40 years; Lizabeth Stevens, Department of Special Education from 1998 to 2019 who retired after 20 years; James Thornton, Department of Economics from 1991 to 2019 who retired after 28 years; Mary Ann Watson, Department of Communication, Media & Theatre Arts from 1990 to 2019 who retired after 29 years and Ronald Woods, Department of Africology and African American Studies from 1976 to 2019 who retired after 43 years.

Lecturer:
Arnold Mackowiak, School of Communication, Media & Theatre Arts from 1990 to 2019 who retired after 28 years.

STAFF SUMMARY

The Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Chapter of the American Association of University Professors (AAUP) provides that a faculty member who has served the University for at least fifteen (15) years may be nominated for Emeritus Faculty Status upon retirement.
The nominations for these individuals have received the support of the Department Head or School Director, the Dean of the College, and the Provost and Executive Vice President for Academic and Student Affairs.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

The proposed Board action has been reviewed and is recommended for Board approval.

[Signature]
University Executive Officer
Rhonda Longworth, Ph.D.

Date: 10/4/19
EASTERN MICHIGAN UNIVERSITY
EMERITUS FACULTY AND LECTURER STATUS RECOMMENDATION
October 24, 2019

FACULTY:

Randal Baier
Professor, University Library
(19 years)
Masters 1. Wesleyan University and 2. University of Michigan
Baccalaureate Windham College

Ella Burton
Professor, Department of Leadership and Counseling
(19 years)
Doctorate Wayne State University
Masters Eastern Michigan University
Baccalaureate University of Michigan-Dearborn

Thomas Cullen
Professor, Department of World Languages
(26 years)
Doctorate University of Klagenfurt
Masters SUNY Albany
Baccalaureate SUNY Albany

Daniel Fields
Professor, Department of Engineering Technology
(33 years)
Doctorate Michigan State University
Masters Western Michigan University
Baccalaureate Western Michigan University

Susan Haynes
Professor, Computer Science
(27 years)
Doctorate University of Michigan
Masters Wayne State University
Baccalaureate University of Michigan

Theodore Ligibel
Professor, Department of Geography & Geology
(28 years)
Doctorate Bowling Green State University
Masters Bowling Green State University
Baccalaureate University of Toledo
Rebecca Martusewicz
Professor, Department of Teacher Education
(31 years)
Doctorate University of Rochester
Masters University of Rochester
Baccalaureate SUNY

Joanna McNamara
Professor, School of Music and Dance
(33 years)
Doctorate Texas Women’s University
Masters Mills College
Baccalaureate University of California-Santa Cruz

Anne Nerenz
Professor, Department of World Languages
(33 years)
Doctorate University of Wisconsin
Masters Michigan State University
Baccalaureate Northern Michigan University

Loreena Parks
Professor, Department of Special Education
(24 years)
Doctorate Eastern Michigan University
Masters Eastern Michigan University
Baccalaureates Wayne State and Eastern Michigan University

Kenneth Rusiniak
Professor, Department of Psychology
(38 years)
Doctorate UCLA
Masters UCLA
Baccalaureate Northern Illinois University

Natthi Sharma
Professor, Department of Physic and Astronomy
(33 years)
Doctorate Ohio University
Masters University of Indore
Baccalaureate University of Indore

Deborah Silverman
Assistant Professor, School of Health Sciences
(40 years)
Masters University of Cincinnati
Baccalaureate Ohio State University
Lizbeth Stevens
Professor, Department of Special Education
(20 years)
Doctorate Wayne State University
Masters University of Michigan
Baccalaureate University of Michigan

James Thornton
Professor, Department of Economics
(28 years)
Doctorate University of Oregon
Masters Marquette University
Baccalaureate Marquette University

Mary Ann Watson
Professor, Department of Communication, Media & Theatre Arts
(29 years)
Doctorate University of Michigan
Masters University of Michigan
Baccalaureate University of Michigan

Ronald Woods
Professor, Department of Africology and African American Studies
(43 years)
Doctorate University of Michigan Law School
Masters University of Michigan
Baccalaureate Wittenberg University

LECTURER:

Arnold Mackowiak
Lecturer, Department of Communication, Media & Theatre Arts
(28 years)
Masters University of Missouri
Baccalaureate Central Michigan University
EASTERN MICHIGAN UNIVERSITY
Academic and Student Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of __UNIVERSITY LIBRARY_________ recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: __Randal E. Baler__________

Current Status/Rank at EMU: __Professor________________________

Date of Hire at EMU: __May 5, 2000______ Retirement Date: __August 31, 2019________

Number of Years at EMU: __19+_____ (Minimum of 15 years of service required)

Degree(s)/Institutions

Masters: __University of Michigan, 1988. MLS, Information & Library Studies________

Masters: __Wesleyan University, 1986. M.A., Ethnomusicology____________

Baccalaureate __Windham College, 1979. B.S., Education________________________

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Robert S. Stevens 8-28-2019
Recommended by ___________________________ Date

Rhonda Fowler _______________ Date

Panel Chair _______________ Date

Provost _______________ Date Submitted to Board of Regents

Please continue to page 2 of this application.

Updated: July 2019
August 27, 2019

Dear Regents of Eastern Michigan University:

This letter is to express my deep belief that Randal Baier, Professor and Media, Fine & Performing Arts Librarian, is wonderfully worthy of the distinction of Emeritus upon his retirement from Eastern Michigan University. I can speak to his professional effectiveness from first-hand experience. Perhaps my best testimonial would be to provide the acknowledgment I wrote for him in the book One World Flight:

Professor Randal Baier, multi-media and fine arts specialist at the Halle Library at Eastern Michigan University, contributed to this endeavor in his typical gregarious fashion as a technical perfectionist in the preparation of digital files and as a curious intellectual responding to content. Randy’s extensive world travel experience, coupled with his knowledge of foreign languages, made him the ideal associate for sharing ideas and raising important questions. He owns my gratitude.

There have been many other projects that Randy and I worked on together over the years, from conference presentations to video interviews. In each case his input and guidance greatly improved the final academic and distribution outcome. He will always be one of my most treasured colleagues.

Thank you for bestowing this honor on Randal Baier, who enriched the EMU experience for myriad students and faculty.

Sincerely yours,

Mary Ann Watson
Professor
School of Communication, Media & Theatre Arts
FROM: University Library Personnel Evaluation Committee

TO: Rhonda Fowler, University Librarian, and

Debbie Clearwater, Academic and Student Affairs

SUBJECT: Emeritus Faculty Status Recommendation for Randal Baier

DATE: September 9, 2019

It is recommended by the University Library Personnel Evaluation Committee (PEC) that longtime library faculty member Randal Baier be granted Emeritus Faculty Status.

Professor Baier retired this year after nearly twenty years of service to the Eastern Michigan University community. His absence will be felt not only in the library but across campus as he was an active member of the EMU community. Within the library he could always be counted on for eager contributions to committees, task forces, and new initiatives. Professor Baier was uniformly appreciated for his energy, ideas and fresh perspective. He brought this same spirit when representing the library as our AAUP Steward and when serving as our representative on the executive committee of Faculty Senate, a post he held for many years. In conjunction with the Faculty Development Center, he also served as chair of EMU’s eFellows program. His aptitude for service commitments certainly stands out but Professor Baier was also an active scholar with a keen interest in ethnomusicology. He traveled to Indonesia and studied indigenous music ensembles for nearly thirty years; forming important connections with local researchers, completing peer-reviewed research and presenting at international conferences. He also served, since 2002, as the Book Review Editor for the journal Asian Music.

In summation, the PEC would like to convey our enthusiastic endorsement to grant Professor Baier the Emeritus title.

Robert Stevens, PEC Chair
Kate Pittsley-Sousa, PEC Secretary
Jackie Wrosc
Sarah Fabian
Suzanne Gray
EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of ____________________ recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Dr. Ella Burton

Current Status/Rank at EMU: Professor

Date of Hire at EMU: August 2000  Retirement Date: August 2019

Number of Years at EMU: 19 years (Minimum of 15 years of service required)

Degree(s)/Institutions

Doctoral: Wayne State University, Ed.D

Masters: Eastern Michigan University, MA Special Education

Baccalaurate: University of Michigan-Dearborn, BA Social Studies

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost’s Office.

Dr. Alex Ofili & Dr. Elizabeth Wolkowicz 8/4/2019
Recommended by (please print) Date

[Signature] 8/5/2019
Department Head Date

[Signature] 8/13/19
Provost Date

8/19/19
Date Submitted to Board of Regents

Please continue to page 2 of this application.

Updated: July 2019
March 18, 2019

Dr. Ronald Flowers  
Department Head, Leadership and Counseling  
Eastern Michigan University  
John W. Porter Bldg, Suite 304  
Ypsilanti, MI. 48197

Dear Dr. Flowers,

I have the esteemed pleasure to recommend Dr. Ella Burton be awarded with the honor of the status of Professor Emeritus. Dr. Burton’s service to the students of the Department of Leadership and Counseling and the enduring impact of her service has made her more than worthy of this most honorable distinction.

Dr. Burton’s service to the students of the Department of Leadership and Counseling at Eastern Michigan University has been student-centered. She has served the students in the Masters, Specialist and Doctoral Programs by providing instruction focused on providing leaders with the tools they need to be successful practitioners in the dynamic landscape of public education. As the coordinator of the Specialist program and chairing her doctoral students’ studies, her “whatever it takes” disposition has enabled those of us who have benefited to reach our goals. Whether meeting with students on a Sunday morning to go over the requirements of field research to traveling across country for her doctoral students, I have never witnessed a more profound example of dedication to the cultivation of leadership in a system that desperately requires it. For the impact she has made on the practitioners of educational leadership alone, this title would be rightly bestowed.

Dr. Burton has always carved a path for success of all of her students, including myself. This has been done through her dedication to go above and beyond in order to make sure that her students achieve their goals, while pushing them to stretch their thinking and become the educational leaders that she believes children deserve. For her dedication to mentoring the leaders of public education and service to the students of Eastern Michigan University, Dr. Burton exemplifies the honor that the title of Professor Emeritus bestows.

Sincerely,

Elizabeth Wolkowicz, Ph.D.
Dear Dr. Flowers,

It is with great pleasure that I write this letter of support for Dr. Ella Burton to receive emeritus status at Eastern Michigan University. I had the privilege of working closely with Dr. Burton as a doctoral student where she skillfully guided my scholarly work as my dissertation chairperson. While working with Dr. Burton she pushed me beyond my perceived limitations as a writer, she challenged me to think critically as a change-agent for social issues, and she empowered me to courageously provide a voice for a group of educational leaders who were at times unheard in their professional organizations. As a result of her tutelage, we created a qualitative study which examined the professional and personal experiences of minority administrators located in predominantly White suburban districts in Southeastern Michigan. My dissertation titled Minority Administrators' Perspectives on Leadership in Predominantly White Schools was the culminating project of our time together and it was regarded by many of the participants of the study as a therapeutic experience which allowed them to speak candidly about the highs and lows of their journeys as educational leaders. The story we told about those school leaders is my most powerful piece of scholarly work, which would not have been completed without the wisdom and encouragement of Dr. Burton.

Prior to working with Dr. Burton as doctoral student I had the opportunity to take her courses in the masters and specialist programs which focused on district/building level leadership, team building, and multicultural education. Dr. Burton inspired me to further my education many years ago and her teachings have propelled me into my current position as principal of a national award winning school. Dr. Burton has always been highly regarded by her students because of her wealth of knowledge, honesty, and commitment to tailoring her classes to provide a worthwhile experience for each learner.

Dr. Burton is a consummate professional who approaches her daily activities with passion and meticulous attention to detail. Her ability to effectively collaborate with her colleagues and build a positive rapport with her students based on trust were done effortlessly. I was thoroughly impressed by the manner in which she facilitated dialogue as a researcher and created a safe learning environment for honest discourse. She possesses excellent communication skills with a keen interest in advocating for marginalized groups.

I have had the good fortune of working with many stellar professionals throughout my career; few possess her integrity, bravery, and genuine love for developing educational leaders. She leads by example while inspiring those around her to do their best through support and counsel. Dr. Burton has touched the lives of many educators and she will certainly be missed as a member of Eastern Michigan University's faculty. Based off of her professional accomplishments and her record of teaching excellence it is with complete confidence that I endorse Dr. Ella Burton for the distinction of emeritus status.

Sincerely,

Alex Ofili, Ph.D.
Village Oaks Elementary Principal
EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of World Language recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Thomas Cullen

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 9/1/93  Retirement Date: 8/31/2019

Number of Years at EMU: 26 (Minimum of 15 years of service required)

Degree(s)/Institutions
- Doctoral: University of Klagenfurt
- Masters: SUNY Albany
- Baccalaureate: SUNY Albany

Please Attach a Brief Statement of Support to this 2 page application.

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Zuzana Tomas, Cynthia Macknish, Ildiko-Porter Szucs 08/09/2019

Recommended by (please print) Date

Department Head  O  Date  Dean  Date

Provost  O  Date  Date Submitted to Board of Regents

Please continue to page 2 of this application.

Updated: July 2019
It is, however, Dr. Cullen’s work in the classroom that commends him as the model of a distinguished Eastern Michigan University Professor. He has taught in every program in the ESL/TESOL catalog. In each program and in each class, it was immediately apparent to students that he was driven by a passion for teaching. That passion created learning opportunities that students embraced and appreciated. Student evaluations of his courses indicate that 90% of his students assessed the quality of the classes and the quality of instruction as good or excellent. Colleagues, supervisors and other observers have regularly remarked on the organization, clarity, rapport and fun that characterized his classes.

Dr. Cullen’s work is also a testament to his dedication to service and professional development. He was among the first cohorts of the service learning initiative, when it was still run by Dale Rice. For many years his international business ESL students worked weekly with the Huron Valley Girl Scouts. His ESL students who were fluent in IT, accounting, and other business skills worked on the annual cookie sale through which they were able to engage in contextualized language experience. Concurrently, the Girl Scouts organization was able to draw upon skilled workers and a cross-cultural experience. Other ESL classes which he worked with collaborated with the Ypsilanti Chamber of Commerce and St. Joseph’s Hospital.

In addition to his work in the area of service-learning, his engagement with university-wide professional development also included participation in Eastern’s Research on Teaching and Learning Initiative and in the Global Learning seminar. Through his participation in both of these initiatives, he helped to advance best practices across the university.

Dr. Cullen has positively influenced the academic lives of countless students, as well as colleagues, through generously sharing his knowledge, expertise, materials, and advice. Indeed his impact continues to be heard at state conferences when we meet his former students who currently teach their own students, yet fondly reminisce about what they learned from him. It is our strong opinion that Dr. Cullen deserves to be designated Emeritus Professor.

Please, do not hesitate to contact us with any questions.

Dr. Zuzana Tomaš, Dr. Cythia Macknish, and Dr. Ildiko Porter-Szucs
EMERITUS FACULTY STATUS RECOMMENDATION

The Department of Engineering Technology recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Dr. Daniel Fields

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 1986  Retirement Date: 8/31/19

Number of Years at EMU: 33  (Minimum of 15 years of service required)

Please complete the following information on the retiring faculty member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty Directory.

Home Address: Prefers not to provide personal information

Home Telephone: E-Mail Address: [Redacted]

Name of Spouse: Linda Henderson


Please Attach a Brief Statement of Support to this Form

Emeritus Faculty status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Provost’s Office.

Recommended by (please print) Dr. Muhammad S Ahmed 10/19/18

Department Head 10/18/2018 Date

Provost 3/5/18 Date

Date Submitted to Board of Regents 11/8/18

Please forward this completed form to: Debbie Clearwater  
Academic and Student Affairs, 106 Welch Hall

3/26/2013
Statement of Support, Emeritus Faculty Status for Dr. Daniel Fields, Professor, School of Engineering Technology

Dr. Fields has served with distinction as a faculty member of the School of Engineering Technology (previously Industrial Technology Department) in the College of Technology for nearly 32 years. He has lead the Industrial Technology Department for five years. During which period, the department was renamed to School of Engineering Technology, (SET). His tenure saw a rapid program expansion, including the launch of the first Engineering Technology program at EMU.

Dr. Fields is the founding Director of the Center for Product R & D, which assists companies and inventors in the development of ideas into products. Center was involved in the creation of working prototypes employing additive manufacturing. He was active in the COT Ph.D. Program, teaching research methods and product design and development. He led the development and implementation of the Master's degree in Quality during his early years at EMU.

Dr. Fields teaches Quality Management courses and actively participate in the COT Ph.D. Program, teaching research methods and product design and development. His evaluations in Teaching, Service and Scholarly Activity have been amongst one of the highest among his peers. He has developed and taught a variety of courses within SET, including several online graduate courses in the MS in Quality Management (MSQM). He was also actively involved in the development of the MSQM's efforts to bring the program to working adults. This included the offering of courses off campus in various locations, interactive video, and eventually online. He is well respected by his peers, students, industry representatives, and EMU administrators. He has also served on many Department, College, and University committees.

While an excellent instructor and Dr. Fields had an exemplary scholarship activities and agenda. He has directed several Master’s Thesis and Capstone research projects, Ph.D. dissertation, and served on over multiple graduate research committees. Most research was done in the industry on manufacturing, foundry, and quality-related problems. He has published a list of scholarly papers and reports too long to mention in this statement of support.

Dr. Fields has also maintained a high level of involvement in various services in his field of study through various consulting projects and engineering societies while serving as PI or Co-PI on several grants. He has served in the Board of Directors of American Foundry Society, and in the Board of Governors of AQR Quality Systems Registrar. He has also chaired Chapter of the National Management Association; Foundry Industry Advisory Committee, Western Michigan University; Region IX (Michigan) Foundry Education Foundation, etc.

Dr. Daniel Fields has served as a mentor to his peers, through example, encouragement, guidance, and support in their professional development. While his expertise, his ideas/ proposals and caring service will be sorely missed in the School of Engineering Technology, his students, peers, administrators and industry contacts wish him well on his new journeys in retirement.

On October 19, 2018, the SET faculty unanimously and strongly support his nomination for emeritus faculty status.

Muhammad Ahmed, Ph.D.
Associate Professor
School of Engineering Technology
EASTERN MICHIGAN UNIVERSITY
Academic and Student Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of Computer Science recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Susan Haynes

Current Status/Rank at EMU: Retired/Professor

Date of Hire at EMU: Sept 1992 Retirement Date: August 2019

Number of Years at EMU: 27 years (Minimum of 15 years of service required)

Degree(s)/Institutions

Doctoral: PhD U of M, Comp Info & Control Eng.

Masters: Wayne State Univ

Baccalaureate: U of M

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Recommended by ____________________________ (please print) 9/14/2019

Department Head ____________________________ 9/14/2019

Dean ____________________________ 9/15/2019

Provost ____________________________ 9/15/2019

Date Submitted to Board of Regents

Please continue to page 2 of this application.

Updated: July 2019
Date: September 5, 2019

Re: Emeritus Faculty Status for Prof. Susan Haynes

Dr. Haynes joined the Computer Science department in 1993 as an Assistant Professor after graduating from the University of Michigan with her PhD. She served in several college and university level committees and as the Department rep for the AAUP. She played a major role in the introduction of the Computer Science Graduate Program, created several new courses, and was the graduate coordinator for many years. She has advised and mentored plenty of students and contributed immensely to the Computer Science program development.

The department and I strongly recommend that he be honored with the Emeritus Faculty Status at EMU.

Thank you.

[Signature]
Augustine Heili
Department Head
EASTERN MICHIGAN UNIVERSITY
Division of Academic and Student Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

The Department of Geography & Geology recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Theodore J. Legibel

Current Status/Rank at EMU: Full Professor

Date of Hire at EMU: August 1991 Retirement Date: Summer 2019 8/31/19

Number of Years at EMU: 28 (Minimum of 15 years of service required)

Please complete the following information on the retiring faculty member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty Directory.

Home Address:
Home Telephone: 
E Mail Address:
Name of Spouse: Patricia J. Legibel

Degree(s)/Institutions/Year:
Baccalaureate: BS, University of Toledo, 1972
Masters: American Studies, Bowling Green State University; 1981
Doctoral: American Culture Studies, Bowling Green State University; 1995

Please Attach a Brief Statement of Support to this Form

Emeritus Faculty status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Provost’s Office.

Recommended by (please print)

Date 8-07-19

Department Head

Date 8/12/19

Provost

Date Submitted to Board of Regents 8-7-19

Date Submitted to Board of Regents

Please forward this completed form to: Debbie Clearwater
Academic and Student Affairs, 106 Welch Hall

3/26/2013
August 7, 2019

To Whom It May Concern:

I am pleased to offer this wholehearted letter of support for Dr. Ted Ligibel's application for emeritus status at Eastern Michigan University. I have known Dr. Ligibel for over fifteen years as an adjunct, then a tenured faculty member, in EMU's Graduate Program in Historic Preservation. I work with Dr. Ligibel on a daily basis. Dr. Ligibel has served as a mentor to incoming faculty, the leader of the Historic Preservation Program, and a mentor to hundreds of nascent preservationists. Additionally, Dr. Ligibel may be one of the best-known preservationists in this country. This is manifest through his work in our program (which is the largest graduate preservation program in the United States), his extensive publications including one of the best-selling textbooks on Historic Preservation, and Dr. Ligibel's service on national and state-wide preservation commissions and committees. Dr. Ligibel has an extraordinary depth of knowledge, sterling service to the profession, and is still the most student-focused professor I have ever known. Dr. Ligibel to be supportive, generous, collegial, and so kind and thoughtful. He is a trusted, sagacious mentor and very capable administrator.

I have worked with other universities to offer classes, seminars, and lectures; I have worked with many professors over my 25 years in the field of Historic Preservation and museum work. I can honestly say that I have never—ever—seen a professor more dedicated to the success of his students, and to a program, than Dr. Ted Ligibel. He has been working at this job for many years and could, as others do in other universities, just "call it in." Instead, Dr. Ligibel is still working diligently on behalf of his students, whether it is in the office meeting students, lobbying (we say "wheeling and dealing") for money for student fellowships, or traveling to other organizations to find some real-world projects for classes. Dr. Ligibel is never satisfied with just doing what is expected of him. He goes far above and beyond, always thinking about how we can poise our students for success in the workplace by offering first-rate instruction. His integration with local historical commissions and cultural resource managers and his careful cultivation of these relationships has resulted in student jobs, internships, final project opportunities, and full-time placements.

Dr. Ligibel has a high profile in this profession. I have witnessed first-hand that Dr. Ligibel’s reputation in this field precedes him. He gives our program real "heft" and respectability. EVERYONE knows Dr. Ted and he knows EVERYONE. (My favorite story is that I was at a funeral for a cousin; after I said I taught in this program someone asked me if I knew Ted Ligibel. At a funeral?!) Dr. Ligibel’s reputation works to our
students' advantage of course, as professionals from all over the country contact him about candidates for open positions. They know that he is a gifted teacher and trust him to train the very best.

Dr. Ligibel has led this program for nearly twenty years. He has worked on curriculum committees, Promotion and Tenure committees, and has been our liaison with the department's Urban Planning Graduate Program, trying to find ways to collaborate. His service to our department is well known.

Finally, professional preservation organizations require generous volunteers who review preservation projects and help set ethics and policies in our field. Dr. Ligibel's service has garnered eleven awards, including the very prestigious Michigan Historic Preservation Network Lifetime Achievement Award (2018). Dr. Ligibel will receive a Professional Recognition status from the Association for Preservation Technology International in late September 2018. Perhaps Dr. Ligibel's most significant service contribution may be his work on the board, and as Chair of the National Council for Preservation Education (2006-2010). He and his board colleagues have developed national standards for exemplary curriculum that poised students for ethical stewardship of our diverse built environment. Dr. Ligibel's work on this board will affect preservationists across this nation for many years.

Dr. Ligibel is, indeed, an extraordinary professor who deserves emeritus status. Dr. Ligibel has deeply affected the profession, mentoring students so they care about diversity, community, and craftsmanship. We are so lucky he decided to come to EMU. He has put our program on the map and is a real asset to EMU. Please designate Dr. Ligibel as an emeritus faculty. He is without par in this field.

Yours sincerely,

Nancy B.V. Bryk
Associate Professor
Director, Graduate Program in Historic Preservation
nbryk@emich.edu
734-417-4024
EMERITUS FACULTY STATUS RECOMMENDATION

The Department of Teacher Education recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Dr. Rebecca Martusewicz

Current Status/Rank at EMU: Professor

Date of Hire at EMU: August 31, 1988

Retirement Date: August 31, 2019

Number of Years at EMU: 31 (Minimum of 15 years of service required)

Please complete the following information on the retiring faculty member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty Directory.

Home Address: 

Home Telephone: 
E-Mail Address: 

Name of Spouse: 

Degree(s)/Institutions/Year: Baccalaureate: B.A. SUNY Cortland/1981
Masters: M.S.E. University of Rochester/1986
Doctoral: Ed.D University of Rochester/1988

Please Attach a Brief Statement of Support to this Form

Emeritus Faculty status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Provost's Office.

Wendy Burke 03/27/2019
Recommended by (please print)  Date

Dean 4/5/19  Date

Date Submitted to Board of Regents

Please forward this completed form to: Debbie Clearwater
Academic and Student Affairs, 106 Welch Hall

3/26/2013
March 27, 2019

Dear Colleagues in the Division of Academic and Student Affairs and the Board of Regents,

It is my honor to provide my highest recommendation for Emeritus Faculty status for my esteemed colleague, Dr. Rebecca Martusewicz. I have known Dr. Martusewicz since I joined the faculty in the Department of Teacher Education in 2000 and I deeply respect and recognize the contributions she has made to the department, college, and larger community through her scholarship, teaching, and service. Throughout her 31 years at Eastern Michigan University, Dr. Martusewicz has earned the highest regards and a reputation as an outstanding scholar-educator, active contributing community member, and academic professional within the EMU, national, and international community.

Dr. Martusewicz's professional contributions as a scholar-educator in Social Foundations and Community Engagement and the Educational Studies PhD program are exceptional in all regards. She has consistently received the highest ratings from her undergraduate, masters, and doctoral students each and every semester. Her contributions to the EMU community have been celebrated and recognized through a variety of awards and leadership roles over the past 31 years. From 1998-2014, Dr. Martusewicz served as the editor of the prestigious journal, Educational Studies: The Journal of the American Educational Studies Association. She was also the editor of The EcoJustice Review: Educating for the Commons from 2003-2010. She served as the co-coordinator of the Educational Studies PhD program, became the director and later co-director of the Southeast Michigan Stewardship Coalition (SEMIS), and served as the director of the EPA funded project, Building Leadership Capacity for Sustainability Education. In 2015, Dr. Martusewicz was awarded a Fulbright Scholarship to conduct research at the University of Tampere in Tampere, Finland.

Equally impressive, Dr. Martusewicz is the founder and organizer of the three-day EMU EcoJustice and Activism conference that is celebrating its 8th year in March 2019. This conference provides a forum for scholars, practitioners, community members, and students to engage in “cultural ecological analysis” of the deeply ingrained assumptions, systems, practices and relations that rationalize violence to living communities, human and more than human."

As a scholar, Dr. Martusewicz has an outstanding record of research and creative activity. Throughout her tenure at EMU, she has published seven books in collaboration with others and has a 3rd edition of her text, EcoJustice education: Toward diverse, democratic, and sustainable communities currently in press. Three of these texts have received the AESA Critics Choice Award. She has published 26 juried scholarly articles and 19 non-juried articles. She has made 10 international conference presentations, 28 national conference presentations, and been invited to present as a keynote or featured speaker at seven international, national, and regional conferences. Dr. Martusewicz has also been awarded grants and external funding totaling $745,000. She has also provided undergraduate, masters, and doctoral students exceptional levels of mentoring and opportunities to develop as scholars. For many years, she has helped
many masters and doctoral students to develop conference proposals and manuscripts for publication while also helping them to network in the field at various international and national professional conferences.

Dr. Martusewicz is truly exceptional in every aspect of her teaching, research and service and is well-deserving of being granted Emeritus Faculty status upon her retirement in August 2019. She will be terribly missed by all who have loved and appreciated her at EMU, but I know for certain that Dr. Martusewicz and her many contributions to the field will continue to have a tremendous impact on many educational communities within the U.S. and in many international communities.

Sincerely,

Wendy M. Burke
Professor, Curriculum & Instruction
Department Head of Teacher Education
Eastern Michigan University
Ypsilanti, MI 48197
Wendy.burke@emich.edu
734-487-3260
EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of School of Music & Dance recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Joanna McNamara, Ph.D.

Current Status/Rank at EMU: Full Professor

Date of Hire at EMU: August 1986

Retirement Date: 31 August 2019

Number of Years at EMU: 32 (Minimum of 15 years of service required)

Degree(s)/Institutions

Doctoral: Ph.D. in Dance and Related Arts from Texas Women’s University

Masters: MA in Dance from Mills College

Baccalaureate: BA from the University of California Santa Cruz

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost’s Office.

Diane L. Winder, DM
Recommended by: (please print) 7/22/2019 Date
Department Head 9/5/2019 Date
Provost 9/5/2019 Date

Date Submitted to Board of Regents

Please continue to page 2 of this application.

Updated: July 2019
Dr. Joanna McNamara, Professor of Dance, contributes to EMU's School of Music & Dance, the state of Michigan and internationally as a modern dance choreographer, dance filmmaker and scholar with a particular interest in capturing the convergence of relationships and activities reflective of urban landscapes such as Detroit. Across her career her choreography has been presented in California, Texas, Michigan, and New Mexico, as well as in Italy and throughout Czechoslovakia, and literally throughout the world through dance video online distribution.

At the cutting edge of the fast-expanding genre Video Dance, Joanna McNamara founded and served as curator of Screen Dance International and most recently co-founded the Michigan-based Screen Dance. Now housed at the Detroit Institute of Arts. Her own dance films have been presented in conjunction with the Manhattan Contemporary Chamber Ensemble in Carnegie Hall (2014, 2016), at the International Video Dance Festival in South Korea (2015, 2016, 2017), at the Detroit Dance City Festival, on CTN-TV Ann Arbor, and in a variety of other regional and national venues. Her film LANDcakeLOCK, with filmmaker Steven Karageanes for Moving24FPS, was awarded an Audience Choice Award and presented as part of Detroit's Cinetopia Film Festival (2017). Ever the dedicated Professor, Dr. McNamara often utilizes current EMU students or alums as principal dancers in her films.

McNamara remains a published scholar with works appearing in Ann Daly's Critical Gestures: Collected Writings on Dance and Culture and in Researching Dance: Evolving Modes of Inquiry. She has delivered papers at the Congress on Research and Dance, for the National Dance Education Organization, the Popular Culture and American Culture Association, and the American Association for Interdisciplinary Studies. Her paper examining permutations in the Rite of Spring was selected for presentation at the combined conference of Congress on Research in Dance and Society of Dance History Scholars in Paris, France. Additionally she has served as a freelance dance writer for the Detroit Metro Times and has been a periodic dance critic for the Ann Arbor News. Her latest book chapter, "Filming Jitdance; Detroit Redux," appears in Back to the Dance Itself: Phenomenologies of the Body in Performance, (University of Illinois Press, Sondra Fraleigh ed, 2018). This chronicles the process of making her dance film Jitland: Detroit Redux (2016) at the Heidelberg Project in Detroit in collaboration with Detroit Jit dancer and choreographer Haleem "Stringz" Rasul, another work that features an EMU dancer.

Prior to arriving at EMU, Dr. McNamara performed with a variety of choreographers and companies including the TWU Tour Ensemble, Tance Johnson, Jill Klenota, and in the historic reconstruction of Doris Humphrey's Passacaglia with the Utah Repertory Dance Theatre. Dr. McNamara serves on the advisory board for the University Musical Society, Ann Arbor, and regularly participates in fundraising activities that benefit education programs for children. She is certified in beginning and intermediate Labanotation and is also a certified Pilates instructor. Acknowledging Dr. McNamara's work previous faculty evaluators commented that her "...work has received accolades and awards nationally and internationally. It is clear that Dr. McNamara is a model of scholarly rigor and original creativity, and the Personnel Committee applauds Dr. McNamara for her expansive and excellent work."

Our School has particularly relied on her masterful teaching of modern dance technique, elementary dance composition, and, a specialty, history of dance. She has also lead Dance as a wizard of curriculum review, reform, and revision. As an example of her prowess as an instructor, in 2013 the Student Success Network provided Dr. McNamara a Certificate of Award for "outstanding dedication to student success." Students agreed stating, "She explains the subject clearly in class." "I liked that she has passionate (sic) about the class we learned a lot (sic) about the history," "Willing to help students outside of class. Very helpful" and finally, "...fun to come to class."

McNamara Emeritus Nomination, 2019
Exceptional, incisive, decisive, idea-generating, a marvel of follow-through and accomplishment, Joanna truly lives a life in Dance centered on her work with students at EMU. For example, she commented about an annual January Concert, “We think diverse programming makes for an exciting evening of dance and our audiences seem to agree with this approach. It works hand in hand with our dance mission of training versatile dancers.” This instructor remains impressive with incredibly varied work in all areas – Teaching, Research and Service!

One colleague summarizes, “Dr. McNamara is a very impressive individual. All of her highly regarded achievements and her ongoing ever-flourishing career are the well-deserved results of serious commitment to her daily life as Dancer, Artist, Scholar and Educator. The field of her work demands the highest level of physical, psychological, emotional and spiritual capability and energy. Even at this stage of her career, she never misses her daily dance exercises and still attends Ballet class regularly. Through her integrity and her successful and stupendous artistic and scholarly endeavors she makes great impact on lives of EMU students, colleagues, educators and audience members nationwide and internationally. To many of us, her retirement means a continuation of her career to reach higher goals and to further contribute to the field of dance study and artistic society.” Another colleague posits, “Dr. McNamara has a long scholarly vitae of significant contributions to the literature in phenomenology, hermeneutics and performance studies through critical philosophical aesthetic texts that ground her choreographic and filmic expressions. Her extraordinary vision, discipline and intellect contributed profoundly to what made her tenure at EMU Dance a unique and critical experience for students.” A final colleague simply felt moved to contribute to this nomination an entire letter, panoramic of Dr. McNamara’s rich academic life while at Eastern Michigan University; find that attached. Bravo Dr. McNamara and bravo EMU!!!
July 26, 2019

To: Eastern Michigan University

Dr. Joanna McNamara Recommendation for Emeritus Status

It is my great pleasure to recommend and enthusiastically support Dr. Joanna McNamara for Emeritus status at Eastern Michigan University.

Dr. McNamara is a truly exemplary teacher, mentor, artist, choreographer, director, and innovator. She has made remarkable and continuous contributions to dance education and dance performance at EMU. Her extraordinary work as Professor and Coordinator of Dance has been an inspiration to EMU students and faculty, and has significantly contributed to EMU's outreach locally, nationally, and internationally.

Dr. McNamara has been a leading innovator, and has been dedicated to supporting her students through her immense professional successes in new fields of dance. Approximately seven years ago, Dr. McNamara began working on a newly developing art form – dance films. Dance films combine filmmaking techniques with dance choreography specifically designed to take advantage of the control of space and image that film offers, with storylines conveyed through physical motion. The first of her dance film projects, For Diego confronted the reality of artistic works being considered for sale to help fund budget deficits in Detroit. Dr. McNamara persuaded the Detroit Institute of Arts to allow her to film dancers in the Diego Rivera Court, and thus using Diego Rivera’s world-renowned murals as setting. The film is a brilliant achievement in creativity, and reflects Dr. McNamara's commitment to teaching, as the dancers featured in this project were comprised of her EMU dance students. Through this project, Dr. McNamara was able to mentor and direct her own students in performances for this significant and highly visible professional dance performance opportunity.

For Diego has had many successful presentations including a 2014 showing of the film at the highly prestigious Carnegie Hall's Zankel Hall. For this presentation, the film was shown with live performance of the music by the Manhattan Contemporary Chamber Ensemble. As a reflection of how important this was to Dr. McNamara’s EMU dance students performing in the film, many of these students traveled to New York to attend this Carnegie Hall presentation. At the conclusion of the performance, the EMU dance students in attendance were invited to stand before this New York audience at Carnegie Hall and receive resounding applause. Dr. McNamara provided this extraordinary and profound opportunity, which reflects her deep commitment to inspiring and mentoring her students.
For Diego was also shown at the 2015 Hyonok Kim International Dance Film Festival in South Korea, at the EMU Pease Concert Hall Centennial Celebration, and on many broadcast performances by Ann Arbor’s CTN-TV. As a result, EMU dance and EMU dance students were featured in additional high-profile national and international performances. All this was singularly due to the efforts and passionate support that Dr. McNamara provided.

In another example of extraordinary support for EMU dance, Dr. McNamara offered to film and direct two new dance films choreographed by her students. Dr. McNamara guided and mentored these students throughout the creation process for these dance films, and through this incredible opportunity, helped them to understand the nature of this new art form. The result was so successful, that one of these films was selected for showing at the EMU Music & Dance Department’s 2016 BRAVO concert. This is the performance that highlights in a single event the most noteworthy achievements of all music and dance students for the year.

As a dance professional, Dr. McNamara has been an influential visionary in the creative arts, and has brought that wide-reaching recognition and prestige to EMU. Just a brief outline of some of her brilliant achievements includes two performances at Carnegie Hall, presentations of three different dance films in consecutive years at the Hyonok Kim International Dance Film Festival in South Korea, presentations at the Detroit Dance City Festival, numerous awards including two EMU CAS Dean's Interdisciplinary Research and Creative Activity Awards, published writings in important venues including Ann Daly’s *Critical Gestures: Collected Writings on Dance and Culture* and in *Researching Dance: Evolving Modes of Inquiry*, presentation of papers at the Congress on Research and Dance, the National Dance Education Organization, Popular Culture and American Culture Association, and the American Association for Interdisciplinary Studies, and the creation of her own dance film festival, *Screen Dance International*, held annually at the Detroit Institute of Arts.

Dr. McNamara has spent years building and developing the EMU dance program. Though she will now be retiring from her position at EMU, Dr. McNamara will continue to bring significant recognition to EMU through her future works as a dance film director and choreographer, and through her *Screen Dance International* Dance Film Festival. This important film festival which Dr. McNamara pioneered and directs is rapidly developing a worldwide following for both submissions and for global audiences.

Dr. McNamara continues to be a leading visionary in all aspects of dance. She has brought, and will continue to bring recognition at the highest level to Eastern Michigan University. It is my great pleasure to very enthusiastically recommend Dr. Joanna McNamara for the honor of Emeritus status.

Very Sincerely,

Dr. Howard Cass
EMERITUS FACULTY STATUS RECOMMENDATION

The Department of World Languages recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Anna Serenz

Current Status/Rank at EMU: Professor of French

Date of Hire at EMU: Aug. 27, 1986 Retirement Date: 8/31/19

Number of Years at EMU: 33 (Minimum of 15 years of service required)

Please complete the following information on the retiring faculty member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty Directory:

Home Address:

Home Telephone:

E-Mail Address:

Name of Spouse:

Degree(s)/Institutions/Year: Baccalaureate: Northern Michigan University 1974

Masters: Michigan State University 1976

Doctoral: University of Wisconsin - Madison 1979

Please Attach a Brief Statement of Support to this Form

Emeritus Faculty status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Provost's Office.

Recommended by (please print) Date

Dean (please print) Date

Date Submitted to Board of Regents

Please forward this completed form to: Debbie Clearwater
Academic and Student Affairs, 106 Welch Hall
April 16, 2019

Board of Regents
Eastern Michigan University
207 Welch Hall
Ypsilanti, MI 48197

To Whom it may Concern:

As Department Head of the World Languages Department at Eastern Michigan University, I would like to recommend Dr. Anne Nerenz for Emeritus Status. She has been an employee in our department since 1986 and has worked tirelessly with the Michigan Department of Education as well as ACTFL/NCATE. She started at the University teaching French and her horizons were widened to teach FLAN 411/611, FLAN 412/612, FLAN 441/541 and FLAN 442/542 teaching future teachers how to be the best they can be.

Thank you for your time.

Sincerely,

Alexander Popko, Ph.D.
Department Head
World Languages Department
**EMERITUS FACULTY STATUS RECOMMENDATION**

The Department of Special Education recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

**Name of Faculty Member:** Loreena D. Parks

**Current Status/Rank at EMU:** Associate Professor

**Date of Hire at EMU:** Adjunct 1995-2003

**Number of Years at EMU:** 24 years (Minimum of 15 years of service required)

**Retirement Date:** August 31, 2019

Please complete the following information on the retiring faculty member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty Directory.

**Home Address:**

**Home Telephone:**

**E-Mail Address:**

**Name of Spouse:**

**Degree(s)/Institutions/Year:**

- **Baccalaureate:**
- **Masters:**
- **Doctoral:**
  - SPA, EMU, Curriculum (2005)

Please Attach a Brief Statement of Support to this Form

Emeritus Faculty status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Provost's Office.

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**Recommended by:**

**Date:** 2/13/19

**Department Head:**

**Date:** 2/13/19

**Provost:**

**Date:** 2/15/19

**Date Submitted to Board of Regents:**

**Date:** 2/14/19

Please forward this completed form to:

Debbie Clearwater

Academic and Student Affairs, 106 Welch Hall

3/26/2013
Dear Debbie Clearwater and related Personnel,

I am writing this letter of full support on behalf of Lori D. Parks’ application to Emeritus Faculty. Professor Parks has been an Associate Professor for approximately 11 years in the Special Education Dept. teaching in the Learning Disabilities area. Professor Parks additionally has been an Assistant Professor and since 2003 working continuously for EMU for the past 16 years. Lori truly deserves this honor, and the Special Education Personnel Committee unanimously endorses her for the following accomplishments:

• Total and full commitment to instructional excellence
• Masterful teaching skills in the classroom
• Unselfish commitment to the College of Education and the Special Education Dept.
• Comprehensive involvement in Special Education Committees and functions
• Supreme knowledge of the Learning Disabilities Field and realm
• Professional and unyielding commitment to the students in her classroom and students seeking a Special Education Degree
• Willingness to fully collaborate and work with all colleagues
• Has attended over 100 LD conferences since 2005
• Has conducted over 50 conference presentations since 2005

I have had the opportunity to work with Professor Parks for the past 13 years. She is an absolute joy to work with and always places the best interest of her students first. She works extremely well with 100% of the Special Education Faculty always has a smile and pleasant demeanor!

The personnel committee unilaterally supports Lori’s application to Emeritus status. She truly deserves this honor!

Derrick R. Fries Ph.D.
Professor
Dept. of Special Education
Personnel Committee Chairperson
February 13, 2019

Dean Sayler,

I am very pleased to support the Department Personnel Committee’s nomination to Emeritus Faculty of Loreena Parks, who is retiring from our department on August 31, 2019.

During her years at EMU, Lori has made an invaluable contribution to our Department and, especially, to our students. She consistently has had strong student evaluations and has modeled best practices throughout her teaching. Her passion for teaching, organization of course materials, and creative approach to topics has provided an exceptional learning experience for each of her students.

Throughout her years at EMU, Lori has made numerous refereed and invited presentations at state and national conferences and authored a book chapter and several articles.

Lori also has been active in service for the Department and her field of learning disabilities. She was one of the primary designers of the recently launched undergraduate Learning Disabilities major. Her skill in organization, writing, and understanding State and University program requirements helped that new major gain approval. In addition, she served on several Department and College committees throughout her time at EMU. In recognition of her service to the College of Education, she received the College of Education Faculty Service Award in 2014. In addition, she has been active in several state and national/international organizations, serving on the Board of the Learning Disabilities Association of America, being Co-Chair of that large organization’s annual Conference Program, and serving as President and Board Member of the Learning Disabilities Association of Michigan.

I have found Lori to be an example of professionalism, collegiality, and wise counsel. She has been always willing to help both students and colleagues. For example, ever since I first arrived at EMU as Department Head in 2009, she has provided helpful insight into the Learning Disabilities Program Area and our Department. I consider her a valued colleague.

Loreena Parks has been a superb role model for our students and colleagues in the department, college, and university. Therefore, I heartily endorse her nomination for Emeritus Faculty.

Sincerely,

[Signature]

David C. Winters, Ph.D.
Academic Department Head
EASTERN MICHIGAN UNIVERSITY
Academic and Student Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of __Psychology__ recommends the awarding of Emeritus Faculty Status for the following retiring faculty member:

Name of Faculty Member: __Kenneth Rusinack__

Current Status/Rank at EMU: __Professor__

Date of Hire at EMU: __9/1/1981__  Retirement Date: __8/30/2019__

Number of Years at EMU: __38__  (Minimum of 15 years of service required)

Degree(s)/Institutions  
Doctoral: __UCLA__

Masters: __UCLA__

Baccalaureate: __Northern Illinois University__

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

[Signatures and dates]

Please continue to page 2 of this application.

Updated: July 2019
September 24, 2019

To Whom It May Concern,

This letter is enthusiastically written in support of granting Dr. Kenneth Rusiniak emeritus status at Eastern Michigan University. Traditionally, emeritus status is a means of honoring a retired faculty member whom the university recognizes for their service. There are few faculty with service records as rich nor candidate as deserving as Dr. Rusiniak. I would like to focus on several aspects of Dr. Rusiniak's career and service at EMU - his contributions & dedication to the Department of Psychology, his students, his colleagues, to the University and to the field of Psychology.

Dr. Rusiniak's long and distinguished career at EMU began in 1981 when he was hired by then Department Head, Barry Fish, as an Assistant Professor of Psychology. Dr. Rusiniak was promoted to Associate Professor of Psychology in 1984, the same year in which he earned tenure. He was promoted to Full Professor and became interim Psychology Department Head in 1989 and permanent Department Head in 1992, a position he held until 2003, with the exception of a position from 1999-2000 as Interim Associate Vice President, Academic Affairs. It was during Dr. Rusiniak's tenure as Department Head of Psychology that the PhD program was developed. His support helped facilitate and bring to fruition the only PhD program in Michigan with a one hundred percent pass rate for the professional licensing exam. Dr. Rusiniak returned to faculty in 2003 and has been a major contributor to the Department and University to date. He has served on numerous committees in the Department of Psychology as well as across the University, including, but not limited to:

- Psychology Department Finance & Personnel Committees
- Chair of the University General Education Committee
- Vice President and member of the EMU Faculty Senate
- Mark Jefferson Science Building Advisory Council, College Advisory Council, College Council
- Committee on Research and Sabbatical Leave,
- Chief Administrator, Animal Care Facility, Mark Jefferson Science Complex
- Chair of the Institutional Animal Care and Use Committee
- Numerous search committees for faculty and Department Heads
- Representative on numerous committees across the University
- EMU-AAUP Grievance Review Board, Negotiating team, Bargaining Council, Executive Committee, and Vice President
- Administrative negotiating team advisor EMU-EMULOC
- EMU strategic planning committees
• Parsons Center for Arts and Science committee

In addition to serving on Department and University committees, Dr. Rusiniak has provided guidance and mentorship to junior faculty, colleagues, and countless students. He has given tirelessly of himself to help enrich the lives of others. His input during department meetings has been invaluable. His objective perspective and his wise counsel have been sought out and appreciated by all. His ability to collaborate helped make the departmental atmosphere one of cooperation and foster productivity.

In terms of teaching, Dr. Rusiniak has had thousands of undergraduate students over the years, and has chaired or been a member of numerous honors projects, graduate theses and dissertation committees. Many of his students have become leaders in their fields. They often return to visit with Dr. Rusiniak and thank him for his mentorship.

Developing innovative ways to teach and learn is not only a desirable asset in higher education, but a passion for Dr. Rusiniak. Aside from supporting and being instrumental in EMU's College or Arts and Science first PhD program, Dr. Rusiniak was instrumental in writing and securing the grant which allowed EMU to be awarded the 80 plus acres that is now part of the EMU Jean Noble Parsons Center for Arts and Science in Lake Ann, Michigan. Dr. Rusiniak served on the development committee, and was involved in every step and aspect of the project. This included construction of the campus, navigating and nurturing relationships with the community, problem solving and developing two new courses to be taught at the Parsons Center—The Psychology of Eating and The Pleasures of Life: The Psychology of Creativity, Food and Sex.

In addition to teaching, mentoring, and collaborating at EMU, Dr. Rusiniak has contributed immensely to the field of Psychology and Neuroscience. He assisted in developing the interdisciplinary neuroscience program. Additionally, he had been the recipient of several grants, including the World Wildlife Federation to study baboon behavior at Cape Point, South Africa, Warner-Lampert Parke Davis grant for development of transgenic mouse evaluation of Alzheimer’s Disease models and College of Arts and Sciences Interdisciplinary Studies Program Award to study Stimulus filtering in Schizophrenia as measured by Magnetoencephalography. Dr. Rusiniak has presented over 60 papers and poster sessions. His publications include over 40 articles and book chapters, many of which are frequently cited as seminal contributions to the literature. He also mentored two presidential scholars.

In sum, Dr. Rusiniak’s contributions to the Department of Psychology and Eastern Michigan University have been extraordinary. The Department of Psychology faculty enthusiastically and unanimously recommend that Dr. Kenneth Rusiniak be awarded emeritus status.
Respectfully submitted,

Pamela Landau
Full Time Lecturer
Department of Psychology

Renee Lajiness-O'Neill, Ph.D.
Full Professor
Department of Psychology

Ellen Koch, Ph.D.
Interim Department Head
Department of Psychology
The Department or School of Physics and Astronomy recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Nathi L. Sharma

Current Status/Rank at EMU: Professor

Date of Hire at EMU: Dec. 29, 1986  
Retirement Date: Aug. 31, 2019

Number of Years at EMU: 33  
(Minimum of 15 years of service required)

Degree(s)/Institutions

Doctoral: Ohio University (1982)

Masters: University of Indore (India)

Baccalaureate: University of Indore (India)

Please Attach a Brief Statement of Support to this 2 page application.

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost’s Office.

Date Submitted to Board of Regents: 

Please continue to page 2 of this application.

Update: July 2019
Date: August 23, 2019

To: Dr. Alexandria Oakes, Head, Department of Physics and Astronomy

From: Personnel and Finance Committee, Department of Physics and Astronomy (Behringer, Pawlowsk), Thomsen)

Re: Emeritus Status for Professor Natthi Sharma

The Personnel and Finance Committee of the Department of Physics and Astronomy strongly endorses awarding Professor Natthi Sharma the title of Emeritus Professor.

Professor Sharma has been with our department since 1987 and will retire at the end of August 2019. Among his many contributions to the department, he launched the modern optics component of our physics programs. As a result of this particularly strong component to our program, for which he obtained significant external support, many of our alumni have found employment in optics-related industries. He disseminated portions of the modern optics program through publication (Am. J. Phys. 71 (12), 1294-1302 (2003)), several workshops at national meetings, and many presentations over the years, thereby strongly serving the community of advanced physics lab instructors.

Professor Sharma also has a distinguished research career. Among his many publications is “Nondipole Optical Scattering from Liquids and Nanoparticles” published in Physical Review Letters (Phys. Rev. Lett. 98 217402, 2007). This is noteworthy not only because Physical Review Letters is the most prestigious physics journal in the country, and consequently very selective, but also because Professor Sharma was the sole author of this groundbreaking work.

Additionally, Professor Sharma is known for his great enthusiasm for all aspects of physics, but especially in the areas of optics and quantum mechanics, which he disseminated through many seminars over his years of service. Faculty and students in our department have all benefited enormously from Professor Sharma's mentorship and his service. We are hopeful that he will continue to provide input and share his wisdom with the department, especially with regard to the contemporary quantum optics experiments he has established. Toward that end, we believe awarding him the status of emeritus faculty is both very appropriate and desirable.

Ernest Behringer
(on behalf of the Personnel and Finance Committee)
EMERITUS FACULTY STATUS RECOMMENDATION

The Department of Health Sciences recommends the awarding of Emeritus Faculty Status for the following retiring/reired faculty member:

Name of Faculty Member: Deborah Silverman

Current Status/Rank at EMU: Assistant Professor

Date of Hire at EMU: 8/29/79    Retirement Date: 8/31/19

Number of Years at EMU: 40 (Minimum of 15 years of service required)

Please complete the following information on the retiring faculty member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty Directory.

Home Address: 

Home Telephone:   E-Mail Address:  

Name of Spouse: Gary Silverman 

Degree(s)/Institutions/Year: 
Baccalaureate: BS Allied Health; Ohio State Uni 
Masters: MS Health Planning & Admin; Cincinnati  
Doctoral: NA  

Please Attach a Brief Statement of Support to this Form

Emeritus Faculty status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Provost's Office.

Recommended by (please print)  5/29/18

Department Head  5/29/18

Provost  5/31/19

Dean  5/31/19

Date Submitted to Board of Regents

Please forward this completed form to:  Debbie Clearwater
Academic and Student Affairs, 106 Welch Hall

3/26/2013
May 20, 2019

Dear Board of Regents:

I am pleased to recommend my colleague, Deborah (Debi) Silverman, MS, RD, FADA, for Emeritus Faculty status. Debi was recently honored for 40 years of service to Eastern Michigan University. Over the years she taught many students who are now Registered Dietitians in Michigan and beyond. Debi served on many university, departmental, and program committees over the years. She earned a Dean's Award for Outstanding Service to the College of Health and Human Services. Debi's research interests include generational differences in teaching and learning and evidence-based recommendations in medical nutrition therapy.

Professor Silverman is a leader in online education and she presented "Technology-Enhanced Strategies That Assess Significant Student Learning" presented at the 113th meeting of the Higher Learning Commission. She also presented "Achieving Student-Learning Outcomes Through a University Podcasting Program" at the 32nd Annual Conference of the Professional and Organizational Development Network in Higher Education. Debi's national presentations include "Using Online Learning to Compete Successfully in a Rapidly Changing Environment" presented at the Food and Nutrition Conference and Exhibition of the American Dietetic Association.

As a charter Fellow of the American Dietetic Association, Debi was recognized for her leadership and contributions to the dietetics profession. Additional awards include the Excellence in Online Teaching Award from Center for Instructional Technology in Education, the American Dietetic Association Foundation Award for Excellence in Practice in Dietetic Education, Dietitians in Nutrition Support Distinguished Service Award, and the Michigan Dietetic Association Registered Dietitian of the Year in 1990.

It is an honor to recommend Debi for Emeritus status and I wish her a long and happy retirement.

Sincerely,

Alice Jo Rainville, PhD, RD, CHE, SNS, FAND
Professor, Dietetics and Human Nutrition Programs
Graduate Coordinator, M.S. in Human Nutrition
EMERITUS FACULTY STATUS RECOMMENDATION

The Department of Special Education, Communication Sciences and Disorders recommends the awarding of Emeritus Faculty Status for the following retiring faculty member:

Name of Faculty Member: LIZBETH STEVENS

Current Status/Rank at EMU: Professor

Date of Hire at EMU: August 24, 1998 Retirement Date: 7/31/2019

Number of Years at EMU: 20 (Minimum of 15 years of service required)

Please complete the following information on the retiring faculty member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty Directory:

Home Address: 

Home Telephone: E-Mail Address: 

Name of Spouse: JOHN A. STEVENS

Degree(s)/Institutions/Year: Baccalaureate: B.A., University of Michigan, 1974 Masters: M.S., University of Michigan, 1976 Doctoral: Ph.D., Wayne State University, 1992

Emeritus Faculty status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Provost’s Office.

Recommended by (please print) Date

Department Head

Provost

Date Submitted to Board of Regents

Please forward this completed form to: Debbie Clearwater

Academic and Student Affairs, 106 Welch Hall

3/26/2013
August 8, 2019

Dean Sayler,

I am very pleased to support the Department Personnel Committee’s nomination to Emeritus Faculty of Professor LizBeth Stevens, Ph.D, who is retiring from our Department on August 31, 2019.

During her 20 years at EMU, Dr. Stevens has made an invaluable contribution to our Department and, especially, to our students in the Speech-Language-Pathology program. For several years, she was the SLP Graduate or Program Coordinator. In addition, she chaired and was the driving force in our Department’s Speech-Language Pathology Program’s 50th Anniversary celebration in 2010. She also has been an integral part of the program’s continuing accreditation with the American Speech-Language-Hearing Association (ASHA).

Dr. Stevens has also been active in service for the Department and the broader field of speech-language pathology. She has served on numerous Department and College committees, was Chair or Co-Chair of the Department Personnel Committee for several years, has been a member of the COE Council, and has been the Department Alternate to Faculty Senate. Furthermore, she has been active in several state and national organizations, serving as President of the Michigan Speech-Language-Hearing Association (MSHA), during which time she was instrumental in launching and serving as the first President of the Michigan Speech-Language-Hearing Foundation. She also has been the President of the Council of State Speech-Language-Hearing Association Presidents (CSAP), was an elected member of the ASHA governing body, and was named an ASHA Fellow. Additionally, she has been an active ASHA accreditation team member, including chairing several of the teams. In addition to her service to the university and field, she has been active in community service. For example, she was appointed by Gov. Granholm to serve on the Michigan Licensure Board of Speech-Language Pathology and was a member of several committees sponsored by the Michigan Department of Education and the Office of Special Education.

Throughout her years at EMU, Dr. Stevens has had several book chapters and journal articles published and made numerous presentations at local, state and national conferences. In addition, she has served as a reviewer for Perspectives on Language, Learning, and Education, an ASHA publication.

I have found Dr. Stevens to be an example of professionalism, collegiality, and kindness. She has always been willing to help both students and colleagues. For example, for several semesters, she was a guest lecturer in one of my undergraduate classes to demonstrate alternative and augmentative communication (AAC) devices. Her presentations were often cited as one of the highlights of the course.

EMU has been very fortunate to have had Dr. LizBeth Stevens as part of the our university community. Therefore, I heartily endorse her nomination for Emeritus Faculty.

Sincerely,

David C. Winters, Ph.D.
Academic Department Head
Dear Debbie Clearwater and related Personnel,

I am writing this letter of full support on behalf of Liz Beth Stevens application to Emeritus Faculty. Liz was a Professor for approximately 20 years in the Special Education Dept. teaching in the Communication Science and Disorders (CSD) Department. Liz truly deserves this honor, and the Special Education Personnel Committee unanimously endorses her for the following accomplishments:

- Total and full commitment to instructional excellence
- Masterful teaching skills in the classroom
- Unselfish commitment to the College of Education and the Special Education Dept along with the CSD
- Comprehensive involvement in Special Education Committees and functions
- Supreme knowledge of the CSD Field and Research and Practices
- Professional and unyielding commitment to the students in her classroom and students seeking a CSD Degrees.
- Willingness to fully collaborate and work with all colleagues
- Service on College and Department committees that are almost to numerous to list.

The personnel committee unilaterally supports Liz application to Emeritus status. She truly deserves this honor!

Derrick R. Fries Ph.D.
Professor
Dept. of Special Education
Personnel Committee Chairperson
EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of Economics recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: James Thornton

Current Status/Rank at EMU: Professor

Date of Hire at EMU: September 1, 1991 Retirement Date: August 31, 2019

Number of Years at EMU: 28 (Minimum of 15 years of service required)

Degree(s)/Institutions

Doctoral: University of Oregon
Masters: Marquette University
Baccalaureate Marquette University

Please attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

James W. Saunoris 7/17/2019
Recommended by (please print) Date

[Signatures]
Date Submitted to Board of Regents

Please continue to page 2 of this application.
July 17, 2019

Dear To Whom It May Concern,

I am honored to write a letter of support of Professor James Thornton’s application for emeritus faculty status. I wholeheartedly support his application. I have known Professor Thornton since I started at EMU in 2012. After working with Professor Thornton over the years I can confidently say he has been a great asset to this department and a wonderful mentor. Additionally, he is a great colleague with a delightful sense of humor and a contagious excitement for economics. Above all, I admire his research, teaching ability, and his collegiality. With that said, I unreservedly support his application.

Professor Thornton has devoted the last 28 years of his career to Eastern Michigan University. He has become a world recognized expert in a variety of fields including health economics and wine economics. During his career he has published an astounding 26 scholarly papers in reputable journals, including, for example, Journal of Human Resources, Health Economics and Southern Economic Journal. As a testament to the quality and impact of his work his research has been cited over 640 times.


Professor Thornton is also a devoted teacher. He taught over eight distinct courses at both the undergraduate and graduate levels. He is certainly known as one of the most effective teachers in the department. Scores of his teaching effectiveness range from a low of 3.40 (85th percentile) to a high of 3.88 (97th percentile). Furthermore, Professor Thornton has co-authored with at least two students, thus showing his devotion to collaborating with students. Additionally, Professor Thornton was always willing to share his knowledge of teaching and his teaching materials.

Over the years, Professor Thornton served on several standing and ad hoc committees. He also served as the Graduate Director for several years. It is well known that he never shirked when it came to committee work. After serving on several committees with Professor Thornton, I can honestly say he was a pleasure to work with.

Simply put, Professor Thornton has been a valuable member of the Economics Department and his emeritus faculty status is well deserved. I am sure I speak for the rest of the faculty in the
department when I say we were fortunate to have him as our colleague. If you have any questions concerning his application or the contents of this letter, please do not hesitate to contact me by telephone (734-487-3068) or email (jsaunori@emich.edu).

Sincerely,

James W. Saunoris, Ph.D.
Department Head and Associate Professor of Economics

7/18/19
EASTERN MICHIGAN UNIVERSITY  
Division of Academic and Student Affairs  

EMERITUS FACULTY STATUS RECOMMENDATION

The Department of Communication, Media & Theatre Arts recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Mary Ann Watson  
Current Status/Rank at EMU: Faculty/Professor  
Date of Hire at EMU: June 25, 1990  
Retirement Date: August 31, 2019  
Number of Years at EMU: 29  
(Minimum of 15 years of service required)

Please complete the following information on the retiring faculty member for whom you are submitting this recommendation. This information is needed for inclusion in the EMU Faculty Directory.

Home Address: ........................................
Home Telephone: ____________________________ E-Mail Address: ____________________________
Name of Spouse: ____________________________
Degree(s)/Institutions/Year:  
Baccalaureate: University of Michigan, 1975  
Masters: University of Michigan, 1976  
Doctoral: University of Michigan, 1983

Please Attach a Brief Statement of Support to this Form

Emeritus Faculty status is contingent upon the approval of the Board of Regents. The above information will be kept on file in the Provost’s Office.

Kathleen Stacey  
4/2/19

[Signature]  
Date  
Department Head  
[Signature]  
Date  
Dean  
[Signature]  
Date

[Signature]  
Date  
Provost  
[Signature]  
Date  
Date Submitted to Board of Regents

Please forward this completed form to:  
Debbie Clearwater  
Academic and Student Affairs, 106 Welch Hall

3/26/2013
Dear Provost Longworth,

It is with great pride and joy that I nominate Dr. Mary Ann Watson for emeritus status. Dr. Watson joined the School of Communication, Media & Theatre Arts as an Associate Professor in 1990. Her commitment throughout her career to research is evident through the accolades she has received. She was a recipient of the EMU Distinguished Faculty Award for Scholarly and Creative Activity and has received research awards from the Rockefeller Foundation and National Endowment for the Humanities. She is the author of *The Expanding Vista: American Television in the Kennedy Years*, which has become a widely cited work in the literature of the field. She is also the author of *Defining Visions: Television and the American Experience in the 20th Century*. Dr. Watson has contributed book chapters to many works, including *The Columbia History of American Television*. She is the co-editor of *Norman Corwin's One World Flight: The Lost Journal of Radio's Greatest Writer*.

Her articles have appeared in the *Washington Journalism Review*, *Media Studies Journal*, *Journal of Broadcasting and Electronic Media*, *Journal of Popular Film & Television*, and *Electronic Media*. Dr. Watson has also contributed entries to the *Encyclopedia of Television* and the *Encyclopedia of Popular Culture*.

Dr. Watson has been a consultant to several documentaries, including *Color Adjustment*, which is a history of African Americans throughout television history; *Making Sense of the Sixties*; and *JFK: Breaking the News*, all of which aired on American public television. She has worked on many museum exhibitions and archival seminars, including programs at the UCLA Film & Television Archive, the Museum of Broadcast Communications, the Chicago Historical Society, and the Smithsonian Institution. Watson is often called on for expert commentary on media issues by news organizations that include: CNN, NPR, BBC Radio, CBC Television, the Boston Globe, the Chicago Tribune, the Washington Post, as well as TV Guide.

Dr. Watson brought all of her experiences and passion for examining the power of television into the classroom. She challenged her students to become great writers who write with integrity, accuracy, and literacy. Students who studied with Dr. Watson left the classroom knowing the principles of grammar and writing techniques, but also the power of television and mass media. I regret that students will no longer have the experience of taking media writing and literacy courses from Dr. Watson.

I hope it is evident that Dr. Mary Ann Watson is more than deserving of Emeritus Faculty status.

Sincerely,

[Signature]

Katherine H. Stacey, Director
School of Communication, Media & Theatre Arts
EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of Africology and African American Studies recommends the awarding of Emeritus Faculty Status for the following retiring/reired faculty member:

Name of Faculty Member:  Professor Ronald C Woods

Current Status/Rank at EMU:  Professor

Date of Hire at EMU:  1976  Retirement Date:  08/31/2019

Number of Years at EMU:  43  (Minimum of 15 years of service required)

Degree(s)/Institutions
Doctoral: J.D., University of Michigan Law School, Ann Arbor, MI (1974)
Masters: M.A. History, University of Michigan, Ann Arbor, MI (1971)
Baccalaureate: B.A. History, Wittenberg University, Springfield, OH (1969)

Please Attach a Brief Statement of Support to this 2 page application

Ronald C Woods was a Professor of Africology and African American Studies at Eastern Michigan University. A former poverty law attorney, he served in his 43 years at EMU as a faculty member, and in various administrative roles including as the first Department Head in AAS and as Director of the Institute for the Study of Children Families and Communities. He also chaired the Academic Committee on Curriculum Diversity as well as having held leadership roles in several diversity and inclusion strategic planning initiatives. While at EMU, he was honored with the Ronald W. Collins Distinguished Faculty Award, the Martin Luther King, Jr. Humanitarian Ward, and the John W. Porter Distinguished Alumni Award. Utilizing history, law, and Africology & African American studies as his disciplinary tools, his areas of emphasis include curriculum and program development, public policy, strategic planning, human and social capital development, and service on non-profit, educational and governmental bodies. His portfolio includes curriculum and diversity focused consultancies and presentations at the K-12, corporate and federal agency levels.

He served as co-chair of Eastern Michigan University President’s Commission on Diversity and Inclusion, which is charged with the role of undertaking a campus climate study of diversity and inclusion, addressing a range of immediate issues on the EMU campus, and making recommendations for achieving a sustainable policy and practice of equity, diversity and inclusion at Eastern Michigan University.

Professor Woods still serves as Executive Director of Washtenaw County’s My Brother’s Keeper. Institutionally anchored by Washtenaw County, the Washtenaw Intermediate School District and Eastern Michigan University,
WMBK is now engaged with initiatives involving early childhood development, youth empowerment, youth employment and enrichment, collegiate mentoring and career development, public health, and community safety and policing services. WMBK is aligned with the Michigan MBK Alliance and partners with the Michigan Community Services Commission. WMBK has established operational collaborative partnerships with Michigan Works, the Washtenaw Intermediate School District, and with several Washtenaw County government offices including the Office of Community and Economic Development, the Sheriff's Office and the Department of Public Health. The focus is primarily on youth violence reduction, education preparation and readiness, and workforce development.

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Please continue to the next page of this application.

Updated: July 2019
EMERITUS FACULTY STATUS RECOMMENDATION

The Department or School of Communication, Media & Theatre Arts recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: Arnold Mackowiak

Current Status/Rank at EMU: Full-Time Lecturer

Date of Hire at EMU: 1990 (PTL), 1998 (FTL)  Retirement Date: 8/31/2019

Number of Years at EMU: 28 (Minimum of 15 years of service required)

Degree(s)/Institutions

Doctoral: ________________________________

Masters: M.A. Journalism, 1971; University of Missouri

Baccalaureate B.A. Journalism, 1968; Central Michigan University

Please Attach a Brief Statement of Support to this 2 page application

Emeritus Faculty status is contingent upon the approval of the Board of Regents. Candidates, once approved, will be awarded Emeritus status after their official retirement date. This information will be kept on file in the Provost's Office.

Kathleen Stacey, Ph.D.  9/13/2019
Recommended by (please print)  Date

9/13/19

Date Submitted to Board of Regents

Please continue to page 2 of this application.

Updated: July 2019
September 13, 2019

Dear Regents,

It is truly my pleasure to write this letter of support for Arnold Mackowiak to be one of the first to receive EMU’s Emeritus status for Full-Time Lecturers. Arnie Mackowiak began teaching journalism as a part-time lecturer for the English Department in 1990 teaching JRNL 215 News Writing and Reporting. In 1998 he was among the group of part-time lecturers who had teaching loads that qualified them to become Full-Time Lecturers. Since that time he has taught various journalism courses including but not limited to: JRNL 213 Introduction to Journalism, JRNL 307 Copy Editing, JRNL 306 Feature Writing and JRNL 313 Journalism History.

During his teaching tenure he was also a copy editor on the news desk with the Ann Arbor News from 1990 until the paper's close in July of 2009. With the News he edited news copy, wrote headlines, designed and proofread pages to meet daily deadlines, and worked with staff reporters and free-lance writers to assign and edit stories for various newspaper sections. These connections facilitated Arnie bringing local news reporters into his classes to speak with his students and taking his students on tours of the Ypsilanti Bureau of the Ann Arbor News. In the fall of 2001, Arnie spearheaded a trip to take journalism students to New York City to observe ground zero and to talk with journalism students at nearby Pace University. He planned and recruited students to participate in additional trips to New York City and to Washington, D.C.

I hope it is evident that Arnold Mackowiak deserves Emeritus Status for Full-Time Lecturers for his years of service, dedication and professionalism to our students, to the English, Language & Literature Department and the School of Communication, Media & Theatre Arts.

Sincerely,

[Signature]

Kathleen H. Stacey, Ph.D.
School of Communication, Media & Theatre Arts, Director
RECOMMENDATION

ACADEMIC AFFAIRS ADMINISTRATIVE/PROFESSIONAL TRANSFER

ACTION REQUESTED

It is recommended that the Board of Regents approve one (1) Administrative/Professional transfer at the rank and effective date shown on the attached listing.

FISCAL IMPLICATIONS

The salary would be absorbed in the 2019-2020 personnel budget.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer
Rhonda Longworth, Ph.D.

Date: 10/3/19
<table>
<thead>
<tr>
<th>Name</th>
<th>Effective Date</th>
<th>Salary</th>
<th>Rank</th>
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<tbody>
<tr>
<td>Newell, Stephanie</td>
<td>07/01/2019</td>
<td>$157,610</td>
<td>Interim Academic Department Head, Department of Management</td>
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RECOMMENDATION

ACADEMIC RETIREMENTS/SEPARATIONS

ACTION REQUESTED

It is recommended that the Board of Regents approve twenty-eight (28) retirements and five (5) separations for the period of June 1, 2019 through September 30, 2019.

STAFF SUMMARY

Of the thirty-three (33) retirements and separations, eighteen (18) are female and fifteen (15) are male. Demographics show that 28 (85%) are Caucasian, 3 (9%) are African-American, one (3%) is Native American and one (3%) is Asian.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer
Rhonda Longworth, Ph.D.

Date 10/3/19
<table>
<thead>
<tr>
<th>Name</th>
<th>E-Class</th>
<th>Current Hire Date</th>
<th>Term Date</th>
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<th>Department</th>
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<tr>
<td>Baier, Randal E</td>
<td>FA</td>
<td>5/3/2000</td>
<td>08/31/2019</td>
<td>Professor</td>
<td>Library</td>
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<td>Bruss, Paul S</td>
<td>FA</td>
<td>9/1/1969</td>
<td>08/31/2019</td>
<td>Professor</td>
<td>English Language and Lit</td>
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<td>Burilovich, Linda J</td>
<td>FA</td>
<td>1/2/1991</td>
<td>08/31/2019</td>
<td>Professor</td>
<td>Accounting and Finance</td>
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<td>Collins-Bohler, Deborah A</td>
<td>FA</td>
<td>8/28/2013</td>
<td>08/31/2019</td>
<td>Associate Professor</td>
<td>School of Nursing</td>
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<td>Cornelius, Jamie M</td>
<td>FA</td>
<td>1/2/2015</td>
<td>08/31/2019</td>
<td>Assistant Professor</td>
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<td>Cullen, Thomas</td>
<td>FA</td>
<td>1/2/1994</td>
<td>08/31/2019</td>
<td>Professor</td>
<td>World Languages</td>
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<td>WH</td>
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<td>Davis, Laura F</td>
<td>FA</td>
<td>8/31/1994</td>
<td>08/31/2019</td>
<td>Professor</td>
<td>School of Social Work</td>
<td>F</td>
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<td>Davis, Margaret</td>
<td>FA</td>
<td>8/31/1994</td>
<td>08/31/2019</td>
<td>Professor</td>
<td>School of Art and Design</td>
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<td>Eisenbach, Jamin</td>
<td>FA</td>
<td>8/29/1990</td>
<td>08/31/2019</td>
<td>Professor</td>
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<td>Eiss, Harry E</td>
<td>FA</td>
<td>9/2/1987</td>
<td>08/31/2019</td>
<td>Professor</td>
<td>English Language and Lit</td>
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<td>Fields, Daniel J</td>
<td>FA</td>
<td>8/27/1986</td>
<td>08/31/2019</td>
<td>Professor</td>
<td>School of Engineering Technology</td>
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<td>Goodman, Beverley</td>
<td>FA</td>
<td>8/28/1996</td>
<td>08/31/2019</td>
<td>Associate Professor</td>
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<td>Gramer, Rachel A</td>
<td>FA</td>
<td>8/30/2017</td>
<td>08/31/2019</td>
<td>Assistant Professor</td>
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<td>Gray, Sylvia S</td>
<td>FA</td>
<td>8/31/1988</td>
<td>08/31/2019</td>
<td>Professor</td>
<td>School of Social Work</td>
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<td>Haynes, Susan</td>
<td>FA</td>
<td>8/26/1992</td>
<td>08/31/2019</td>
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<td>Jones, Robert</td>
<td>FA</td>
<td>8/27/2003</td>
<td>08/31/2019</td>
<td>Professor</td>
<td>Geography and Geology</td>
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<td>Martusewicz, Rebecca A</td>
<td>FA</td>
<td>8/31/1988</td>
<td>08/31/2019</td>
<td>Professor</td>
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<td>McNamara, Joanna M</td>
<td>FA</td>
<td>8/27/1986</td>
<td>08/31/2019</td>
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<td>Nerenz, Anne G</td>
<td>FA</td>
<td>12/29/1986</td>
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<td>Olson, Karin B</td>
<td>FA</td>
<td>8/28/2013</td>
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<td>Assistant Professor</td>
<td>Physician Assistant Program</td>
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<td>Parks, Loreena D</td>
<td>FA</td>
<td>8/27/2003</td>
<td>08/31/2019</td>
<td>Associate Professor</td>
<td>Special Education</td>
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<td>Rusiniak, Kenneth W</td>
<td>FA</td>
<td>9/1/1981</td>
<td>08/31/2019</td>
<td>Professor</td>
<td>Psychology</td>
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<td>Sharma, Nathi L</td>
<td>FA</td>
<td>12/29/1986</td>
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<td>Professor</td>
<td>Physics and Astronomy</td>
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<td>Silverman, Deborah A</td>
<td>FA</td>
<td>8/29/1979</td>
<td>08/31/2019</td>
<td>Assistant Professor</td>
<td>School of Health Sciences</td>
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<td>Stevens, Lizbeth J</td>
<td>FA</td>
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<td>Professor</td>
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<td>Watson, Mary Ann</td>
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<td>Professor</td>
<td>School of Comm, Media, Theater Arts</td>
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<td>Woods, Ronald C</td>
<td>FA</td>
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<td>08/31/2019</td>
<td>Professor</td>
<td>Africology, African American Studies</td>
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<td>Kielb, Michael</td>
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<td>8/31/2011</td>
<td>08/31/2019</td>
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<td>Mackowiak, Vincent A</td>
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<td>08/31/2019</td>
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<td>Shapiro, Derek</td>
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<td>08/31/2019</td>
<td>Lecturer III</td>
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<td>WH</td>
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<td>Sholtis, Leonard A</td>
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<td>08/31/2019</td>
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<td>Walker, Laurie L</td>
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<td>08/31/2019</td>
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<td>WH</td>
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</tbody>
</table>
RECOMMENDATION

FACULTY APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve two (2) new faculty appointments for the 2019-2020 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

Of the two (2) appointments, one (1) is male and one (1) is female. Both are African American. One of the new hires has online teaching experience.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer
Rhonda Longworth, Ph.D.
NEW FACULTY APPOINTMENTS

Logwood, Dyann
Assistant Professor (Women & Gender Studies) in the Department of Women and Gender Studies effective 8/28/2019 at an academic year base salary of $64,000.

Education
PhD – Eastern Michigan University, In Progress
M.A. – Eastern Michigan University, 2001
M.A. – Eastern Michigan University, 2000
B.A. – University of Michigan, 1997

Wilson, Chandler
Assistant Professor (Associate Director of Bands) in the School of Music & Dance effective 7/16/2019 at an academic year base salary of $58,000.

Education
PhD – Florida State University, 2019
M.A. – Indiana University of Pennsylvania
B.S. – Florida A&M University, 2008
RECOMMENDATION

LECTURER APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve two (2) new lecturer appointments for the 2019-2020 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

The new lecturers are both female. Neither have online teaching experience.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

Rhonda Longworth, Ph.D.

Date 10/4/19
## LECTURER APPOINTMENTS

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<tr>
<th>Name</th>
<th>Department</th>
<th>Rank</th>
<th>Effective Date</th>
<th>Salary</th>
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<td>Jones, Alicia</td>
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<td>09/01/2019</td>
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<td>Rottenstein, Adena</td>
<td>Psychology</td>
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<td>$43,000</td>
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RECOMMENDATION

STUDENT AFFAIRS COMMITTEE: APPROVAL OF AGENDA AND MINUTES

ACTION REQUESTED

It is recommended that the Student Affairs Committee agenda for October 24, 2019 and the minutes of April 23, 2019 be received and placed on file.

STAFF SUMMARY

The October 24, 2019 agenda includes introduction of the 2019-20 Student Leader Group members, a Student Government presentation, a presentation providing an overview of the mission and services of the Dean of Students Office, and a presentation about the transition to the IHA Health Center@EMU.

In addition, several announcements will be made.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer
Rhonda Longworth, Ph.D.

Date 10/3/19
EASTERN MICHIGAN UNIVERSITY
Board of Regents
Student Affairs Committee

October 24, 2019
2:00pm
201 Welch Hall

AGENDA

1. Approval of Agenda and April 23, 2019 Minutes  Regent Beagen
2. Introduction of 2019-20 Student Leader Group Members  Regent Beagen
3. Student Government Presentation  Ethan Smith & Hajer Abuzir
4. Dean of Students Office: Overview of Mission and Services  Ellen Gold
5. Transition to IHA Health Center@EMU  Ellen Gold
6. Announcements
MEMBERS PRESENT

Regents: Rich Baird, Dennis Beagen, Mary Treder Lang

Administration: Steven Bryant, Ellen Gold, Calvin Phillips

Students: Candice Crutcher, Aaron Kempa

GUESTS

Administration: Shalonda Harris Casanova, Regent Michelle Crumm, Jenny DuChene, Chris Finch, Esther Gunel, Julia Heck, Becky Janes, Beth Kahl, Jeff Kortman, Geoff Larcom, Kyle Martin, Lisa Lauterbach, Tamara Miller, Josh Moermond, Lewis Savage, Bill Shephard, President James Smith, Sherrie Tripp, Colleen Tompkins, MaryAnne Wilk, Chris VanWasshenova, Regent James Webb, Melody Werner, Jeanette Zalba

Students: Sam Jones-Darling, Ethan Smith

In addition, twenty-one other guests were in attendance, but they did not sign in.

Regent Beagen called the meeting to order at 10 am. The agenda for the meeting and the minutes from the meeting held on February 7, 2019 were approved.

Student Leader Group presentation

Aaron Kempa, Student Leader Group member, shared information about the work that has been done by Student Leader Group this academic year. Student Leader Group met with staff from the Disability Resource Center (DRC) to discuss concerns about parking and training for faculty and staff. The DRC has been working with LAZ Parking regarding campus parking for those with disabilities. The updated policies are on the Disability Resource Center website, as well as the LAZ Parking website.

The DRC offered training for faculty and staff during the Soup and Substance series offered this academic year. Demand for training sessions exceed resources of the DRC.

Regent Beagen asked about staffing levels in the DRC, the impact of budget cuts, and the use and effectiveness of online training. Regent Beagen commented that faculty/staff training is a critical need for students.

Student Leader Group met with Wade Tornquist, Interim Associate Vice President for Graduate Studies and Research, to discuss the graduate application process.
Regent Beagen stated that issues with graduate applications have been a topic for four years. Improvements must be implemented.

Student Leader Group met with Michael Tew and discussed the addition of a fall break to the academic calendar.

**Student Government presentation**
Candice Crutcher and Ethan Smith, Student Government President and Vice President for 2018-19, shared a presentation about Student Government initiatives and recommendations. Leaders have been working with LAZ Parking noting that fines have increased significantly over last year.

Student Government requested that administration be more proactive about closing the university when the weather makes coming to, or being on, campus unsafe.

Student Government updated the policy about writing on the free speech wall on campus.

President Crutcher and Vice President Smith encouraged the Regents to consider reducing the number of credits necessary to graduate from 124 to 120. If students take an average of 15 credits per hour for eight semesters, they can easily achieve 120 credits. Candice stated that she met with the Provost to discuss this and it will be evaluated next year.

Student Government supports the addition of a break during the fall semester. Vice President Smith suggested that administration should consider adding a mid-term week.

Student Government worked with AAATA to improve bus services. They hope to promote routes from campus to Meijer and Walmart, and would like this service to be free for EMU students.

Regent Treder Lang thanked Crutcher and Smith for representing students, and congratulated Smith for being elected Student Government President for 2019-20. She assured them that Dr. Smith and Vice President Donegan rise at 3:00am on stormy winter mornings to assess the weather. She added that she hears them loud and clear about lowering the required number of credits to graduate from 124 to 120.

Regent Beagen stated that classes will begin before Labor Day for the next two years. This is a start to making adjustments to the academic calendar to allow for a fall break. He thanked Candice and Ethan for their support of the Students for Recovery program. He would like to see Student Leader Group and Student Government collaborate on more things because there is strength in numbers.

**Housing and Residence Life presentation**
Jeanette Zalba, Director of Housing and Residence Life, shared a presentation about the mission, vision, and goals of EMU Housing and Residence Life (HRL). Staff in HRL work to assure safe and maintained housing, create a sense of belonging, hold students accountable, engage students in their university experience, support diversity and inclusion, provide opportunities for academic success, to manage emergencies and to support students in crisis. Staff accomplishes these things via programming, the Residence Housing Association, student centered processes, intentional interactions, collaborating with other campus offices, and living-learning or themed communities. Zalba discussed staffing and outcomes data in each of these areas.

According to the 2018 Skyfactor Assessment, approximately 80% of residents said that living on campus positively contributed to their sense of belonging. Student staff have a cumulative GPA of
3.43, with more than 40% having a cumulative GPA of 3.5 or above. HRL employs approximately 218 students and provides extensive staff training.

Dean of Students Office Presentation
Chris Finch, Director of the EMU Children’s Institute, shared a presentation about the work currently being done at the Institute. The mission of the Children’s Institute (CI) is to provide a high quality early childhood education program for children, as well as provide a high quality educational opportunity for EMU students. The CI has six classrooms, is licensed to serve 120 children from 18 months to 6 years of age, and provides early childhood services to an average of 165 families annually. During 2018-19, 64% of the children attending the CI were EMU affiliates.

The CI collaborates with many EMU departments and community organizations, including the Great Start Readiness Program, the Ypsilanti District Library Bookmobile, Huron Valley Ambulance, Kevin S. Devine, Howell Nature Center, and the Foster Grandparent Program. Several EMU Athletic teams volunteer at the CI and Swoop visits.

Academic collaborations include children’s drama theatre, children’s literature, music education, creative movement, the satellite psychology clinic, the Physician Assistant Program, the School of Nursing, occupational therapy, and the College of Education. Up to 120 students from the College of Education experience supervised lab practicum placement required by Teacher Education for NCATE Accreditation Standards for Early Childhood Education during the fall and winter semesters.

The CI employs approximately 55 students, 4 graduate assistants each semester. The Institute also employs two sustainability interns.

Regent Baird stated that he was pleased to hear these things because these programs make an enormous difference.

Announcements
- Calvin Phillips thanked the outgoing Student Leader Group members, and added that we will follow up on unresolved issues.
- Steve Bryant announced that the Multicultural Graduation Celebration will be held on Friday, April 26 at 5:00pm in Pease Auditorium.
- Regent Beagen thanked all students and staff who have been involved with the 2018-19 Student Leader Group.

The meeting adjourned at 10:45am.

Respectfully submitted,

Michele Rich
Student Affairs Committee Recording Secretary
Student Body President Ethan Smith, VP Hajar Abuzir
Student Affairs Committee 10/24/19

Priority 1
Expand Direct Material Support for Students
EMU Student Emergency Fund

- SG is collaborating with the EMU Foundation to fundraise for the EMU Student Emergency Fund, which was created by the Provost's office.
- With the help of the Foundation, we have already raised $46,800 (in only 2.5 weeks!) in an Endowed fund which will make funds available to be awarded annually.
- This is a way to show student enthusiasm for our top priority: direct, material financial support for students.
- SG is preparing a fundraising match, a thank you drive, a crowdfunding campaign, and a plan to inform campus about the application process.

Expanding Swoop's Pantry

- Swoop's Pantry is a pride of EMU - for good reason:
  - Well utilized and generously financially supported.
- However, its crucial operation has outgrown its space:
  - The waiting room (which doubles as a clothing closet) is not private and cramped.
- Swoop's stakeholders have indicated that a larger space elsewhere on campus would allow it to keep larger inventories of non-perishable foods and non-food goods and would help solve privacy issues.
- This would increase efficiency and potentially expand services offered.
A Solution for Housing Insecure Students

- After a careful audit of EMU services, SG has concluded that there is NO dedicated, on-campus office that specializes in assisting students facing housing insecurity, nor a centralized list of off-campus resources.

- Students need a dedicated place to go when facing an unstable housing situation that everywhere on campus knows to direct students to.

Some ideas from other institutions:

- Grand Rapids Community College - "GET HELP" Webpage
- CSU San Bernardino - Temporary Dorm Room Program

Priority 2

Equitable Investment in Retention & Graduation
Recap: Priorities from Campaign Listening Sessions

- Invest additional resources in retention programs that accommodate students with diverse identities and provide:
  - Mentorship from individuals that have lived similar college experiences (Black, Latinx, Neurodiverse)
  - Academic advising and course scheduling workshops
  - Tutoring and academic support
  - Connection to community life

- Student groups echoing these sentiments include LSA, EMU-NAACP, and Active Minds

First-Year Retention

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Six-Year Completion

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Source: 5-Year EMU FTIAC Trends Identified by EMU Student Success Academy Team
Example: Brotherhood/Sisterhood Model

- EMU responded in part to this nationwide problem with the **Brotherhood and Sisterhood initiatives** - living learning communities that men and women of color can apply to be a part of
  - Academic Success
  - Health and Wellness
  - Community Involvement
  - "Connecting to staff, faculty, alumni and community members to provide a network of support along their collegiate journey.

- This is perfectly in line with student demands - therefore **expanding these programs** so that they are **not strictly cohort based** may be the next step

- BH/SH does not serve as many students as could benefit from similar programs - supplementing them with a **walk-in model** that is **available to all students** but that **emphasizes connecting with students from diverse backgrounds** would allow many more students to see these benefits.

---

Example: Student Support Services for Student Veterans Model

Fall 2016 Newsletter - WHAT WE PROVIDE FOR YOU!

- Tutoring  
- Resume Writing  
- Internship and Employment Search  
- Educational Benefits Assistance  
- FAFSA Assistance  
- Scholarship and Grant aid Assistance  
- Academic and Career Planning  
- You can also meet with a Veteran's Resource Representative who can help you navigate through your educational benefits and the VA Healthcare system, as well as, other available benefits you may not find on your own.

The challenge: Student Veterans are a relatively smaller population, and this program has Federal Support. Nonetheless, **expanding** these types of services to **additional populations is a student priority.**
Retention is ALSO:

- Investment in mental health support
- Investment in academic resources like the library
- Simple things like functioning printers, reliable shuttles, and dependable power and IT
- Commitment to low financial burden
- Flexible and empathetic classrooms
- Small things are a big deal to stressed out students that can’t afford for anything to go wrong

Priority 3

Building Strong Communities
The International Student Community

- Our vibrant international community is a point of pride. However, it can be difficult for students from other cultures to put down roots in their time here, and for domestic students to connect to those of different backgrounds.

- SG is collaborating with ISA and OISS for Around the World in One Day and Colors in Harmony to build cultural understanding and stronger ties.

- Additional international focused programming and advising would help support international students and continue to build an international-friendly community.

Students and Faculty: Collaboration for Constructive Education

- EMU’s small class sizes and great faculty relationships are a major strength, and there are ways to continue to minimize negative classroom experiences.

- SG has approached Faculty Senate about collaborating on a simple, easy-to-read document that supplements syllabi and applies to every class that informs students of what they can depend on.

- This document would be created through consensus and consolidation of existing expectations.

- Similar concepts exist at other Universities in the form of Faculty Student Compacts:
  - Carle Illinois College of Medicine Faculty Student Compact
    - Guiding Principles of the Educational Compact
    - Commitments of Faculty
    - Commitments of Students
A Final Note: Meeting Times

- Student Affairs Committee and Board of Regents meetings could better fit students' schedules
- The student members of the committee are absent not because of apathy, but simply because they have class
- Evening meetings would be appreciated
- Thank you for electronic public comment requests!

Thank you for listening.
Overview of the Mission and Services of the Dean of Students Office

Creating a Culture of Care

Ellen Gold, Assistant Vice President for Student Affairs and Dean of Students

Our Mission

The Dean of Students Office works with students, student families, faculty and staff to create a culture of care designed to enhance students' academic and personal success.
The "Go To" Place for Student Assistance

Assists students, parents, faculty, and staff with a variety of concerns by working directly with them and connecting them to appropriate resources.

Typical Barriers Addressed

- Academic issues/difficulties
- Danger to self or others
- Family crisis
- Mental health concerns
- Financial issues
- Physical health
- Death of friend/family member
- Student wellbeing/behavior concern
- Housing and/or food insecurity
- Bias incidents
- Concern for wellbeing of others
- Title IX*

*Referred to Title IX Office
The DOS Office

- Helps students to overcome the obstacles they encounter in their lives and uses a solution-focused approach to assisting students with a wide variety of needs.
- Is concerned about what is and what can be done, rather than a focus on what was and what has held back the student in the past.
- Helps students to engage in effective problem solving by identifying solutions.

This is about case management!

Attendance Concerns

The Dean of Students will notify instructors if the absence is the result of hospitalization, physical and mental health issues, personal crisis or an emergency family concern that requires the student to be out of classes for an extended time.
Student Intervention Team (SIT)

- Led by the DOS, the Student Intervention Team is not a crisis team, but provides a system for proactive intervention to student behaviors or concerns.
- Through a care report submission process, the SIT identifies resources, interventions, and/or referral options for the student along with recommendations for other necessary actions.

Student Death Campus Action Plan

- Dealing with a student's death, the University faces the challenges of coping with the loss, making the best possible sense of the event, contacting and attending to the family, and more.
- The DOS Office coordinates a response and subsequent support for the family and campus community.
In the End...

- Many students experience difficult times during college, due to either academic or personal reasons.
- Our goal is to avert more serious difficulties, focus on the well-being of both the student and the EMU community, and help the student attain academic and personal success.

Questions?
IHA Health Center @ EMU

Ellen Gold, Assistant Vice President for Student Affairs and Dean of Students

University Plan for New Health Facilities

Partnership with IHA and St. Joseph Mercy Healthcare System
- New community health center – IHA Health Center @ EMU

EMU operated behavioral health center
- Located next to the new IHA health center, which will house CAPS and the EMU Psychology Clinic
New services at IHA Health Center @ EMU

- Expanded primary care hours and a new urgent care offering evening, weekend, and holiday hours
- A "Save Your Spot" tool to manage urgent care arrival and wait times
- Dedicated women's health services
- On site x-ray
- Multiple insurance plans accepted

Important Dates

- November 1 – Last day for University Health Services medical clinic operation
- November 2 – IHA Health Center @ EMU Open House
- November 4 – IHA Health Center @ EMU Opening Day 7am – 9 pm
- November 26 (tentative) – Last day for Snow Pharmacy operation: will provide updates on closure
- January 31 – Complete closure of UHS and Pharmacy; vacate Snow Health Center
Next steps for UHS and Snow Health Center

- Medical records storage and release
- Maintain administration of student insurance plan
- Ongoing joint transition meetings

IHA Purpose Statement

“Our family caring for yours!

“We don’t make anything, we don’t sell anything.....we care for patients”
IHA Experience – Convenience & Access

Online Appointment Scheduling

Save Your Spot @ Urgent Care

E-Visits

Patient Portal

24x7 Call Center

Visit www.IHAcares.com to learn more

Extensive Service Offerings

- Comprehensive primary care services including a range of acute, chronic, and preventive care. This includes physical exams, health-risk assessments, well-woman visits and other gynecology services, pediatrics, TBJ testing, immunizations, sexually transmitted infection screening, mild to moderate behavioral health treatment (including ADHD), tobacco cessation, nutritional counseling and osteopathic manipulations
- 7-day-a-week urgent care services, including x-ray
- Electronic medical record capabilities, including a 24/7 patient portal
- Online appointment scheduling
- A “Save Your Spot” tool to manage urgent care arrival and wait times
- An independently-operated campus pharmacy (Campus Medical Pharmacy)
- Laboratory services through SJMHS.
Opening Monday, November 4

COMING NOVEMBER 2019

IHA Health Center @ EMU

Primary Care | Urgent Care | Women's Health
Lab/Imaging | Pharmacy

Urgent Care -- Open 7AM – 9PM Monday through Friday, 8AM–5PM Saturday and Sunday
RECOMMENDATION

EDUCATIONAL POLICIES COMMITTEE: APPROVAL OF AGENDA AND MINUTES

ACTION REQUESTED

It is requested that the Educational Policies Committee agenda for October 24, 2019 and minutes of the June 13, 2019 meeting be received and placed on file.

STAFF SUMMARY

The primary items for the October 24, 2019 Educational Policies Committee meeting include:

Approval of the Agenda and Minutes; Emeritus Faculty Recommendations; Academic Affairs Administrative/Professional Transfer; Academic Retirements/Separations; Faculty Appointments; Lecturer Appointments; Appointment of Charter School Board Members; New Academic Program – Quantitative Economics, Bachelor of Science; Commencement Speaker and Honorary Degree Recipient; a presentation on Campus and Community Writing; and a discussion on retention and graduation activities.

FISCAL IMPLICATIONS

The fiscal impact of the actions taken is listed in the appropriate sections and in the Board minutes.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer
Rhonda Longworth, Ph.D.

Date
EASTERN MICHIGAN UNIVERSITY

Board of Regents
Educational Policies Committee

October 24, 2019
4:00 p.m. 205 Welch Hall

AGENDA

4:00

Section 11: Agenda and Minutes (Regent Jeffries, Chair)

Section 5: Emeritus Faculty Recommendations (Rhonda Longworth)

Section 6: Academic Affairs Administrative/Professional Transfer (Brian Pappas)

Section 7: Academic Retirements/Separations (Brian Pappas)

Section 8: Faculty Appointments (Brian Pappas)

Section 9: Lecturer Appointments (Brian Pappas)

Section 12: Appointment of Charter School Board Members (Malverne Winborne)

Section 13: New Academic Program: Quantitative Economics, Bachelor of Science (Rhonda Longworth)

Section 14: Commencement Speaker and Honorary Degree Recipient (Rhonda Longworth)

4:25

Presentation:
Campus and Community Writing (Michael Tew, Ann Blakeslee)

4:35

Discussion Item:
Retention and Graduation Activities (Michael Tew)
EDUCATIONAL POLICIES COMMITTEE MINUTES

June 13, 2019
10:00 a.m.
205 Welch Hall


Regent Jeffries convened the meeting at 10:00 a.m.

Report and Minutes (Section 14)
Regent Jeffries requested that the Educational Policies Committee Agenda for June 13, 2019 and Minutes of the April 23, 2019 meeting be received and placed on file.

Emeritus Faculty (Section 5)
Dr. Rhonda Longworth, Provost and Executive Vice President Academic and Student Affairs, recommended that the Board of Regents grant Emeritus Faculty Status to five (5) former Faculty Members. Harvey Lyons, School of Engineering Technology from 1998 to 2019 who retired after 21 years; Lynn Nybell, School of Social Work from 1983 to 2018 who retired after 35 years; Gretchen Otto, School of Art and Design from 1987 to 2018 who retired after 31 years; Ellen Schwartz, School of Art and Design from 1977 to 2018 who retired after 41 years; Thomas Venner, School of Art and Design from 1998 to 2018 who retired after 20 years.

STAFF SUMMARY
The Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Chapter of the American Association of University Professors (AAUP) provides that a faculty member who has served the University for at least fifteen (15) years may be nominated for Emeritus Faculty Status upon retirement.

The nominations for these individuals have received the support of the Department Head or School Director, the Dean of the College, and the Provost and Executive Vice President for Academic and Student Affairs.

Academic Affairs Administrative/Professional Appointments/Transfers (Section 6)
Dr. Rhonda Longworth, recommended that the Board of Regents approve five (5) Administrative/Professional appointments and two (2) Administrative/Professional transfers at the rank and effective date shown on the listing.

Academic Retirement/Separations (Section 7)
Dr. Brian Pappas, Assistant VP for Academic Affairs recommended that the Board of Regents approve one (1) retirement and three (3) separations for the period of April 1, 2019 through May 31, 2019.
STAFF SUMMARY
Of the four (4) retirements and separations, one (1) is female and three (3) are male. Demographics show that 3 (75%) are Caucasian and one (25%) is Asian.

Faculty Appointments (Section 8)
Dr. Brian Pappas recommended that the Board of Regents approve eleven (11) new faculty appointments for the 2019-2020 academic year at the rank, salary, and effective date shown on the listing.

STAFF SUMMARY
Of the eleven (11) appointments, nine (9) are male and two (2) are female.

Faculty Reappointments (Section 9)
Dr. Brian Pappas recommended that the Board of Regents accept the report from the Division of Academic Affairs pertaining to the reappointment of thirty (30) probationary faculty members for the 2019-2020 academic year.

STAFF SUMMARY
Newly-hired tenure-track faculty are “on probation” for a period of time that varies according to rank. Instructors are eligible for reappointment for five (5) or six (6) years; Assistant Professors for four (4) or five (5) years; Associate Professors for three (3) or four (4) years; and Professors for two (2) or three (3) years. During this time, probationary faculty must be evaluated annually, undergoing either interim (partial) evaluations or full evaluations in accordance with the Eastern Michigan University/Eastern Michigan University –American Association of University Professors' contract. An interim evaluation reviews the applicant’s instructional effectiveness and service. A full evaluation also reviews those two performance areas and the applicant’s scholarly and/or creative activity. A favorable pre-tenure evaluation leads to a recommendation for reappointment.

Faculty Promotions (Section 10)
Dr. Brian Pappas recommended that the Board of Regents accept and place on file the report entitled Promotion of Faculty Members effective Fall 2019.

STAFF SUMMARY
The Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Chapter of the American Association of University Professors (AAUP) provides that faculty are eligible to apply for promotion in accordance with the following schedule of years of service in rank: Instructor – two (2) years, Assistant Professor - four (4) or five (5) years, and Associate Professor - five (5) years. Faculty having served at least the requisite years in rank, who apply for promotion, are evaluated by standards provided in the EMU/EMU-AAUP Master Agreement and individual evaluation documents that have been established for each academic department. Evaluations and standards address three areas of review: (1) Instructional Effectiveness, (2) Scholarly and/or Creative Activity, and (3) Service. A favorable promotion review results in a recommendation for promotion.

The fifty-five (55) faculty members listed on the attached page meets the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.
Faculty Tenure Appointments (Section 11)

Dr. Brian Pappas recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2019 fall semester, for thirty-four (34) faculty members.

STAFF SUMMARY
The thirty-four (34) probationary faculty members listed are recommended for tenure, effective at the beginning of the 2019 fall semester.

Newly-hired tenure-track faculty are “on probation” for a period of time that varies according to rank. Instructors are eligible to apply for tenure for five (5) or six (6) years, Assistant Professors for four (4) or five (5) years, Associate Professors for three (3) or four (4) years, and Professors for two (2) or three (3) years. During this time, probationary faculty must be evaluated annually, undergoing either interim (partial) evaluations or full evaluations in accordance with the Eastern Michigan University / Eastern Michigan University – American Association of University Professors’ contract. An interim evaluation reviews the applicant’s instructional effectiveness and service. A full evaluation also reviews those two performance areas and the applicant’s scholarly and/or creative activity. A series of favorable probationary evaluations and a favorable final full evaluation leads to a recommendation for tenure.

The faculty members listed meet the general contractual requirements for tenure, as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

Lecturer Promotions (Section 12)

Dr. Brian Pappas recommended that the Board of Regents accept and place on file the report entitled Promotion of Lecturers for 2019-2020.

STAFF SUMMARY
The Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Federation of Teachers (EMU-FT) provides that lecturers are eligible to apply for promotion in accordance with the following schedule of years of service in rank: Lecturer II – three (3) years, and Lecturer III - four (4) years.

The five (5) lecturers listed meet the general contractual requirements for promotion as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

Visiting Faculty Appointment (Section 13)

Dr. Brian Pappas recommended that the Board of Regents approve one (1) visiting faculty appointment for the 2019-2020 academic year at the rank, salary, and effective date shown on the listing.

STAFF SUMMARY
Demographics show that the visiting faculty is female.

Appointment/Reappointment of Charter Schools Board Members (Section 15)

Dr. Malverne Winborne, Director Charter Schools recommended that the Board of Regents appoint Denne Lawton and Nathanial Gleeton to three-year terms, appoint Julie Bohl and Christopher Geer to two-year terms, reappoint Clement James Goebel III to a one-year term and reappoint Susan Uvick to a three-year term on the Board of Directors of Ann Arbor Learning Community; reappoint Renee Newman to a three-year term on the Board of Directors of Academy for Business and Technology; reappoint Richard Hamme, IV to a three-year term on the Board of Directors of Commonwealth
Community Development Academy; reappoint Kamal Cheeks and Hazel White to three-year terms on the Board of Directors of Detroit Public Safety Academy; reappoint Samy Ali-Khodja, Paula Kauffman and Franci Moorerman to three-year terms on the Board of Directors of Global Tech Academy; reappoint Felicia Carter and Angelo Powell to three year terms on the Board of Directors of Grand Blanc Academy; appoint Lurdes Arambula and Katrin Robertson to two-year terms and reappoint Dr. Lumas Helaire and Soh Suzuki to three-year terms on the Board of Directors of The James and Grace Lee Boggs School.

STAFF SUMMARY
According to the resolutions which establish these public school academies (charter schools), vacancies on the Boards of Directors shall be filled by the Eastern Michigan University Board of Regents.

Ann Arbor Learning Community
Denne Lawton is the Children on Campus Program Coordinator at the University of Michigan in Ann Arbor, Michigan. She worked as the manager of data and information services at the Dr. Joseph F. Pollack Academic Center of Excellence from 2009 to 2019. She earned a Bachelor of Science degree in Management and Organizational Development from Spring Arbor University in Flint, Michigan, and a Master of Business Administration in Human Resources from Capella University in Minneapolis, Minnesota. She is a member of Zeta Phi Beta Sorority. This is a new appointment.

Nathanial Gleeton is an Enterprise Account Executive at iDashboards in Troy, Michigan. He earned a Bachelor of Arts degree in Marketing from Eastern Michigan University in Ypsilanti, Michigan. He is an Eagle Scout in Boys Scouts of America. This is a new appointment.

Julie Bohl is a Teacher Consultant/Resource Room Teacher at Ann Arbor Public Schools’ Burns Park Elementary, Eberwhite Elementary School and Forsythe Middle School in Ann Arbor, Michigan. She earned a Bachelor of Arts degree in Elementary Education from Saint Mary’s College in Notre Dame, Indiana and a Master of Arts degree in Special Education from Michigan State University in East Lansing, Michigan. She was the Head Coach for the Girls Soccer in Ann Arbor Recreation and Education. This is a new appointment.

Christopher Geer is a Finance Director for PwC. He earned a Bachelor of Arts degree in Accounting from Michigan State University in East Lansing, Michigan. He is an affiliate of the American Institute of Certified Public Accountants and the Michigan Association of Certified Public Accountants. This is a new appointment.

Clement James Goebel III has been the chief operations officer and owner of Menlo Innovations in Ann Arbor, Michigan since 2001. He is an adjunct faculty and instructional designer at the University of Michigan in Ann Arbor since 2012 and an instructor for Massachusetts Institute of Technology in Cambridge, Massachusetts since 2008. He earned a Master in Business Administration in 2004 and a Bachelor of Computer Science in 1989 both from Eastern Michigan University in Ypsilanti, Michigan. This is a reappointment.

Susan Uvick has been a teacher at South Lyon Community Schools’ Sayre Elementary School since 2004. She earned a Master of Science in Education degree from Walden University Minneapolis, Minnesota, a Post Baccalaureate Teaching Certificate in Science from Eastern Michigan University in Ypsilanti, Michigan in 2004, a Master of Science in Chemical Engineering degree from Wayne State University in Detroit, Michigan and a Bachelor of Science in Mechanical Engineering degree from GMI Engineering and Management Institute in Flint, Michigan. She earned a South Lyon Elementary School
Teacher of the year award in 2014. She is a member of Michigan Association of Computer Users in Learning and National Council of Teachers of Mathematics. This is a reappointment.

Academy for Business and Technology
Renee Newman has been employed at Dyscalculia.org as the president and educational diagnostician since 1992. She earned a Master of Education in Instructional Design degree from Western Governors University in Salt Lake City, Utah, a Master of Science in Special Education degree from LaSalle University in Los Angeles, California and a Bachelor of Arts in Advertising and Marketing degree from Michigan State University in Lansing, Michigan. This is reappointment.

Commonwealth Community Development Academy
Richard Hamme IV has been employed at the State Farm Mutual Automobile Insurance Company as a claim representative since 1995. He earned a Master of Business Administration degree as well as a Bachelor of Business Administration degree, both from Eastern Michigan University. He has served on the board of Commonwealth Community Development Academy since 2005. This is a reappointment.

Detroit Public Safety Academy
Kamal Cheeks is employed as a retirement systems paymaster at the City of Detroit in Detroit, Michigan since 2007. He earned a Bachelor of Business Administration degree in Computer Information Systems from Ferris State University in Big Rapids, Michigan. He earned a Master of Business Administration degree in Finance from Grand Canyon University in Phoenix, Arizona. He is licensed as a State of Michigan Realtor. He is accountable for submitting annual state of Michigan campaign finance reports as the elected treasurer for the Young Democrats of America, Michigan Chapter and for candidates on state and local levels. He is a Board Member of Brownfield Redevelopment Authority Community Advisory Committee since 2015. He also coached high school basketball for Detroit Country Day High School. This is a reappointment.

Hazel White has been an Instructor for the City of Detroit, Department of Elections in Detroit, Michigan since 2008. Prior to working for the City of Detroit she was an athletic director for Charles R. Drew Middle School in Detroit, Michigan since 1970. She earned a degree in Health and Physical Education from University of Arkansas in Bluff, Arkansas and a degree in Health, Physical Education and Recreation from Indiana University in Bloomington, Indiana. She is the President of Rosedale Park Improvement Association and served on its board of directors for 8 years. She also led a drive for “at risk” children to attend a summer camp on college campus' including the University of Michigan, Michigan State, Ferris State, Central Michigan University and Michigan Technology University. This is a reappointment.

Global Tech Academy
Samy Ali-Khodja has been employed as a help desk team leader at NSF International in Ann Arbor, Michigan and has worked there since 2003. He earned a Degree in Civil Engineering HVAC from the University of Ain Bey Constantine in Constantine, Algeria, a C4 Certificate in Computer Science from University of Orsay in Essonne, France and a Master of Science degree in Information Systems from Eastern Michigan University in Ypsilanti, Michigan. He is an IACRB's Certified Data Recovery Professional (Infosec 2011) and a Microsoft Certified Professional. This is a reappointment.

Paula Kauffman worked for OfficeMax in Naperville, Illinois as a district sales manager from 1998-2009. She earned a Bachelor of Art degree in Marketing from Eastern Michigan University in Ypsilanti, Michigan. She is a board member and chair of the Development Committee for The Shelter Association of Washtenaw County in Ann Arbor, Michigan. She also is on the Development Committee of Michigan Ability Partners of Ann Arbor, Michigan. This is a reappointment.
Dr. Franci Moorman is a retired classroom teacher from the Willow Run School System in Ypsilanti, Michigan. She has a Bachelor of Science degree in Elementary Education in English from Virginia State University in Ettrick, Virginia, a Master of Arts degree in Administration and Education Specialist degree both from Eastern Michigan University in Ypsilanti, Michigan and a Ph.D. in Educational Psychology in Curriculum from the University of Michigan in Ann Arbor, Michigan. She is currently the associate pastor of the Community Church of God in Ypsilanti, Michigan. This is a reappointment.

Grand Blanc Academy
Felicia Carter is a checker at General Motors in Pontiac, Michigan since 1979. She attended Wiley College in Marshall Texas. She volunteered at McKinley Center for Senior Citizens, Grand Blanc Academy and UAW Shop Committee Local. She is a parent of a student at Grand Blanc Academy. This is a reappointment.

Angelo Powell is a Department of Health and Human Services partnership analyst at the State of Michigan Department of Community Health in Lansing, Michigan since 2014. He was a client services manager for Livingston County Community Mental Health in Howell, Michigan from 1991-2014. He earned a Bachelor of Arts in Sociology degree from Olivet College in Olivet, Michigan in 1989. He was a member of the Student Concerns Committee and the Treasurer of the Elite Club at Olivet College. He is a parent of a student at Grand Blanc Academy. This is a reappointment.

The James and Grace Lee Boggs School
Lurdes Arambula is a fulltime homemaker. She worked as a Call Center Quality Supervisor for seven years at Total Health Care in Detroit, Michigan. She attended Wayne County Community College, Wayne State University, and University of Detroit-Mercy. She earned a High-School Diploma with honors from Southwestern High School in Detroit, Michigan. She is a parent of a child at The James and Grace Lee Boggs School. This is a new appointment.

Katrin Robertson is a Lecturer IV at University of Michigan School of Education since 2005. She earned a Bachelor of Arts degree in Art History and Studio Art from Oberlin College in Oberlin, Ohio and a Master of Arts degree in Education from Stanford University in Stanford, California. She is a member of the Association for Supervision and Curriculum Development, Michigan Association of Teacher Educators and National Art Education Association. She is a parent of a child at The James and Grace Lee Boggs School. This is a new appointment.

Dr. Lumas Helaire is the assistant director of the Office of Academic and Multicultural Initiatives at the University of Michigan in Ann Arbor, Michigan since 2001. He earned a Bachelors in Psychology from Morehouse College in Atlanta, Georgia. He received a Master of Science degree in Developmental Psychology and a Ph.D. in Education & Psychology both from the University of Michigan in Ann Arbor, Michigan. He received a Certificate of Dopeness from the North Carolina AT&T State University Student Circle of the Association of Black Psychologists' Dialogue on Progressive Enlightenment (DOPE) Conference. This is a reappointment.

Soh Suzuki has been a studio instructor at the Detroit Institute of Arts in Detroit, Michigan since 2011. He received a Bachelor of Arts degree in Interdisciplinary Humanities, a Bachelor of Fine Arts degree in Studio Art and Specialization in Museum Studies all from Michigan State University in Lansing, Michigan. He was introduced to Detroit's grassroots community organizing initiatives through the planning of the twentieth-year remembrance of the Vincent Chin incident, and then working with Detroit Summer to create a community-based mural in Chinatown. He co-founded the Detroit Asian Youth Project and participates in Detroit Future Youth as an adult ally. This is a reappointment.
2019-2020 Sabbatical Leave Awards (Section 16)
Dr. Wade Tornquist, Interim Associate VP for Graduate Studies and Research is recommended that the Board of Regents accept and place on file the Report on 2019-2020 Sabbatical Leave Awards.

STAFF SUMMARY
Sabbatical leaves (one semester at full pay or two semesters at half pay) are granted for special study, research, writing and/or other projects which enrich the activities of individual faculty members; bring prestige to the individual and the University; or provide service of significant nature for local, state, national, or international organizations. Two-semester sabbatical leaves also include up to $12,000 in research support, if requested and approved. The University Research and Sabbatical Leave Committee reviews the sabbatical leave proposals and makes recommendations to the Provost and Executive Vice President of Academic and Student Affairs. A list of the approved projects is included with Board materials. In 2019-2020, eleven (11) two-semester and seventeen (17) one-semester leaves will be awarded.

2019-2020 Faculty Research and Creative Activity Fellowships (Section 17)
Dr. Wade Tornquist, recommended that the Board of Regents accept and place on file the Report on the 2019-2020 Faculty Research and Creative Activity Fellowship awards.

STAFF SUMMARY
Faculty Research and Creative Activity Fellowships are competitive awards given to faculty who submit meritorious research or special study proposals. The fellowships award up to 100 percent release time from teaching for one semester to help build a foundation for a faculty member’s future research or creative activities and as a base for future additional funding from other sources. Unlike a sabbatical leave, the fellowship recipients are still expected to fulfill other contractual responsibilities, such as service to the University during this released time. The University Research and Sabbatical Leave Committee reviews the Faculty Research and Creative Activity Fellowship proposals and makes recommendations to the Provost and Executive Vice President of Academic and Student Affairs. Fifty-six (56) faculty will be supported.

Winter 2019 and Summer 2019 Undergraduate Research Stimulus Awards (Section 18)
Dr. Wade Tornquist recommended that the Board of Regents accept and place on file the Report on the Winter 2019 and Summer 2019 Undergraduate Research Stimulus Program Awards.

STAFF SUMMARY
The Undergraduate Research Stimulus Program is intended to facilitate research partnerships between undergraduate students and Eastern Michigan University faculty. Student awardees will receive a $2,000 fellowship in support of their research efforts. This award will be in the form of a credit to the student’s university account. The collaborating faculty member may receive $500 to be used for lab/studio supplies or equipment, professional travel, or other professional expenses.

WINTER 2019: The Provost and Executive Vice President of Academic and Student Affairs has awarded a total of $18,000 to nine (9) undergraduate students and $3,975 to eight (8) Eastern Michigan
SUMMER 2019: The Provost and Executive Vice President of Academic and Student Affairs has awarded a total of $32,000 to sixteen (16) undergraduate students and $5,150 to eleven (11) Eastern Michigan University faculty for research and creative projects under the Undergraduate Research Stimulus Program.

**Academic Program Phase-Outs (11) (Section 19)**

*Dr. Rhonda Longworth* recommended that the Board of Regents receive and place on file this notification of the following eleven (11) Academic Program Phase-Outs:

1. Special Education with Elementary Certification - Visual Impairment MA
2. Special Education with Secondary Certification - Visual Impairment, MA
3. Special Education with Elementary Certification - Cognitive Impairment, MA
4. Special Education with Secondary Certification - Cognitive Impairment, MA
5. Special Education with Elementary Certification - Emotional Impairment, MA
6. Special Education with Secondary Certification - Emotional Impairment, MA
7. Special Education with Elementary Certification - Physical & Other Health Impairment, MA
8. Special Education with Secondary Certification - Physical & Other Health Impairment, MA
9. Family and Children's Services, MSW
10. Mental Health and Chemical Dependency, MSW
11. Services to the Aging, MSW

**STAFF SUMMARY**

The EMU Board of Regents approved a new Master of Arts in Teaching Special Education program at their April 2019 meeting. One of the intended outcomes from the approval of the MAT program was that it would replace the eight existing Master of Arts in Special Education with Certification programs. The MA in Special Education with Certification programs were outdated and required students complete more credit hours than were needed. The large credit hour total often discouraged students from pursuing the degree. The new Master of Arts in Teaching program is more streamlined and attractive to students.

It is the nature of graduate study in Social Work that each student is provided an opportunity to concentrate on the specific skills needed for their practice. Since it is now possible to have official concentrations within graduate programs, the School of Social Work has revised the Master of Social Work degree into a single program with multiple concentrations. This program revision and associated phase-outs brings the Master of Social Work program in line with how faculty have presented the program to students in recent years.

**Launch College of Engineering and Technology (Section 20)**

*Dr. Rhonda Longworth* recommended that the Board of Regents receive and place on file notification that effective Fall 2019, Eastern will launch its College of Engineering and Technology. This name change to the former College of Technology recognizes the addition of Eastern’s newly inaugurated engineering programs.

**STAFF SUMMARY**

The name change reflects the growth and evolution of the College of Technology over the last few years. Most notably, the addition of two new undergraduate engineering programs – Mechanical Engineering (Fall 2017) and Electrical & Computer Engineering (Fall 2018) – marked the first
engineering programs for the University. Additionally, this name change coincides with the ongoing renovations to Sill Hall, the current home of the College of Technology. College faculty and administration view the name change as an opportunity to recruit students and faculty, build on existing collaborations with national and international partners, and expand research and funding opportunities with the ultimate goal of raising the profile of our graduates, and the college.

**Discussion**

Dr. Micheal Tew, Associate Provost and AVP Academic Programs gave an update on the continuing retention projects the University is working on, including the Gateways to Completion initiative that has shown a significant improvement to course completion rates. He highlighted the Re Up Education initiative. They have been contacting students that did not return to Eastern and of those students 75 will be returning in the fall. He also introduced the Mentoring Collective that structures Peer Mentoring programs for first generation students. That program will expand to include academically underprepared admissions in the fall. The HLC Student Success Academy Team is beginning its second year and will be developing a comprehensive inventory of everything we do for retention and how we measure impact of initiatives.

Dr. Rhonda Longworth added that the preliminary data around retention and graduation rate changes over time are positive for EMU. The state will be releasing these numbers for all the public universities soon and we will share these findings with everyone at that time.

Regent Jeffries thanked those in attendance, and adjourned the meeting at 10:47 a.m.

Respectfully submitted,

Debbie Clearwater
Executive Assistant, Office of the Provost
Academic and Student Affairs
RECOMMENDATION

APPOINTMENT OF CHARTER SCHOOL BOARD MEMBERS

ACTION REQUESTED

It is recommended that the Board of Regents appoint Ann Owen to a three-year term on the Board of Directors of Ann Arbor Learning Community; appoint John White to a three-year term on the Board of Directors of the Academy for Business and Technology; appoint Deronda Dinkins to a three-year term on the Board of Directors of Joseph F. Pollack Academic Center of Excellence; appoint Kenneth Bland and Melissa Dunmore to three-year terms on the Board of Directors of Hope Academy; appoint Courtney Randolph to a three-year term on the Board of Directors of The James and Grace Lee Boggs School; and appoint Ned Cooper and Carolyn King to two-year terms on the Board of Directors of New School High.

STAFF SUMMARY

According to the resolutions which establish these public school academies (charter schools), vacancies on the Boards of Directors shall be filled by the Eastern Michigan University Board of Regents.

Ann Arbor Learning Community
Ann Owen is a Principal at Emerson Middle School in Livonia, Michigan. She earned a Bachelor of Arts degree in Spanish at the University of Michigan in Ann Arbor, Michigan and a Master of Arts degree in Educational Leadership at Eastern Michigan University in Ypsilanti, Michigan. She is the Co-President of LEADS. This is a new appointment.

Academy for Business and Technology
John White is a retired Administrative Intern from Barber Middle School in Highland Park, Michigan. He earned a Bachelor of Science degree in Social Studies at Eastern Michigan University in Ypsilanti, Michigan and a Master of Arts degree in Administration and Supervision at the University of Michigan in Ann Arbor, Michigan. He is the Vice-President of the Highland Park Men’s Forum. This is a new appointment.

Joseph F. Pollack Academic Center of Excellence
Deronda Dinkins is a Management Analyst at the Social Security Administration in Detroit, Michigan. She earned a Bachelor of Science degree in Business Administration at Lane College in Jackson, Tennessee. She is the owner of Starlight Designs/Event Planning and Divascript Customized Pens. This is a new appointment.
Hope Academy
Kenneth Bland is a Unit Leader at Blue Cross and Blue Shield of Michigan in Detroit, Michigan. He earned an Associate of Arts degree at Wayne County Community College in Taylor, Michigan. He is the Vice-President of the local UAW at Blue Cross and Blue Shield of Michigan in Detroit, Michigan. This is a new appointment.

Melissa Dunmore is a Scheduler at Hansons in Troy, Michigan. She earned a diploma at the High School of Commerce and Business Administration in Detroit, Michigan. She is a member of Parents Roar Volunteer Organization at Hope Academy. She is a parent of a child at Hope Academy. This is a new appointment.

The James and Grace Lee Boggs School
Courtney Randolph is a Community Engagement Manager at 826michigan in Harper Woods, Michigan. She earned a Graphic Design Certificate at Specs Howard School of Media Arts in Southfield, Michigan and a Bachelor of Arts degree in Sociology & African Studies at Wayne State University in Detroit, Michigan. She is on the Write A House Advisory Board. This is a new appointment.

New School High
Ned Cooper is a retired Leadership Coach from the Institute for Excellence in Education in Mt. Pleasant, Michigan. He earned a Bachelor of Arts degree in Psychology at Wittenberg University in Springfield, Ohio, a Master of Arts degree in Counseling and Student Personnel at Western Michigan University in Kalamazoo, Michigan and a Ph.D. in Educational Leadership at Eastern Michigan University in Ypsilanti, Michigan. He is a volunteer for Washtenaw County MOMS Demand Action for Gun Sense in America. This is a new appointment.

Carolyn King is a Literacy Interventionist at Plymouth Canton Community Schools in Canton, Michigan. She earned a Bachelor of Arts in Education at Albion College in Albion, Michigan and a Master of Science in Elementary Education at Bank Street College of Education in New York City, New York. She is a parent of a child at New School High. This is a new appointment.

FISCAL IMPLICATIONS
None.

ADMINISTRATIVE RECOMMENDATION
The proposed Board action has been reviewed and is recommended for Board approval.
Ann M. Owen

Educational Vision

All children are entitled to a fair and equitable education which will allow them to become self-sustaining citizens. Successful school, parent and community relationships enhance curriculum and instruction to allow students to achieve their goals.

Education & Credentials

- Bachelor of Arts in Spanish - University of Michigan (1988)
- Master of Arts in Educational Leadership - Eastern Michigan University (1990)
- Michigan Secondary Continuing Certificate and Secondary Administrator Certificate

Professional Experience

Principal - Emerson Middle School  2006-Present

Highly experienced and student-focused educational leader possessing strong communication skills which promote teamwork and leadership between staff and students.

Core Competencies:

- Budget Development
- Title I Program Planning & Implementation
- Program Implementation, Evaluation & Refinement
- Staff Hiring, Mentoring & Evaluation
- Discipline Process
- Legal Knowledge & Application
- Curriculum Development & Implementation
- School Safety & Security
- Standardized Testing/Data Analysis
- School Vision & Mission Statement
- Strategic Long & Short-Term Planning
- Organization
- Public Relations

Accomplishments:

LEADS Co-President - which has allowed me to assist in the development of outstanding LPS administrators through dialogue, planning, coaching and professional development.

Livonia consortium of business leaders team member - that has developed STEAM-focused curriculum and programs for middle-school students. Highlights include the Young Inventors Contest, Manufacturing Day, CO2 Car Races and refurbishment of middle school industrial arts rooms.

LPS Safety and Security Committee member - which has developed emergency plans for threatening behavior, severe weather, medical emergencies and other crisis situations.
Title I program administrator - supporting student learning through the development of Success Strategy classes, Homework Club, i-Ready diagnostic and remediation instruction, and The Leader In Me program. Emerson was designated a Leader in Me Lighthouse School - Spring 2017.

Emerson and Franklin Food Pantries founder - which currently have the capacity to offer a pantry box of supplemental food to 150 families per month. Total corporate donations for this project now exceed $30,000 yearly. Food handling, storage and packing activities help MOCI students develop future work skills.

Special Education Program administrator - promoting the least restrictive environment for students in the resource room, MOCI and AI programs. Students routinely demonstrate success and meet their IEP goals.

District curriculum committee member - instructional planning and development for multiple areas including Spanish, English Language Arts and Industrial Arts.

Livonia Public Schools Legacy Initiative team member - charged with restructuring schools including being a school district panelist responding to community questions and concerns.

LPS community liaison - promoting positive school/community relationships, strategic alliances and the mutually beneficial exchange of information between school personnel and local civic groups and businesses.

**Assistant Principal - Riley Middle School & Holmes Middle School - 1995-2006**

Established and maintained relationships with students, parents, staff and community. Coordinated plans for student behavioral, academic, attendance and health issues. Responsible for staff evaluations, development/implementation of curriculum, student activities program and school safety/security.

**Teacher - Holmes Middle School 1989-1995**

Taught Spanish, World Language Adventures and English. Increased the number of Spanish sections from two to over five on a yearly basis. Recognized by former students as an influential teacher during the PTSA Founder’s Day celebration.

**Technical Skills**

- Microsoft Office – Word, Excel, PowerPoint
- Social Media Platforms – Facebook, Instagram, Twitter
- Internet, Email, Google Applications & MiStar

“*Education is the most powerful weapon, which you can use to change the world.*”

* Nelson Mandela
**Education:**

- **September, 1999**
  - Wayne State University
  - Admitted into the Doctoral Program
  - Educational Leadership & Policy Studies

- **December, 1978**
  - University of Michigan School of Education
  - Administration & Supervision, MA

- **August, 1972**
  - Eastern Michigan University, Ypsilanti, MI
  - Major: Social Studies
  - Minor: English
  - BS

- **June, 1967**
  - Cass Technical High School
  - High School Diploma

**Administrative Experience:**

- **September, 1981 – June, 1982**
  - Administrative Intern, Barber Middle School
    - School District of Highland Park

- **March, 1992 – June, 1992**
  - Acting Assistant Principal, Ferris Elem. School
    - School District of Highland Park

- **September, 1992 – February, 1993**
  - Assistant Principal, Ferris Elementary School
    - School District of Highland Park

- **February, 1993 – March, 2001**
  - Assistant Superintendent for Human Resources and Labor Relations – Facilities and Maintenance
    - School District of Highland Park
    - Highland Park Community College

- **March, 2001 – June 30, 2002**
  - Interim Superintendent
    - School District of Highland Park

- **July 1, 2002 – June 30, 2003**
  - General Superintendent
    - School District of Highland Park
Administrative Experience Continued:

November 3, 2003 - August, 2004  
Curriculum Leader, Social Studies  
Beaubien Middle School  
Detroit Public Schools

August, 2004 - December, 2004  
Assistant Principal  
Parker Elementary School  
Detroit Public Schools

December, 2004 - June, 2005  
Assistant Principal  
Drew Middle School  
Detroit Public Schools

July, 2005 - 2009  
Principal  
Ronald McNair Middle School

August, 2009 - July, 2010  
Principal  
Finney High School

Teaching Experience:

September, 1972 - September, 1991  
Teacher for the School District of Highland Park

September, 1987 - June, 1988  
Teacher for Davenport University, Learning Lab  
Part time position

September, 1991 - March, 1992  
Parent-Student Advocate - Liberty Elem. School  
School District of Highland Park

Other Related Experience:

1990 - 1992  
Vice President Elect/Grievance Chairperson  
Highland Park Federation of Teachers  
School District of Highland Park

January, 1987 - June, 1987  
Completion of 24 hours of leadership training  
addressing the qualitative and practical dimensions of leadership.

Aspiring Administrators Seminar  
Wayne County Intermediate School District
**Other Related Experience Continued:**

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<tr>
<th>Date</th>
<th>Organization/Role</th>
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| November, 1983 – February, 1984 | Computer Literacy Project  
School District of Highland Park |
Highland Park Federation of Teachers – Local 684      |
| December, 2011           | Michigan Department of Education  
Coaching 101 Foundations Training  
Michigan State University       |
| July, 2010 – Present     | Board Member                                         
Empowerment Zone Coalition     |
| June, 2012 – Present     | Vice-President                                         
Highland Park Men’s Forum      |

**Graduate Level Courses taken relating to Human Resources**

- Human Resource Management  
  Marygrove College
- Contracts and Labor Relations  
  Marygrove College
- Dispute Resolutions – Negotiations  
  Theory and Practice  
  Wayne State University
- Labor Relations Law  
  Wayne State University
My desire is to secure and maintain a responsible career to fully utilize my training and skills, while making a significant contribution to the success of the organization.

PROFESSIONAL EXPERIENCE

JUNE 1995 TO PRESENT
MANAGEMENT ANALYST, SOCIAL SECURITY ADMINISTRATION
Conducts analysis, reviews, studies and surveys for operating methods. Participates in regional and hearing office reviews to evaluate hearing office workload management and processing procedures. Analyze new initiatives and their effect on production goals for hearing offices. Reviews workload report and identify areas of concern to make formal recommendation to executive management. Review audit and investigative reports submitted to the Regional Chief Judge.

EDUCATION

APRIL 1995
BA BUSINESS ADMINISTRATION, LANE COLLEGE, JACKSON, TENNESSEE

JUNE 1991
HIGH SCHOOL DIPLOMA, JACKSON CENTRAL MERRY HIGH SCHOOL, JACKSON, TENNESSEE

SKILLS

- Effective Communication
- Leadership
- Adaptability
- Self-Motivation
- Ability to work under pressure
- Time Management

ACTIVITIES

I am owner of Starlight Designs/Event Planning and DivaScript Customized Pens. I have been an entrepreneur for over 10 years.
OBJECTIVE: Obtain a challenging position utilizing my exceptional customer service, supervisory and organizational skills which include:

- Managing multiple people while maintaining a work load.
- Specialized training in supervision, team building and building client relationships.
- Exceptional work ethics.

EMPLOYMENT

2001-Present

UNIT LEADER HOST BLUECARD PROCESSING & PLAN TO PLAN UNIT
BLUE CROSS BLUE SHIELD OF MICHIGAN

- Supervise staff of up to 30 people and Subject Matter Expert for other areas of the department.
- Analyze incoming calls and resolve unpaid claim issues for affiliated Blue Cross Blue Shield companies Nation Wide.
- Research, document and resolve complexed employee benefit and claims inquiry.
- Provide concise quality customer service in a professional manner.
- Review medical codes, enter and retrieve data using various related software applications.
- Maintain confidential records for all clients.
- Elected Vice President Amalgamated UAW Local 1781 Southfield, MI. June 2016.

1998-2001

BRANCH OPERATIONS MANAGER
NATIONAL CITY BANK (Presently known as PNC Bank)

- Ensured compliance of audit requirements within the branch
- Prepared and administer annual performance evaluations
- Maintained and monitored adequate staffing levels within the branch
- Provided coaching and guidance to staff members

1988-1998

CUSTOMER SERVICE REPRESENTATIVE
FIRST OF AMERICA BANK (Presently known as PNC BANK)

- Resolved customer problems and complaints of varying scope and complexity
- Open personal and business accounts, and dispersed loan funds
- Prepared loan and mortgage paperwork for underwriting review
- Supervised twelve-member teller staff, maintained set cash limits, and ensured compliance of auditing procedures.
- Part-time teller 04/88 through 02/89.

EDUCATION

Wayne County Community College, Taylor, Michigan

Kaplan University, Chicago, Illinois
- Major: Bachelor of Science, Management. Currently attending.

Lawrence Technological University, Southfield, Michigan
- Attended from 08/84 through 06/87

References provided upon request
SUMMARY OF QUALIFICATIONS

Rohahle and adaptable professional with an agreeable disposition and a strong work ethic. Demonstrated capacity to provide comprehensive administrative support and proven track record of accurately maintaining detailed records, generating reports, coordinating meeting and multitasking within fast-paced environments in management positions.

WORK EXPERIENCE

2018-Present **SCHEDULER**

Handle all install schedules for roofing, windows, siding, and gutter installs for the West (Denver, Des Moines, Sioux Falls, Omaha, and Salt Lake City) as well as Detroit and Kalamazoo in the East. I am the mediator between the installer and the customer for available dates or reschedules. Emails and voicemails are handled by the concerning these particular divisions as well.

**MANAGER**

At Home, Dearborn MI

Handle all merchandising, inventory control, ordering, cash control, and maintenance. Oversee store opening and closing procedures. Direct sales floor activities, assist customers and address customer concerns. Input data to prepare daily sales reports and regularly use weekly and monthly data to develop sales and promotional strategies. Hire, train, and coordinate staff members.

**STORE MANAGER**

Cinnabon, Troy MI

Hired and trained a group of 10 people in the sales team to meet the need for new staff at the newly set up Hudson outlet. Managed store operations by ensuring exceptional performance and excellent customer services. Assisted customers in all aspects of store services including handling complaints and inquiries. Trained and supervised employees to maximize sales and minimize complaints.

**LEAD MACHINE OPERATOR**

Technicolor, Detroit MI

Operated machinery safely and ensured the functionality and availability of equipment. Monitored machinery for potential malfunctions and completed projections on.

ADDITIONAL EXPERIENCE

- **Hope Academy, Parents Roar Volunteer**

Serving as a mentor as well as working as a role model for the students. Providing necessary information to the students regarding education and other social projects. Developing leadership and other qualities in students by coaching them.

CORE COMPETENCIES

- Results driven approach
- Accurate data entry and analysis
- Able to type over 60WPM
- Good organizational skills and the ability to multitask
- Ability to operate forklift
- Familiar with production and machine operation environments
COURTNEY WISE RANDOLPH

Community-engaged, creatively-inclined nonprofit professional with success record in project management, relationship building and maintenance, event planning, and fundraising. Freelance writer for NYU/New Vision in Business Magazine and others.

TECHNICAL SKILLS
- Salesforce
- WordPress and Squarespace
- Social Media Brand Management
- Microsoft Office Suite
- Google Drive Suite

COMMUNITY AFFILIATIONS
- Write A House Advisory Board
- Impact 100 Metro Detroit
- National Association of Black Journalists
- Winning Futures Mentor
- City Year Detroit Alumna
- Hospice of Michigan Volunteer

EDUCATION
- Wayne State University, 2011
  B.A., Sociology & Africana Studies
- Spence Howard School of Media Arts, 2015
  Graphic Design Certificate
- Howard University, 2002-2006
  English & Theater Arts coursework

PROFESSIONAL EXPERIENCES

826michigan, Ann Arbor, MI/Ypsilanti, MI/Detroit, MI
COMMUNITY ENGAGEMENT MANAGER
- Initiate and manage new and existing community partnerships with local public school districts, universities, nonprofits, and for-profit organizations.
- Lead Asset-Based Language Working Group, a cohort of staff who develop narrative storytelling language around the 826michigan brand that emphasizes students' strengths and brilliance, rather than deficit-based language emphasizing challenges they may face.
- Plan and administer 826michigan's peer-to-peer events, engaging 100+ people in fundraising efforts and raising a combined $28,000 over three years.
- Organize and maintain a list of relevant media publications and contacts across Washtenaw and Wayne counties that reach 826michigan's key audiences (donors, educators, parents, community-driven artists, volunteers)
- Initiate and administer corporate volunteer partnerships (i.e., ITHAKA, General Motors, Warby Parker, Starbucks, etc).
- Oversee academic service learning partnerships at colleges and universities in Ann Arbor, Ypsilanti, and Detroit.
- Authorize and coordinate community-affiliated programming in 826michigan's buildings in Ann Arbor and Detroit in collaboration with local nonprofits, schools, and community leaders to benefit the neighborhoods in which we reside.
- Manage 826michigan's Volunteer Coordinator and Community Outreach AmeriCorps member(s) to sustain volunteer corps of 500+ caring adults who serve 3,200 students annually.
- Craft language for fundraising campaigns with the Executive Director and Development Director.
- Write grant narratives as needed.

COMMUNICATIONS COORDINATOR
- Directed 826michigan's communications to an audience of 9,200, including but not limited to: organizational website, blog, social media, and press releases.
- Managed and updated select portions of the 826michigan website (press, giving, Supporter of the Month, ad hoc pages)
- Crafted short- and long-term media strategies with Executive Director and Development Director.
- Collaborated with 826michigan staff in Detroit and Washtenaw County to ensure programs and communications consistency.
- Wrote organizational grants as needed; $200,000 in approved submissions while supporting grant-writing team.
- Led 826michigan's annual peer-to-peer fundraising event; exceeded 2015 fundraising goal by 100%+; met 2016 and 2017 expectations.
- Michigan representative on 826 National Idea Group; segment of national network responsible for addressing matters of diversity, equity, and inclusion.
- Contributing writer on the 826 National Inclusivity Statement which was adopted in 2014.

PROGRAM MANAGER AND VOLUNTEER COORDINATOR
- Launched and fulfilled community partner recruitment strategy for 826michigan's Detroit-based programs for 18 months.
- Trained incoming volunteers on 826michigan's writing methods and how to engage powerfully with students.
- Managed 826michigan's Detroit-based volunteer corps of 30 and team of 2 interns to employ powerful service.
- Connected 400+ Detroit students with free creative writing programs in 6 Detroit schools and 4 community agencies.
Detroit Title and Escrow, Detroit, MI
SOCIAL MEDIA, GRAPHIC DESIGN, & MARKETING COORDINATOR
* Created total redesign of logo for Title Pros, LLC.
* Design and place media ads for Title Pros, LLC.
* Write content and build website for Title Pros, LLC.
* Write content and build website for Detroit Title and Escrow.
* Initiate, organize, and manage social media pages for Detroit Title and Escrow.
* Produce marketing presentations used at Detroit Title and Escrow title insurance and home-buying seminars.
* Interpret completed title searches to draft official title policies for Detroit Title and Escrow.

Wayne State University Center for Urban Studies, Detroit, MI
RESEARCH ASSISTANT
* Conduct focus groups with local citizens and one-on-one interviews with realtors, fair housing agency leaders, social service workers, and property managers throughout the City of Detroit.
* Transcript and code focus group and interview results for research study.
* Survey parents and recently graduated public school students via telephone on their experiences navigating special education in public school districts across the State of Michigan.
* Code special education survey results in CUS database.
* Write literature reviews on business incubators in urban areas.

Forgotten Harvest, Oak Park, MI
AGENCY COMPLIANCE COORDINATOR
* Initiated and fulfilled project to bring Forgotten Harvest into compliance with a City of Detroit Block Grant.
* Coordinated annual agency conference, hosting 85 agencies and their food program leadership.
* Standardized grant compliance procedures for City of Detroit Block Grant and Temporary Emergency Food Assistance Program (TEFAP).
* Administered on-site partner agency inspections ensuring adherence to food safety guidelines.
  * Nominated by Forgotten Harvest’s Senior Director of Public Policy, a Leadership Detroit alum.
  * Appointed to Agency Quality Task Force, strategizing ways to improve customer relations, food quality, and warehouse operations with a team of 6 for 100+ partner agencies.

Teach For America, New York, NY/Redford, MI
CORPS MEMBER/SELF-CONTAINED ELEMENTARY EDUCATOR
* Selected from approximately 40,000 applicants nationwide to join national teacher corps of recent college graduates and professionals.
* Participated in intensive summer training program to develop the skills and knowledge needed to achieve significant gains in student achievement. Simultaneously taught in summer school program run by Teach For America for students in Bronx Lighthouse Academy in New York City under the supervision of a faculty of experienced teachers.
* Engaged in professional development activities, including seminars, discussion groups, workshops, individual and group reflections, readings, and ‘learning teams’ specific to my teaching license area.
* Taught self-contained 3rd grade class at Washington-Parks Academy in Redford Charter Township, MI.

The Heidelberg Project, Detroit, MI
ART, COMMUNITY, AND ENVIRONMENTAL EDUCATION (ACE2) PROGRAM COORDINATOR
* Recruited 2 Detroit public and charter schools for ACE2 participation.
* Taught 150 3rd grade students Heidelberg specific art curriculum for 10 weeks.
* Organized and curated the first ACE2 Art Exhibition at the Virgil Carr Center in downtown Detroit.
* Led on-site tours of groups as small as 5 and as large as 50 in the Heidelberg Project’s outdoor art environment as a docent.
* Executed volunteer service for two years prior to joining staff.
Professional Profile

Educator, staff developer and instructional leader committed to transforming education to meet the needs of a rapidly changing and diverse society. A proven innovator with a history of developing successful programs that develop teachers, reach at-risk students and create collaborative work environments.

Education

B. A., June, 1972: Wittenberg University, Springfield, Ohio
Major: Psychology GPA: 2.9

M.A., August, 1974: Western Michigan University
Major: Counseling and Student Personnel GPA: 3.8

Major: Educational Leadership GPA: 3.98

Dissertation topic: A case study of one principal’s approach to the transition from a junior high school to a middle school in an affluent suburban community

Teaching Certificate: Michigan Secondary Certificate in Psychology with Counseling endorsement (K-12)

Certified by the State of Michigan as a Secondary Administrator, Fall, 1995

Certified by the State of Michigan as a Licensed Professional Counselor, 1991 ongoing and current until 2018

Certified by the State of Michigan as a Master Social Worker (M.S.W.), April, 1986 ongoing and current until 2018

Nationally certified trainer for Breaking Ranks in the Middle, NASSP, January, 2007.


Other training: A list of additional training attended in the last 10 years is available.
Professional Experience

January, 2018 to present, Ann Arbor, MI
• Private counselor for individuals and couples.

October, 2014 to January, 2018
Leadership coach, Institute for Excellence in Education, Mt. Pleasant, MI
• Provided coaching and professional development to school administration as assigned; worked with staff as needed to improve instruction and grow; helped develop internal leaders to sustain improvement over time; coached as a part of the I3 grant.

June 2013 to September, 2015
Program Director, Teacher Preparation Program, Baker College, Jackson
• Oversee the teacher preparation program including hiring and supervising instructors, scheduling and advising students, revising curricula, and teaching classes.

September 2009 to June, 2014
Director, Michigan State Schools to Watch program
• Oversees the Schools to Watch program for the State of Michigan including providing training, organizing visitations for prospective schools, and chairing the executive committee.
• Member of the National Forum to Accelerate Middle Grades Reform and as such provides a liaison with the state’s Schools to Watch program with the national initiative.

April, 2008 to September, 2014 (continuing in private practice)
Therapist, Still Waters Counseling, Saline
• Provide individual and family counseling for clients of all ages. Specializing in adolescents, substance abuse, and marriage and family issues.

September 2008 to June, 2013
Teacher Education Faculty, Baker College, Jackson
• Teach teacher education classes including: Introduction to Education, Behavior Management in the Classroom, Theories and Techniques of Instruction, and seminars for educational leaders in the area.
• Supervise student teachers at the secondary level.

September, 1990 to present: Cooper, McCoy & Associates, Ann Arbor, MI
Consultant and Trainer
• Provided workshops and consultation to schools and businesses in the areas of communication, conflict resolution, substance abuse, and working with at-risk students (schools).
• Provided parenting workshops to schools, communities, and churches
February, 2008 to September, 2012
Leadership Coach, Central Michigan University
• Provided coaching and professional development to secondary schools, primarily middle level in the southeast Michigan and northwest Ohio areas.

February, 2008 to July, 2008
Director, Secondary Student Services, Saline Area Schools
• Developed summer program for at-risk students entering high school and middle school
• Organized and facilitated the MAMSE conference held in Saline
• Worked on a plan to develop a laboratory school for Saline

January, 2001 to February, 2008: Saline Area Schools, Saline, MI:
Principal, Saline Middle School
• Led the school's efforts culminating in being recognized as a School to Watch by the National Forum to Accelerate Middle Grades Reform in May, 2005.
• Designed and initiated training for staff
• Initiated a program to meet with all students
• Revised hiring process
• Served as mentor to assistant principal
• Helped revise the district's Student Assistance Policy
• Revised teacher evaluation process with assistance from assistant principal
• Revised school improvement process
• Delivered parenting programs
• Initiated programs for at-risk students

June, 1997 to January, 2001: Saline Area Schools, Saline, MI
Assistant Principal, Saline Middle School
• Handled discipline for 800 students, grades 7-8
• Supervised/evaluated teachers
• Developed team maintenance program
• Developed an after school program for at-risk students
• Developed a summer program for at-risk students
• Revised code of conduct
• Developed a student recognition program
• Developed and trained students to run video announcements
• Trained student conflict managers
• Developed and presented a program to address harassment to all students in the school
• Delivered parenting programs
• Initiated and facilitated a Safety and Climate Committee.
• Chaired the Technology Committee
• Assisted in monitoring the NCA process

August, 1995 to June, 1997: Plymouth-Canton Schools, Plymouth, MI
Assistant Principal, Central Middle School
• Handled discipline for 800 students, grades 6-8
• Supervised/evaluated teachers
• Initiated and facilitated Challenge Group for discipline referrals
• Initiated and supervised the ACCEL program for students failing academically
• Initiated a Discipline Advisory Committee
• Initiated a Reflective Group for teachers to reflect on teaching practice
• Supervised the Special Education Department
• Chaired the Technology Committee
• Initiated and developed the Dignity and Respect Service Club for students

August, 1992 – June, 1995: Plymouth-Canton Schools, Plymouth, MI
Counselor, West Middle School
• Provided counseling individually and in groups
• Worked as a team with the other counselor facilitating groups and planning activities
• Initiated peer mediation program
• Initiated Dignity and Respect program
• Trained peer mediators and Dignity and Respect student facilitators
• Provided parent workshops
• Coordinated substance abuse programs district-wide

July, 1986 to November, 1994: Cooper, McCoy & Associates, Inc. and Human Dynamics Corporation, Canton, MI
Partner: Counselor, Consultant and Trainer
• Provided consultation and training to businesses, schools and communities in areas of Student Assistance Programs, at-risk youth, conflict resolution, parenting and family development and substance abuse
• Provided counseling to adolescents and adults, individually and in groups
• Delivered the Earnie Larsen Stage II Recovery program

September, 1974 to June, 1990: Plymouth-Canton Schools, Plymouth, MI.
• Coordinated alternative education programs at the middle schools and high schools; co-taught classes for struggling students.
• Did personal and crisis counseling
• Supervised and consulted with alternative programs' staff regarding student and program issues
• Chaired District Substance Abuse Steering Committee from 1984-1988
• Ran drug awareness, children of alcoholics, and stress groups at the middle and high schools
• Revised policies and developed programs for drug offenders at the middle and high schools
• Chaired high school Substance Abuse Intervention Committee from 1982/83 through 1983/84 school years; consulted with elementary and middle school committees
• Presented several school in-services and community presentations aimed at helping parents and teachers identify youth in trouble with drugs and/or alcohol
• Co-wrote a proposal funded by the Office of Juvenile Justice and Delinquency Prevention lasting three years, and worked as a team in managing and developing programs ($600,000)

*Student Service Center Counselor/Teacher; Plymouth-Canton High School, 1975-1980.*
• Team-taught class to troubled adolescents
• Did personal, crisis and family counseling
• Initiated out-of-school alternative program for troublesome adolescents in collaboration with a community organization
• Participated in ongoing program revision and development

*Counselor; Plymouth-Canton High School, 1974-1977.*
• Personal counseling and crisis intervention, evening outreach programs
• Initiated team counseling concept
• Secured a state grant to operate a peer listening center
• Did college and career counseling

**Other Employment**


*July 1976 to September, 1982: Voluntary Work Detail Supervisor; Assistant Chief Probation Officer, 35th District Court, Plymouth, MI.*

**Volunteering**

*October, 2017-present: Washtenaw County MOMS Demand Action for Gun Sense in America, events lead August, 2018 to present.*

*October, 2018 – present: Certified Lay Leader, United Methodist Church.*

I've also consulted with The New High School, a charter school in Plymouth, helping them develop a strategic plan.
Publications

*The Student Service Center,* a monograph for the Michigan Association of Humanistic Education and Development; February, 1978.

*The Road Home,* an audiotape for parents of chemically dependent youth (co-authored with Rick McCoy); December, 1990.


*Valuing parents and making them allies,* article for the Middle Matters website for NAESP, March, 2008.


Presentations/Training

I have provided numerous workshops and training sessions to school districts, courts, alternative programs, businesses and community groups in the areas of:

- “Physics and the throw-away kid,” (MAMSE 2015, 2016)
- “Ch-ch-ch-changes,” (MAMSE, 2016)
- “What if we did what made sense:” (MAMSE, 2015)
- Supplemental training for Western Middle School, Parma, MI to help in the implementation of Nurtured Hearts, Fall, 2012– (not a certified Nurtured Hearts trainer.)
- Parenting seminars for Saline Area Schools
- “Middle School Leadership Seminars,” a series of 6 seminars presented at the Washtenaw Intermediate School District by the Center for Excellence in Education. I was a co-leader of these seminars.
- “Designing Interventions for Struggling Students,” presentation at the MASSP Assistant Principal’s conference, and at the NMSA conference in Indianapolis in November, 2009.
- “Developing a Learning Classroom,” presentation at the MASSP Assistant Principal’s conference and the MAMSE annual conference in March, 2010,

- "Designing Interventions for Struggling Students," presentation for the National Schools to Watch conference, Washington, D.C.
- "Helping Struggling Students at the Middle School," webinar, MASSP, 2009.
- "Plugging the holes and letting them soar: Creating social equity through responsive education" (MASSP, 2008; Schools to Watch national conference, 2008)
- "Making Parents Our Allies" (NMSA, 2008, 2007)
- "Alternatives to Retention" (MASSP, 2007; Schools to Watch national conference, 2007)
- "Breaking Ranks in the Middle" (MASSP, Summer 2007; Training for trainers, Lansing, July, 2007).
- "Building Leaders Build Leaders Because Principals Change But Principles Don’t" (Nuts and Bolts, 2003-2004)
- "Changing School Culture: It Simply Can’t Happen or It Can’t Happen Simply" (Nuts and Bolts, 2003-2004)
- "Leadership Tools for Middle School Administrators" (NMSA, 2004)
- "Teaching Parents What They Need to Know" (NASSP, 2005), (Nuts and Bolts Symposium, 2000-2004)
- "Student-led Conferences" (Northern Exposure, 2003-2004)
- "How to Help the Kid Who Drives You Crazy" (Nuts and Bolts, 2002-04)
- Team-building for middle schools
- Facilitating interdisciplinary instruction
- Identifying and responding to gangs
- Signs and symptoms of chemical dependence in youth
- Chemical dependence in the workplace ("Whose Business Is It?")
- Conflict resolution
- Building a healthy building climate
- Children of chronically stressed families
- Responding to at-risk youth
- A parent series entitled "How to Keep Being a Parent When Your Child Stops Being a Child."
- A family development series entitled "Growing Parents, Growing Kids."
- Dynamics of spouse abuse
- Dynamics of sexual abuse

**Consultation Experience**

I have consulted with the following school districts or schools within these districts.

- Grant Middle School, Grant, MI
• Versailles Schools, Versailles, Ohio
• Saginaw Township schools, Saginaw, MI
• Chippewa Valley Schools, Chippewa Valley School District, MI
• Airport Schools, Carleton, MI
• Trenton Schools, Trenton, MI
• Central Academy, Toledo, OH
• Dexter Community Schools, Dexter, MI
• Plymouth-Canton Community Schools, Plymouth, MI
• Harper Woods Schools, Harper Woods, MI
• Grosse Pointe Schools, Grosse Pointe, MI
• Adrian Public Schools, Adrian, MI
• Howell Public Schools, Howell, MI
• Forest Hills Schools, Cincinnati, OH
• St. John Neumann Middle School, Oshkosh, WI
• Dearborn Public Schools, Dearborn, MI
• Manchester Community Schools, Manchester, MI
• Centerline Schools, Warren, MI
• Swartz Creek Schools, Swartz Creek, MI
• Southfield Public Schools, Southfield, MI
• Coloma Middle School, Coloma, MI
• Plainwell Middle School, Plainwell, MI

I have provided consultation and/or training to these other organizations:

• Lay Leader training, United Methodist Church, Adrian, MI
• Hope Lutheran Church, Dearborn, MI
• Manchester United Methodist Church, Manchester, MI
• McNamee, Porter and Seeley, Ann Arbor, MI
• First Baptist Church, Ann Arbor, MI

**Professional Leadership and Service Organizations**

• Michigan Association of Middle School Educators, Board member (2008-2014)
• Association of Middle Level Educators
• American Counseling Association
• Association of Teacher Educators
• Michigan Association of Teacher Educators, Board member
• Association for Supervision and Curriculum Development
• National Forum to Accelerate Middle Grades Reform, 2007-2018
• Board member, Ron Harrison Foundation, Ann Arbor, MI
References:

Dr. Betty Garner, author and educational consultant, President of Aesthetic of Lifelong Learning, Inc., (253) 514-8222
Mr. Blaine Goodrich, retired Dean, Education and Human Services, Baker College, Jackson, MI (517) 206-9630.
Dr. Patty Kaufman, President, Baker College, Clinton Twp., MI (517) 789-6123.
Mary Alice Krajenta, Schools to Watch director, Institute for Excellence in Education, (989) 317-3510
Mr. Jason Riggs, Principal, Waterford Mott High School. (313) 418-1025.
Mr. Mark Schuby, Student Assistance Coordinator, Saline Area Schools, (734) 429-8047.
Ms. Jami Bronson, Principal, Dexter Mill Creek Middle School, Dexter, MI
Dr. Ron Williamson, Associate Professor, Eastern Michigan University, (734) 487-0255.
Rev. Larry Wik, Lake Orion United Methodist Church, (734) 735-1334.
Dr. Smita Nagpal, owner and therapist at Still Waters Counseling, (734) 944-3446.
Dr. Brian Pearson, owner and therapist at Still Waters Counseling, (734) 944-3446.
Mrs. Deborah Heilman, Parent, (734) 944-2848
Mrs. Diana Watches, Parent, (734) 429-5224
PROFESSIONAL HISTORY:
Plymouth Canton Community Schools
1990 - 2000
Classroom teacher for grades kindergarten through third
2001-2003
Reading Recovery trained teacher
2004-present
Literacy Interventionist

EDUCATION:
Albion College, Albion, MI; Bachelor of Arts 1989
Bank Street College of Education, NYC; Master of Science Elementary Education 1990

AWARDS:
Extra Miler Award – given to outstanding teachers who go the ‘extra mile’; 1999

EXPERIENCE:
• Member of Science Committee; Hoben Elementary; 1991
• Participated in American Association of University Women plays; 1991-1997
• Created Family Ministry Committee for Zion Lutheran Ann Arbor; 2004
• Created Prayer Team; Zion Lutheran Ann Arbor; 2009
• Member of Call Committee for Head Pastor; Zion Lutheran Ann Arbor; 2012
• Member of Interview Committee for Literacy Coach PCCS; 2017
• Member of Achievement Team at Bentley Elementary; 2017 - present
• Member of Emergency Response Team at Bentley Elementary; 2018-present
• Member of Leadership Team at Bentley Elementary; 2018-present
RECOMMENDATION

NEW ACADEMIC PROGRAM: QUANTITATIVE ECONOMICS, BACHELOR OF SCIENCE

ACTION REQUESTED

It is recommended that the Board of Regents approve a New Academic Program: Quantitative Economics (Bachelor of Science).

STAFF SUMMARY

The Bachelor of Science in Quantitative Economics prepares students to pursue career opportunities in business, government and the non-profit sector. More quantitatively oriented than the BA in Economics, the program is designed to prepare students for jobs requiring data analysis skills or graduate programs in economics.

PROPOSAL ELEMENTS

Rationale

1) The economics discipline is becoming increasingly more empirical. Econometrics has become more popular over the past few decades in undergraduate education due to the demand from employers and graduate school preparation.

2) At many institutions, economics is being reclassified as a STEM major as a way of both satisfying increasing demand for quantitative skills and providing more favorable post-graduation employment opportunities for international students. The proposed degree program meets the standard for STEM classification and could serve as a recruiting and retention tool for international students.

3) The proposed major allows the Economics Department to provide more training in the quantitative methods, which are increasingly popular in the discipline and expected by potential employers. Government and corporations have collected countless data and now demand graduates with a skill set which allows them to extract information from these data. This program is designed to prepare students with the skills necessary to model and understand data to make informed decisions.
Program Distinction

The program differs from other bachelor's degree programs in economics, in that it combines economic theory with a solid foundation in mathematics and statistics that prepare students for careers in quantitative fields in high demand industries.

Another distinguishing feature of this program is that it is classified as STEM. The STEM designation allows for unique opportunities for students in the major to apply for private and public STEM-specific fellowships, grants, and scholarships. This STEM program provides a competitive advantage that is especially attractive to international students.

The mathematical and econometrics foundation given in this program allows it to serve as a gateway program to masters and Ph.D. programs.

Curriculum Design

The major requires 34 credit hours of coursework which develops a student's skills in collecting and analyzing data and conducting statistical analysis. Students are also required to write empirical papers that communicate the results from the statistical analysis. Students will learn how to ask and answer thought-provoking and relevant research questions. Students will also develop hypotheses and use empirical methods to refute or confirm the research hypotheses. Furthermore, the program will prepare students for an economy that is becoming increasingly focused on STEM orientated skills.

Projected Enrollment

We project initial enrollments in this program to be approximately 10-15 students. While some students may decide to switch from the BA in Economics to the BS in Quantitative Economics, others may choose to double major to complement their current major. For instance, Math or Stats majors may wish to supplement their primary major with a robust curriculum in economics, thereby expanding their marketability. Moreover, students wanting to pursue graduate studies in economics (or other related graduate programs) will consider this program.

After three years, we expect this program to attract approximately 20% more students once students learn about the benefits of this program for enhancing student marketability and career choices.

FISCAL IMPLICATIONS

The current Academic Affairs budget will absorb program costs.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

Rhonda Longworth, Ph.D.

Date 10/4/19
Quantitative Economics [BS]

[New Program] The effective date will be determined following consideration by the Academic Officers Committee, Michigan Association of State Universities and the Eastern Michigan University Board of Regents.

The Bachelor of Science in Quantitative Economics prepares students to pursue career opportunities in business, government, and the non-profit sector. Students also receive an excellent foundation for success in law school, Master degree programs in business administration (MBA), and graduate study in economics and other related areas. The Bachelor of Science in Economics is more quantitatively oriented than the Bachelor of Arts in Economics and is more appropriate for students interested in jobs requiring data analysis skills or graduate studies in economics.

Learn

Economics is divided into two primary, interrelated sub-disciplines: Microeconomics and Macroeconomics. Microeconomics studies how people, businesses, and government agencies use the scarce resources available to them (such as time, money, land, etc.) to achieve their objectives (such as earning income, making a profit, etc.) This involves the allocation of those resources among their different uses. Businesses and people make microeconomic decisions as they produce, sell and buy, and use the goods and services that people want or need. Macroeconomics studies the processes that determine the overall size of the economy, the factors that cause the economy to grow or shrink over time, and related problems like unemployment and inflation.

Opportunities

Students are encouraged to become involved in the Economics Club, a student-run organization that meets regularly to organize applications outside the classroom. Promising students are invited to join the Fed Challenge team, a student-team competition that competes with teams from other universities in a mock Federal Open Market Committee meeting. Students also have the opportunity to become members of Omicron Delta Epsilon, the national economics honor society.

Students may also choose to pursue an Economics [BA] in the College of Arts and Sciences or an Economics [BBA] in the College of Business.

This is a designated STEM (science, technology, engineering, and math) program.

Department Information

Economics | James Saunoris, Ph.D., Department Head | 703 Pray-Harrold, 734.487.3395, jsaunoris@emich.edu

Advisor Information

Christopher Elias, Ph.D., Associate Professor, 703 Pray-Harrold, 734.487.3395, celias@emich.edu

General Education Requirements:

For specific requirements, see General Education or print a worksheet.

Major Requirements: 34 hours
Mathematics Requirements: 4 hours

- MATH 120 - Calculus I [GEQR] 4 hrs

Required Courses: 18 hours

Each of the following required courses must be completed with a minimum grade of C- (C required for transfer courses).

- ECON 201 - Principles of Macroeconomics [GEKS or GEQR] 3 hrs
- ECON 202 - Principles of Microeconomics [GEKS] 3 hrs
- ECON 310 - Economic Statistics 3 hrs
- ECON 411 - Intermediate Macroeconomic Analysis 3 hrs
- ECON 412 - Intermediate Microeconomic Analysis 3 hrs
- ECON 415 - Introduction to Econometrics 3 hrs

Restricted Elective Courses: 12 hours

Students are to complete four “ECON” courses at the 300-level or above. At a minimum, two of these courses must be from the following.

- ECON 416 - Time Series Analysis 3 hrs
- ECON 445W - Economic Fluctuations and Forecasting [GEWI] 3 hrs
- ECON 455W - Cost-Benefit Analysis [GEWI] 3 hrs

Minor Requirement:

This major requires a minor. Please see Programs for a list of available minors or contact your major advisor.

Program Total:

Students must earn a minimum total of 124 credits at the 100-level or above.

Critical Graduation Information

The following are minimum requirements for all bachelor's degrees awarded by Eastern Michigan University. Some majors and minors require more than the minimum in one or more of the areas below; students are urged to consult the online catalog for the requirements of their particular programs.

- Earn a minimum total of 124 credits at the 100-level and above. Courses with numbers below 100 will not be counted toward this degree requirement. At most 8 credit hours of physical education (PEGN) activity courses will be counted toward this requirement.
- Meet the requirements of the General Education program (see information below).
- Complete a Writing Intensive (GEWI) Course in your major.
- Earn a minimum of 60 credits from a four-year college or university; courses taken at community colleges cannot be used to meet this requirement. (Some formal program-to-program articulation agreements modify this requirement. See specific agreements for details.)
- Earn a minimum of 30 credits from courses taken at EMU.
- Complete 10 of the last 30 hours for the degree from courses taken at EMU.
- Have a minimum of 30 unique credit hours in their major and 20 unique credit hours in their minor for a total of at least 50 unique credit hours between them. Some majors that require 50 or more hours themselves do not require a minor; students should check requirements of the selected major in the undergraduate catalog to see if a minor is required.
- Earn no more than 60 credit hours in one subject area (prefix). Credits in excess of the 60 maximum will not be counted toward the minimum of 124 credits required for a bachelor’s degree.
• Earn the minimum number of credits in 300-level and above courses in each major and minor as specified below - these credits must be earned in distinct courses; that is, no course can be used to fulfill this requirement in more than one major or minor.
  • Earn a minimum of 6 credits in 300-level or higher courses at EMU in each minor
  • Earn a minimum of 9 credits in 300-level or higher courses at EMU in each major that requires a minor.
  • Earn a minimum of 15 credits in 300-level or higher courses at EMU in each major that does not require a minor
• Transfer credit will be awarded for courses taken at colleges and universities that are accredited by one of the recognized regional accrediting bodies only if the courses are college-level (equated to 100-level or above at EMU) and the student earned a "C" (or 2.0 on a 4 point scale) or better. Transfer credit may be awarded on a case-by-case basis for college-level courses in which a "C" (2.0) or better was earned at institutions outside the U.S. or at non-accredited U.S. institutions; individual departments/schools conduct the internal review of such courses within EMU, and additional documentation may be required. Please note: EMU awards only credit for transferred courses; grades are not used in the calculation of an EMU GPA.
• Earn a minimum cumulative GPA of 2.0 in courses taken at EMU in order to graduate. In addition, a minimum cumulative GPA of 2.0 must be reached in each major and minor. Only courses taken at EMU and those applied to a student's major or minor will be used in the calculation of their major and minor cumulative GPAs. (Note: some programs may require a higher GPA - check with your program advisor.)

General Education Requirements EMU's General Education Program requires students to choose from a menu of approved courses in several different areas; do not assume that other courses in the same department or with similar names will fulfill these requirements. A detailed description of General Education requirements is available in the General Education section of the catalog.

Students who transferred to EMU may have modified general education requirements based on Michigan Transfer Agreement (MTA) or articulation agreements; consult your academic advisor for additional information.
RECOMMENDATION

COMMENCEMENT SPEAKER AND HONORARY DEGREE RECIPIENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve Senator Gary Peters as Commencement Speaker at the December 15, 2019 commencement ceremony. In addition, it is recommended that the Board award an honorary Doctor of Public Service degree to Senator Peters.

It is recommended that the Board of Regents award an honorary Doctor of Commercial Science degree to Mr. Jack Roush at the December 15, 2019 commencement ceremony.

STAFF SUMMARY

Biographies for Senator Peters and Mr. Roush follow.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer
Rhonda Longworth, Ph.D.

Date
Elected in 2014, Senator Gary Peters is honored to represent the State of Michigan in the U.S. Senate. Throughout his career in public service, Peters has been a strong, independent voice for Michigan’s middle class families and small businesses. He has focused on uniting our communities by fighting for the things that we all agree on—a stronger economy, good-paying jobs, affordable health care, a secure retirement and a fair chance for everyone to succeed.

Senator Peters was born in Pontiac, Michigan and has lived his entire life in Southeast Michigan. His father was a World War II veteran and public school teacher, and his mother worked at a local nursing home where she organized her workplace as an SEIU union steward. Peters is a product of Michigan schools, graduating from Alma College where he earned a B.A. in Political Science. After graduation, while working a full time job and raising a family, he went on to earn an M.B.A. in Finance from the University of Detroit Mercy, a law degree from Wayne State University Law School and an M.A. in Philosophy from Michigan State University.

For more than 20 years, Peters worked as an investment advisor, helping families save for their retirement and provide for their children’s college education. He volunteered for the U.S. Navy Reserve at age 34, rising to the rank of Lieutenant Commander, and he volunteered again for drilling status after the September 11th terrorist attacks.

Peters began his public service as a Rochester Hills City Councilman in 1991 before being elected to the Michigan State Senate and serving as the Michigan State Lottery Commissioner. First elected to the U.S. House of Representatives in 2008, Peters fought to ensure the survival of our local auto industry and worked to hold the bad actors on Wall Street that caused the recession accountable.

In the 115th Congress, Gary serves on the Senate Armed Services Committee, Senate Commerce, Science, and Transportation Committee, the Senate Homeland Security and Governmental Affairs Committee and the Joint Economic Committee.

He and his wife, Colleen, live in Oakland County and have three children: Gary Jr., Madeleine and Alana.
Biography for Mr. Jack Roush

Born in Covington, Kentucky in 1942, Jack Roush was always interested in finding out what made things tick. He received his mathematics degree with a minor in physics from Berea College in 1964 and moved to Detroit to go to work for Ford Motor Company that same year. He went on to earn his Master’s Degree in Scientific Mathematics from Eastern Michigan University in 1970.

While working for Ford Motor Co., Roush was drawn to the company’s extensive motorsports activities, and in 1966 joined a group of fellow racing enthusiasts called “The Fastbacks.” After leaving Ford, he partnered with Wayne Gapp in 1970 in a racing venture that would see the duo attract national attention by winning several events and one championship each in NHRA, IHRA and AHRA with their Pro Stock racer.

From 1971-1972, Roush was an assistant professor of engineering at Monroe Community College where he taught trigonometry, physics and an array of technical courses to aspiring automotive technicians. He said, “I enjoyed teaching as much as anything I’ve ever done in my career.”

In 1976, Roush formed Jack Roush Performance Engineering. His success on the track, combined with his reputation as a performance engineer helped his young business thrive, and although he stopped operating a race team in the late 1970’s, his company stayed well entrenched in the sport; building engines for other teams throughout the early 1980’s. In 1988, Roush launched his first NASCAR Cup team with driver Mark Martin. In October 1989, Roush and Martin claimed their first NASCAR Cup victory at North Carolina Motor Speedway and the two would go on to form one of the most successful partnerships in NASCAR history.


In 2007, Roush Racing and Fenway Sports Group (FSG) announced the formation of Roush Fenway Racing, an unprecedented relationship that brought together two championship organizations with a distinguished track record of success in their respective businesses and sports.

Roush also heads up ROUSH Industries, Inc., which employs more than 1,800 people and operates facilities in five states, as well as in Mexico and Great Britain. Although primarily known for providing engineering, management and prototype services to the transportation industry, Roush has developed a significant role in providing engineering and manufacturing for the electronics, sports equipment, aviation and motorsports industries.
RECOMMENDATION

FACULTY AFFAIRS COMMITTEE: APPROVAL OF AGENDA AND MINUTES

ACTION REQUESTED

It is requested that the Faculty Affairs Committee agenda for October 24, 2019 and the minutes of the February 7, 2019 meeting be received and placed on file.

STAFF SUMMARY

The topic for the October 24, 2019 Faculty Affairs Committee meeting is an open discussion on faculty engagement in student recruitment.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer
Rhonda Longworth, Ph.D.

Date 10/4/19
AGENDA

Section 15: Agenda and Minutes (Regent Webb)

Discussion Topic: Faculty Engagement in Student Recruitment
Regent Webb opened the meeting at 10:45 a.m.

**Report and Minutes (Section 9)**

Regent Webb requested that the Faculty Affairs Committee Agenda for February 7, 2019 and the Minutes of the October 25, 2018 meeting be received and placed on file.

**Discussion Topics**

Faculty Partnerships and the University’s engagement activities with the Community were the topics of the discussion. EMU projects make a significant impact on the community.

Decky Alexander, Professor, CMTA and Engage@EMU, introduced the discussion of EMU’s activities that support community needs and the valuable work faculty members do to initiate, support, oversee and evaluate these important projects.

Celeste Hawkins and Sarah Van Zoeren, Assistant Professors, School of Social Work gave a presentation on The Making Youth Matter Mentoring Program. The program provides internship placement for undergraduates and graduate social work students from EMU in the Ypsilanti School District.

Bud Gibson, Professor, Marketing, COB gave a presentation on the Center for Digital Engagement. The Center provides small businesses high caliber digital marketing interns which provides EMU students a significant professional development experience.

Claudia Drossel, Assistant Professor, Psychology Department gave a presentation on EMU Geropsychology Training. It is the second year of a two-year project within the Psychology Department. Mental health providers are in need of training to meet the needs of the aging population. This project is explicitly geared toward workforce development and training in an area of high need.
Regents Baird and Webb stated they enjoyed the presentations and asked that more presentations be brought to the Committee, since there are many groups that want to present their work.

Regent Webb thanked all and adjourned the meeting at 11:40 a.m.

Respectfully submitted,

Debbie Clearwater
Executive Assistant
Office of the Provost
Academic and Student Affairs
10/24/19 Faculty Issues Meeting
3-3:45pm, 205 Welch Hall

- Introduction of the topic: Faculty Engagement in Student Recruitment
- Introduction of Strategic Enrollment Advisory Committee - Provost Rhonda Longworth
- Examples of faculty engagement at the department, college, and university level (abstracts included below)
  - Harriet Lindsay
  - Zuzana Tomas
  - Michael McVey
  - Raul Leon
- Questions and answers with faculty panel

Faculty Engagement in Departmental Undergraduate Student Recruitment

High School Summer Science Program at EMU
Harriet Lindsay
hlindsay@emich.edu
Professor, Chemistry / Faculty Associate for Undergraduate Research / Office of the AVP for Graduate Studies and Research

Beginning in summer 2018, faculty in the Biology and Chemistry departments developed and implemented a high school summer research program. The program is three weeks in length; twelve students have participated over the last two summers. These high school students work singularly or in pairs with faculty research advisors and undergraduate research mentors who train them to work on an original research project. The goal for the high school students is to teach them about the process of conducting scientific research by training them and giving them an opportunity to make a small but potentially significant contribution to an ongoing project in either biology or chemistry. Additionally, students receive safety and ethics training, learn about careers in science, attend weekly seminars, and give poster presentations at the end of the three-week research period as part of the Summer Science Poster Session. Our goals directed toward benefiting EMU science departments were to create a new revenue stream for undergraduate research and to further promote EMU to regional high school students as an institution where students may work side-by-side with faculty mentors on cutting-edge research projects. This year I (the program director) and Daniel Clemans (Professor, Biology) visited high schools to recruit students to our program and to discuss opportunities for science students at EMU in general.

Our visits were quite successful; we intend to reach out to more high schools this year.

More information: https://sites.google.com/emich.edu/hs3pemu
Faculty Engagement in Departmental Graduate Student Recruitment

WRITEL-funded Master of Arts in Teaching English to Speakers of Other Languages (TESOL) Program
Zuzana Tomas
ztomas@emich.edu
Associate Professor in ESL/TESOL, World Languages

In the past four years, the WRITEL-funded graduate English as a second language (ESL) Endorsement and MA TESOL program has supported the recruitment and enrollment of K-12 teachers in Southeast Michigan interested in pursuing graduate TESOL credentials. The grant has guided EMU's ESL/TESOL faculty to adjust our "traditional" program in ways that made it more appealing to local teachers. We did so by developing and implementing: a) online and hybrid courses b) intensive summer courses c) international study abroad programs in Montenegro and Slovakia d) service-learning opportunities e) final practicum capstone in the candidate's classroom/school f) professional development and leadership opportunities through participating in local and international professional organizations (MITESOL and TESOL) g) exit survey assessment to guide further program revisions.

The program has achieved a 50-70% increase in enrollment


Faculty Engagement in Collegewide Student Recruitment

Teacher Prep Programs Open House
Michael McVey
mmcvey@emich.edu
Professor, Teacher Education

In early December, 2017, we invited high school Juniors with an interest in teaching to the Porter Building for a Saturday morning where they (and their parents) participated in several "mini-lessons" with two strands, one with a focus on Elementary and the other Secondary. Of the 30 to 40 students who showed up, almost 100 percent committed to attending EMU. Between our mini-lessons and over lunch, faculty fielded questions from students and parents about life as a teacher and what their time at EMU would look like.

Taking the mystery out of university life and the teaching profession had a tremendously positive impact on these students.

More information: https://bit.ly/2kVcT2N
Faculty Engagement in University-wide Student Recruitment

Cesar Chavez Day of Celebration
Raul Leon
rleon1@emich.edu
President Latino/a Faculty and Staff Association (LFSA)
Associate Professor, Leadership and Counseling

The Cesar Chavez Day of Celebration was established on campus in 2009 as a day of service and learning. In 2016, the Latino/a Faculty and Staff Association (LFSA) reached out to students from César Chávez Academy High School in Detroit to take part in the 8th Annual César Chávez Day of Celebration. As a result of this partnership, the total number of applications to EMU from this high school increased from 15 to 82 between 2014 and 2016.

Collaborating with EMU Enrollment Management and the Latinx Student Association, the Day of Celebration was expanded to create a day where high school juniors could tour our campus, meet with financial aid advisors, attend a college panel organized by current Latino/a students at EMU, and also take part in the luncheon celebration.

In 2019, with support from multiple departments and sponsors, we invited students and counselors from 7 Southeast Michigan high schools to EMU. We are proud to share that in the previous year (Fall 2018), 184 students from the high schools invited were admitted to EMU. Of those students, 154 students received scholarships to attend our institution. In 2019, EMU welcomed over 350 guests, including 200 students. Our keynote speaker was Anita I. Martinez, Executive Director of the Michigan Hispanic Collaborative.

The event has created an important pipeline effort with the Latino/a population in Southeast Michigan. It has increased the visibility of EMU and has encouraged students to consider EMU as a viable college option where they could thrive.

For more details please visit the event website: emich.edu/chavez
ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file the minutes from the June 13, 2019 Finance and Investment Committee meeting and the Working Agenda for the October 25, 2019 meeting.

STAFF SUMMARY

June 13, 2019 Meeting Agenda
Agenda items
- AY 20 Tuition and Fees
- FY 20 General Fund Operating Budget
- FY 20 Auxiliary Funds Operating Budgets
- Emeritus Staff Awards

October 25, 2019 Meeting Agenda
Agenda items
- Consolidated Financial Statements (June 30, 2019)
- FY 21 General Fund Scholarships, Awards, and Grant Request
- FY 21 State of Michigan Capital Outlay
- Emeritus Staff Awards

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION
The proposed Board action has been reviewed and is recommended for Board approval.
FINANCE and INVESTMENT COMMITTEE
Friday, October 25, 2019
10:00 a.m.

REGULAR AGENDA

- Consolidated Financial Statements (June 30, 2019)
- FY 21 General Fund Scholarships, Awards, and Grant Request
- FY 21 State of Michigan Capital Outlay
- Emeritus Staff Awards
The meeting was called to order by Regent Michelle Crumm at 11:00 a.m.

A motion was made, seconded and approved to accept the minutes from the April 23, 2019 Finance and Investment Committee meeting. The agenda includes (4) items.

Section 23: Recommendation: AY20 Tuition and Fees

It is recommended that the Board of Regents approve a composite tuition and required fee increase of 4.4%, as calculated by the State of Michigan's guidelines on performance funding and tuition reporting, for the 2019-20 academic year.

It is recommended that the Board of Regents approve a tuition increase of 5% for graduate and doctoral students.

Section 24: Recommendation: FY20 General Fund Operating Budget

It is recommended that the Board of Regents approve the University's General Fund operating expenditure budget of $293.6 million for the 2019-20 fiscal year.

Section 25: Recommendation: FY20 Auxiliary Funds Operating Budgets

It is recommended that the Board of Regents approve the University's Auxiliary Fund net operating expenditure budget totaling $46.8 million for the 2019-20 fiscal year.

Section: 4 Recommendation: Emeritus Staff Status

It is recommended that the Board of Regents grant Emeritus Staff Status to One (1) staff member: Judy Pokrywki, Senior Secretary, Office of Biology, who retired January 31, 2019.

The meeting was adjourned at 11:15 a.m.

Respectfully submitted,
Jada Wester
Executive Assistant to the
Chief Financial Officer
RECOMMENDATION

CONSOLIDATED FINANCIAL STATEMENTS AND SUPPLEMENTARY INFORMATION AS OF JUNE 30, 2019

ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file the University’s audited fiscal year 2018-2019 financial statements and auditor’s report.

STAFF SUMMARY

The Financial Statements and Supplementary Information as of June 30, 2019 together with the Auditors report are attached. Plante & Moran has issued its opinion indicating that the statements present fairly, and in conformity with Generally Accepted Accounting Principles, the financial position, results of operations, and cash flows for the University and its Foundation.

Financial Statements highlights include:

- Total Net Position at June 30, 2019 of $120.3 million including $266.5 million in Capital Assets (net of debt), $15.7 million in Restricted-Expendable Net Assets and $161.9 million in Unrestricted Net Liabilities. Total Assets at June 30, 2019 of $777.7 million and Liabilities of $622.7 million.

- An increase in Net Position for the year ending June 30, 2019 of $7.7 million, primarily reflecting a $26.7 million gain on capital appropriations from the State of Michigan for Strong Hall, a $10.0 million expense for voluntary early retirement incentive plans, a non-cash $6.6 million pension expense, and a non-cash $3.0 million interest rate swap valuation expense.

- Unrestricted and Restricted-Expendable Net Liabilities of $146.2 at June 30, 2019, an increase of $48.9 million compared to June 30, 2018.

During their audit, Plante & Moran did not identify any significant deficiencies or material weaknesses related to the University’s controls, accounting practices, accounting estimates, or financial statement disclosures.

Representatives of Plante & Moran will be attending the Board’s Finance and Investment Committee meeting to present a summary of the results of their audit including benchmark comparisons with other Universities and to discuss any comments or questions the Board may have regarding the financial statement or audit.
FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer

Date
RECOMMENDATION
FISCAL YEAR 2020-21
GENERAL FUND SCHOLARSHIPS, AWARDS, AND GRANTS REQUEST

ACTION REQUESTED

It is recommended that the Board of Regents approve the Fiscal year 2020-21 General Fund Scholarships, Awards, and Grants proposal of $52,100,000.

STAFF SUMMARY

The General Fund's Scholarships, Awards, and Grants Request is presented to the Board of Regents for approval in October in order to meet the funding requirements needed for the next student recruitment cycle.

This proposal includes the assumption of a 3.0% tuition and fee increase for the 2020-21. This request is a reduction compared to last year's request.

FISCAL IMPLICATIONS

Approval of the 2020-21 General Fund Scholarships, Awards, and Grants proposal of $52,100,000 represents a decrease of $525,000 (1.0%) compared to the FY2019-20 Scholarships Request of $52,625,000. The General Fund Scholarships, Awards and Grants Budget for Fiscal Year 2021 will be established as part of the General Fund Budget, to be approved at a future Board meeting.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.
# Financial Aid Trends

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<thead>
<tr>
<th>Request for 2008-2009</th>
<th>Scholarship / Grant</th>
<th>Athletic Aid</th>
<th>Federal Match</th>
<th>Graduate Aid</th>
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<td>$11,938,000</td>
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RECOMMENDATION
FISCAL YEAR 2021 STATE CAPITAL OUTLAY PLAN

ACTION REQUESTED
It is recommended that the Board of Regents approve the University’s Capital Outlay Plan and delegate authority to the President to submit the renovation of Roosevelt Hall as Phase II of the College of Engineering & Technology Growth and Expansion as the University’s top project request for state cost participation for Fiscal Year 2021.

STAFF SUMMARY
The State Budget Office issued its Fiscal Year 2021 Capital Outlay Budget memorandum to University Presidents on August 30, 2019. The Management and Budget Act, Public Act 431 of 1984, as amended, requires universities to present a Five-Year Capital Outlay Plan no later than November 1 of each year. Universities may also elect to submit a capital outlay project request for state cost participation.

Roosevelt Hall is currently utilized by the College of Engineering & Technology for its non-engineering programs including: Computer Science, Information Assurance, Simulation/Animation/Gaming, Construction Management, Military Science, and Textile Sciences programs. Roosevelt Hall is a strategic piece of the overall vision of the College of Engineering & Technology, providing classroom and office space supporting the College’s programs. The project would include the renovation of approximately 75,500 sq. ft. The project also provides space for student advising centers, collaboration and maker’s spaces, and faculty offices.

The Renovation would address approximately $11.0 million in deferred maintenance and asset preservation needs which include:
- Obsolete or failing building systems including – mechanical, plumbing, electrical;
- Replacement of roof;
- Installation of new fire suppression systems;
- Outdated room layouts, orientations and sizing;
- Energy inefficient windows and other internal building envelope systems;
- Inadequate handicap (ADA) accessibility;
- Interior finishes

To comply with the statutory requirements, Eastern Michigan University will post its Five-Year Capital Outlay Plan on the institution’s internet site by October 31, 2019.
FISCAL IMPLICATIONS

The approved cost to complete Phase II of the College of Engineering & Technology at Roosevelt Hall is $42.5 million. At a funding mix of 75% State (capped at $30.0 million) / 25% Eastern, the University's cost share would be $12.5 million.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

[Signature]
University Executive Officer

Date: 25/03/2019
IMPLEMENTATION PLAN

College of Engineering and Technology

Engineering and Technology Complex
Phase II: Advanced Technology Center and Roosevelt Hall

Eastern Michigan University
Building Maintenance Projects > $1 Million
Executive Summary

EMU is pleased to submit our State Capital Outlay Request for FY 2021. While the renovation and expansion of Sill Hall is underway and scheduled for completion Fall 2020, it is only the first phase of the overall effort to meet the demands of modern engineering and technology programs. Phase II of this effort will renovate, expand and repurpose Roosevelt Hall for immediate and expanding program needs of numerous advanced technology programs.

The need for these programs is growing at a rapid pace, with the impact of the shortfall of students impacting companies and industries across the state. Nearly 90% of EMU’s students come from Michigan, and approximately 72% of our graduates remain in Michigan after graduation. These new high-demand technology-focused programs will therefore prepare Michigan residents for high-demand, high-wage engineering and technology careers to continue growing Michigan’s economy.

Introduction

Michigan has seen considerable transformation in both demographics as well as business and industrial needs. Certain disciplines in technology are no longer attracting enough students to remain sustainable while businesses and industries are coping with a deficiency of qualified engineers. Furthermore, many high school graduates are demanding more career-driven disciplines that can assure reasonable career success. With the ever-changing and increasing world of technology, there is a vastly increasing need for educated and qualified engineers and technologists in Michigan and throughout the country. To respond to these realities, and to enhance the investments made and committed in EMU’s laboratories, classrooms and faculty, the EMU College of Engineering and Technology is committed to improving and expanding its engineering and technology program offerings to meet the current and future needs of Michigan’s economy.

College of Engineering and Technology Master Plan

Through planning and benchmarking, the College has reviewed current and planned programs to develop a Master Plan to support short and long-term CET goals. With rapid growth in our existing advanced technology programs such as Cybersecurity, Information Assurance, Embedded Technology, Drone and Aviation Studies as well as expansions and additions to engineering programs such as Mechanical,
Electrical and Computer, Civil Engineering, the College projects a 65% growth in enrollment in the next 10-15 years.

In comparing the current College of Engineering and Technology facilities to peer institutions, the College is undersized by about 25% of available gross square footage per student with an average of 74 gsf/student. EMU has developed a plan to “right-size” the College for the current student population, and renovate, reprogram and provide new spaces to meet the needs of new programs and advanced technology. The plan provides two phases to meet the demands of new and expanded engineering programs, and to adapt and respond to the tremendous growth and high-tech systems needs of our advanced technology programs.

The initial phases of the Master Plan to meet the current and future needs of the College of Engineering and Technology involves renovations and additions to Sill Hall to right size for current offerings, and renovations and renovations, expansion and adaptive reuse of Roosevelt Hall to create room for current and future growth.

**Engineering and Technology Complex – Phase I**  
**Sill Hall Renovation and Additions**  
(Local Capital Funded – FY 2018)

The modernization of Sill Hall was identified as the first priority to right size facilities for the current engineering and technology programs, and new programs added in Engineering. To that end, EMU’s Board of Regents approved a $40 million renovation and addition project for Sill Hall in December 2017. This project is currently under construction scheduled for completion in August 2020.

**Engineering and Technology Complex – Phase II**  
**Advanced Technology Center – Roosevelt Hall Renovations and Expansion**  
(State Capital Outlay Request – FY 2021)

While the renovation of Sill Hall is underway, we must continue to provide new, effective and efficient educational facilities to meet the immediate and future needs of the advanced technology programs. To that end we are pleased to submit our State Capital Outlay Request for FY 2021, the renovation, expansion and adaptive reuse of Roosevelt Hall. This project is key to the current growth patterns and planned expansion of EMU’s growing technology programs.

With both phases of the CET Master Plan, the College will create a “micro campus” for engineering and technology students, encouraging cross discipline collaboration, and giving an identity to the students and their programs.

The project will include a full renovation of Roosevelt Hall including all building mechanical and electrical systems, interiors, building envelope, IT/AV systems. The adaptive reuse will reimage the space from an early 1900’s secondary school layout to a new, highly efficient plan providing flexible learning spaces, support and access to high tech systems and components, and provide greater educational and research facilities. The expansion of the facility will provide new entry portals for greater student access and collaborative living/learning spaces, as well as increase ADA accessibility to the building.
In addition to adding dedicated program space, it is essential that the right types of space are provided to support them. Beyond lab and classroom space, it is important to include areas for students to learn by doing hands on activities and student collaboration/teaming areas. Highlights of these support spaces include;

- Maker Spaces
- Specialty Labs
- Cybersecurity networks and labs
- Computer/Simulation Labs
- Virtual and Augmented Reality Labs
- Research Labs
- Student Success Suites
- Student Collaboration areas
- Student Organization and Academic Support areas

Last renovated in 1973, Roosevelt Hall contains 75,639 sf, and houses the Schools of Cybersecurity & Applied Computing (CSAC), Technology & Professional Services Management (STPSM), and components of Visual and Built Environments (SVBE). Additionally, Roosevelt Hall has been the base of operation for the Military Science and Leadership Department and the Reserved Officers Training Corp (ROTC) program.

Programmatically, the Cybersecurity/Information Assurance and Information Technology programs have witnessed a 15% increase in student enrollment and a 25% increase in overall course load. New degrees in Cybersecurity and Information Technology continue this trend.

The Aviation programs have also increased 15% in enrollment over the last two years in response to a significant shortage of pilots worldwide. Current and future integration of our Drone Technology programs with the flight programs demonstrates our commitment to be on the cutting edge of technology in all programs.

Condition Assessments have identified Roosevelt Hall as among the top ten University facilities in greatest need for renovation with nearly $11 million in deferred maintenance needs. Combining the programmatic improvement needs with the necessary replacement and improvements in building systems, building envelope and learning environment will provide an effective and efficient means of meeting the second phase requirements of the CET Master Plan.

The projected project cost for the Engineering and Technology Complex – Phase II: Advanced Technology Center is $42.5 million. The project timeline is three years from design approval through construction completion. Initial programming is complete with further programming and schematic design exercises are to follow. The University and College of Engineering and Technology stands ready to begin work upon approval.

**Operating Costs – Roosevelt Hall**

Currently Roosevelt Hall mechanical, electrical and utility systems are at the end stage of their life cycle. The facility is connected to the campus central electrical system resulting in efficient delivery of power, however distribution and capacities are antiquated limiting use and function of the facility and programs. The building is also served from the campus central steam system for heating however once again distribution and steam to hot water transfer equipment is outdated and inefficient. Cooling of Roosevelt Hall is accomplished through several systems, most of which are far past their useful life and require
considerable effort and funding to keep operational. New high-efficiency mechanical systems would be installed to provide general cooling for the building with specific systems designed for precise temperature and humidity control for tech heavy programs.

Interior finishes, and space layout create inefficiencies in custodial and maintenance services as well. While many of the interior finish surfaces have great life expectancies, their daily and long term care exceed the new standards for sustainability in modern buildings. New finishes would focus not only on the initial product selection, but also the long term cost of operation.

Over the past three years, the University has invested approximately $30 million in various energy savings projects which include the replacement of its Co-Generation system and replacement of lighting, plumbing and controls systems. These projects have addressed financial and operational risks on both the demand and supply side of the University’s energy needs. The University can now generate over 90% of its electrical and heat needs at approximately half the cost of buying this energy from a utility provider. Additionally, by replacing inefficient lighting, plumbing and controls systems, the University has decreased its electrical needs across the campus. Typically, newly renovated buildings operate at 20-25% energy savings while providing better, more adaptable learning environments.

All operating costs are funded through the University’s General Fund.

**Overall Program “Capital Project” Costs**

The total CET Master Plan project is estimated to cost $82,500,000 broken down into the following phases:

**Phase I: Sill Hall Renovation and Additions** (Currently under construction)

- Construction Costs: $31,650,000
- Administrative Costs and Fees: $3,900,000
- Owners Costs: $4,450,000
- Total: $40,000,000 (Locally Funded)

**Phase II: Advance Technology Center – Roosevelt Hall** (Proposed)

- Construction Costs: $33,300,000
- Administrative Costs and Fees: $4,000,000
- Owners Costs: $5,200,000
- Total: $42,500,000 (State Capital Outlay Request)

**Other Alternatives Considered**

The adjacent and offline Jones and Goddard Halls were considered for the growth and expansion of engineering and technology programs, however the technical aspects of adapting a facilities designed for
residence life including low floor-to-floor heights, limited structural capabilities, and advancing technology needs dictated a plan to more efficiently utilize space currently allocated but underutilized for advanced technology programs.

Roosevelt Hall is centrally located within the College of Engineering and Technology existing facilities in the academic core of campus – close to residence halls, other academic facilities, library and parking. The buildings structure is in very good condition and therefore warrants renovation and adaptive reuse rather than pursuit adding new square footage to the university’s academic inventory.

Roosevelt Hall, built in 1924 is a landmark within the Ypsilanti community. EMU is the second oldest public university in the State of Michigan. The state’s investment in buildings and infrastructure should be preserved when possible and financially feasible to do so. The construction costs associated with a new building were carefully studied and found not to be fiscally prudent, given the constraints on available state and institutional funds for capital projects. We believe, when possible, existing buildings that are structurally sound should be renovated and modernized as opposed to razing buildings for new structures.

Programmatic Benefit to State Taxpayers and Specific Clientele or Constituencies

The programmatic benefit of this project will be to better serve current and future students through enhanced learning spaces and technology and to help the University recruit and retain students and faculty. Importantly, nearly 90% of EMU’s students come from Michigan and approximately 72% of our graduates remain in Michigan after graduation. This project will therefore provide an important infusion of highly-trained engineers to stay in Michigan and help fuel Michigan’s economy.

EMU’s Engineering and Technology Complex will provide economic benefit to the City of Ypsilanti and the eastern Washtenaw County area through the creation of critically needed new construction jobs over three years. EMU has a significant impact on the local economy. For this area of Washtenaw County, it is imperative that EMU remain a vital and vibrant institution. It should be noted upon successful completion of this project, EMU will have renovated three of our four oldest non-improved buildings on campus, thereby continuing our systematic approach to sustainable design through renovation and adaptive reuse of these aging but historic structures.

Funding Resources

EMU would utilize its existing financial reserves to fund the project with the State.
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<tr>
<th>Project Name</th>
<th>Amount</th>
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<td>Rec IM Renovations</td>
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<td>Mark Jefferson Fifth Floor Fitout</td>
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<td>Campus Electrical System Improvements *</td>
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<td>Fire Alarm Replacement – Various Buildings *</td>
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<td>Electrical Panel (Secondary) Replacements – Various Buildings *</td>
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<td>Roof Replacements – Various Buildings *</td>
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<td><strong>Total Building Projects Greater than $1 Million:</strong></td>
<td><strong>$67,750,000</strong></td>
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* Multiyear Project – Remaining Balance/Total Funding
University Plan for New Health Facilities

Partnership with IHA and St. Joseph Mercy Healthcare System
- New community health center – IHA Health Center @ EMU

EMU operated behavioral health center
- Located next to the new IHA health center, which will house CAPS and the EMU Psychology Clinic

Part of University’s Strategic Priority to “Promote Student Engagement & Success”
Important Dates

- November 1 – Last day for University Health Services medical clinic operation
- November 2 – IHA Health Center @ EMU Open House
- November 4 – IHA Health Center @ EMU Opening Day 7am – 9 pm
- November 26 – Last day for Snow Pharmacy operation
- January 31 – Complete closure of UHS and Pharmacy; vacate Snow Health Center

Next steps for UHS and Snow Health Center

- Snow oversees medical records storage and release
- Snow maintains administration of student insurance plan
- Ongoing joint transition meetings with IHA/EMU
IHA/EMU Partnership

Our family caring for yours!

“We don’t make anything, we don’t sell anything….we care for patients”

IHA Experience:
Convenience & Access

✓ Online Appointment Scheduling
✓ Save Your Spot @ Urgent Care
✓ E-Visits
✓ Patient Portal
✓ 24x7 Call Center
Experienced Medical Team

**PRIMARY CARE**
- Lisa Whipple, DO, Site Medical Director
- Thuy Orlando, MD
- Robert Breakey, MD
- Stacy Deckhart, CNP

**GYNECOLOGY**
- Lisa Jeffries, MD
- Liz Loomis, CNP

**URGENT CARE & IMAGING**
- Matthew Ajluni, DO, Division Head
- Team of board-certified physicians and APPs to staff facility 7 days per week

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Extensive Service Offerings

- **Comprehensive primary care services** including a range of acute, chronic, and preventive care, such as:
  - Physical exams
  - Health-risk assessments
  - Well-woman visits and other gynecology services
  - Pediatric care
  - TB testing
  - Immunizations
  - Sexually transmitted infection screening (including HIV testing)
  - Mild to moderate behavioral health treatment, including ADHD
  - Tobacco cessation
  - Nutritional counseling
  - Osteopathic manipulations
  - Specialty referrals to additional services and care providers within IHA and externally as needed
  - And more!

- 7-day-a-week Urgent Care services, including x-ray
- Electronic medical record capabilities, including a 24/7 patient portal
- Online appointment scheduling
- A "Save Your Spot" tool to manage urgent care arrival and wait times
- An independently-operated campus pharmacy (Campus Medical Pharmacy)
- Laboratory services through SJMHS.
OPENING NOVEMBER 4, 2019

IHA Health Center @ EMU

Primary Care | Urgent Care | Women’s Health
Lab/Imaging | Pharmacy

Primary Care | Urgent Care | Women’s Health
Lab/Imaging | Pharmacy

Primary Care & Gynecology Hours:
7 AM – 5 PM Monday – Friday
Extended Hours on 5th Tuesday,
Opens at 9am Wednesday

Urgent Care Hours:
7 AM – 9 PM Monday – Friday
8 AM – 5 PM Saturday & Sunday

You are Cordially Invited to the
IHA Health Center @ EMU
OPEN HOUSE

SATURDAY, NOVEMBER 2 | 10 AM-NOON | Tours | Treats | Giveaways

1065 North Huron River Drive, Ypsilanti, MI 48197

Schedule your flu shot today!
www.IHAcare.com/flu

We are also hosting a flu clinic on November 9 from 8 am to noon.
RESOLUTION

Recognition of the Men's Golf Team and Head Coach Bruce Cunningham

WHEREAS, the Eastern Michigan University Men's Golf Team was crowned a co-champion at the 2019 Mid-American Conference Championships, the third title in program history; and,

WHEREAS, Eastern posted the lowest four-player team scoring average in school history; and,

WHEREAS, Beau Breault was named the 2019 MAC Men's Golfer of the Year; and,

WHEREAS, Zach Sudinsky earned All-Tournament honors with a fifth-place finish and Ty Celone and Beau Breault were named First Team All-MAC; and,

WHEREAS, Bruce Cunningham was named MAC Coach of the Year for the third time in his career.

NOW, THEREFORE BE IT RESOLVED that the Eastern Michigan University Board of Regents congratulates the Men's Golf Team and Head Coach Bruce Cunningham and commends them for the honor and distinction they have brought to themselves as well as to Eastern Michigan University.

October 25, 2019
RECOMMENDATION
TO APPROVE REVISIONS TO BOARD POLICIES

ACTION REQUESTED

It is recommended that the Board of Regents of Eastern Michigan University approve the attached revisions to existing Board Policies:

Revisions

Section 1.5  Bylaws
Section 11.1.2  Investments
Section 11.1.4  Reserves
Section 11.1.5  Selection of External Auditors
Section 11.3.1  Purchasing
Section 11.5.1  Surplus Property
Section 14.7  Sale of Commercial Products

STAFF SUMMARY

All University policies must be approved by The Board of Regents of Eastern Michigan University. A University policy is defined by all of the following: a) has broad application throughout the University; and b) helps to ensure compliance with applicable laws and regulations, promotes operational efficiencies, enhances the university’s mission or reduces institutional risks.

In an ongoing effort to enhance the transparency of the actions of the University and to align University practice with Board policy, Board Policies are subject to ongoing review and updated as appropriate. All Board Policies are published.

The policies listed for revisions above contain recommended updates in accordance with the attachments, which include the existing policies with the changes highlighted.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

Lauren M. London
General Counsel
Board of Regents Eastern Michigan University

Rich Baird
First appointed in December 2018
Term expires on December 31, 2026

Dennis M. Beagen
First appointed in December 2014
Term expires December 31, 2022

Michelle Crumm
First appointed in December 2014
Term expires December 31, 2022

Michael Hawks
First appointed in February 2011
Term expires December 31, 2026

Eunice Jeffries
First appointed in December 2016
Term expires December 31, 2024

Alexander Simpson
First appointed in December 2016
Term expires December 31, 2024

Mary Treder Lang
First appointed in December 2012
Term expires December 31, 2020

James Webb
First appointed in December 2012
Term expires December 31, 2020

Former Regents

2010 - Present
<table>
<thead>
<tr>
<th>Name</th>
<th>Dates</th>
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<tbody>
<tr>
<td>Philip A. Incarnati</td>
<td>February 1992 to December 2010</td>
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<tr>
<td>Gary D. Hawks</td>
<td>January 2007 to December 2010</td>
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<tr>
<td>Mohamed Okdie</td>
<td>November 2007 to February 2011</td>
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<tr>
<td>Thomas W. Sidlik</td>
<td>January 2005 to December 2012</td>
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<tr>
<td>Roy E. Wilbanks</td>
<td>January 2005 to December 2012</td>
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<tr>
<td>Floyd Clack</td>
<td>June 2005 to December 2014</td>
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<tr>
<td>Francine Parker</td>
<td>January 2007 to December 2014</td>
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<tr>
<td>James F. Stapleton</td>
<td>January 2007 to December 2016</td>
</tr>
<tr>
<td>C. Beth Fitzsimmons</td>
<td>February 2011 to December 31, 2016</td>
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<tr>
<td>Michael G. Morris</td>
<td>January 2011 to December 2018</td>
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**2000 - 2009**

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<tr>
<td>Donna R. Milhouse</td>
<td>April 1999 to February 2000</td>
</tr>
<tr>
<td>William J. Stephens</td>
<td>June 1996 to February 2001</td>
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<tr>
<td>Robert A. DeMattia</td>
<td>January 1991 to December 2002</td>
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<tr>
<td>Rosalind E. Griffin</td>
<td>February 1997 to December 2004</td>
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<tr>
<td>Michael G. Morris</td>
<td>February 1997 to December 2004</td>
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<tr>
<td>Steven G. Gordon</td>
<td>May 2001 to March 2005</td>
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<tr>
<td>Joseph E. Antonini</td>
<td>May 1997 to December 2006</td>
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<tr>
<td>Jan A. Brandon</td>
<td>April 2000 to December 2006</td>
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<tr>
<td>Karen Quinlan Valvo</td>
<td>March 2001 to December 2006</td>
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<tr>
<td>Sharon J. Rothwell</td>
<td>January 2003 to December 2006</td>
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<tr>
<td>Ishmael Ahmed</td>
<td>January 2007 to August 2007</td>
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**1990 - 1999**

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<tr>
<td>Donald E. Shelton</td>
<td>February 1987 to February 1990</td>
</tr>
<tr>
<td>William Simmons</td>
<td>March 1983 to December 1990</td>
</tr>
<tr>
<td>Geneva Y. Titsworth</td>
<td>March 1983 to December 1990</td>
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<tr>
<td>John H. Burton</td>
<td>January 1985 to January 1992</td>
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<tr>
<td>Dr. Richard N. Robb</td>
<td>December 1967 to December 1992</td>
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<tr>
<td>Thomas Guastello</td>
<td>January 1985 to December 1992</td>
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<tr>
<td>Robin W. Sternbergh</td>
<td>January 1991 to December 1992</td>
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<tr>
<td>Frederick L. Blackmon</td>
<td>January 1993 to March 1996</td>
</tr>
<tr>
<td>Anthony A. Derezinski</td>
<td>January 1984 to December 1996</td>
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<tr>
<td>James Clifton</td>
<td>January 1989 to December 1996</td>
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<tr>
<td>Mara L. Letica</td>
<td>January 1993 to January 1997</td>
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<tr>
<td>Gayle P. Thomas</td>
<td>January 1991 to January 1999</td>
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<tr>
<td>Carl D. Pursell</td>
<td>January 1993 to December 1999</td>
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**1980 - 1989**

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<tr>
<td>Linda D. Bernard</td>
<td>October 1977 to December 1980</td>
</tr>
<tr>
<td>James T. Barnes, Jr.</td>
<td>October 1979 to December 1982</td>
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<tr>
<td>Carleton K. Rush</td>
<td>June 1974 to December 1982</td>
</tr>
<tr>
<td>Dr. Warren L. Board</td>
<td>January 1979 to December 1984</td>
</tr>
<tr>
<td>Dr. Timothy I. Dyer</td>
<td>January 1973 to May 1984</td>
</tr>
<tr>
<td>Dolores A Kinzel</td>
<td>January 1977 to December 1984</td>
</tr>
<tr>
<td>Beth Wharton Milford</td>
<td>April 1974 to December 1986</td>
</tr>
<tr>
<td>Geraldine M. Ellington</td>
<td>February 1981 to December 1988</td>
</tr>
</tbody>
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### 1970 - 1979

- Lawrence R. Husse: January 1964 to December 1972
- Virginia R. Allan: January 1964 to April 1974
- Veda S. Anderson: November 1967 to December 1974
- Dr. Charles L. Anspach: January 1964 to June 1974
- George E. Stripp: January 1967 to December 1976
- Dr. Mildred Beatty Smith: January 1964 to June 1977
- Edward J. McCormick: January 1964 to December 1978
- Dr. John F. Ullrich: January 1975 to October 1979

### 1960 - 1969

- William Habel: January 1964 to October 1967
- J. Don Lawrence: January 1964 to October 1967
- Dr. Martin P. O'Hara: January 1964 to October 1967

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## Bylaws

### Board of Regents Eastern Michigan University

### Preamble

Eastern Michigan University (the "University") is a multipurpose institution founded by the State of Michigan in 1849. It is the second oldest public university in the state. Originally named Michigan State Normal School, it was the first teacher training college west of the Allegheny Mountains. Teacher preparation was the primary purpose of the institution for 100 years, but this purpose was broadly interpreted and included instruction in liberal arts, science and other areas vital to the background of a well-qualified teacher. The name was changed to Michigan State Normal College in 1899 and, in recognition of the development of regional teachers' colleges in the state, to Eastern Michigan College in 1956. With the establishment of the Colleges of Arts and Sciences and Education, as well as a graduate school, Eastern attained university status June 1, 1959. The College of Business was created in 1964, the College of Health and Human Services in 1975, and the College of Technology in 1980, which was renamed the College of Engineering and Technology in 2019.

In all, more than 300 majors, minors and concentrations are delivered through the University’s five colleges and graduate school.

ARTICLE VIII, Section 6, of the Michigan Constitution, adopted by the people of the State of Michigan in 1963 to become effective January 1, 1964, granted constitutional autonomy to Eastern Michigan University.

The Board of Regents of Eastern Michigan University (the "Board" or "Board of Regents") reaffirms its obligation to the people of the state of Michigan to provide high quality education to people from all walks of life. It pledges itself to the wisest use and distribution of resources at its disposal to meet this major objective. In keeping with this commitment, Eastern Michigan University will not discriminate against any person because of race, color, sex, marital status, age, religion, national origin or ancestry, Vietnam-era veteran status, non-relevant mental or physical disability, or any other protected status. Further, Eastern Michigan University does not discriminate against any person because of sexual orientation, or gender identity or expression.

The sexual orientation and gender identity or expression provisions of this policy shall not prohibit the University from maintaining relationships with agencies of the federal government, and shall not be applied to conflict with any provisions of the Michigan Constitution. Further, except where approved by separate action of the Board of Regents, the sexual orientation and gender identity or expression provisions of this policy shall not apply to employment benefits, family housing, financial aid packages, or student residency status.
With respect to students, the Board declares its intention to provide the opportunity for each to realize his or her highest potential, to formulate and enforce reasonable rules governing student conduct, and to give due consideration to the opinions of students on matters related directly to their interest when they are expressed in a responsible manner.

With respect to the alumni, the Board invokes their loyal support of the University and invites their advice and counsel, reminding them that the esteem of the University is measured constantly by their performance as educated men and women.

With respect to the people of Michigan, the Board openly acknowledges that this University is, in the final analysis, their University. As a public institution, Eastern Michigan University is obligated to serve the best interests of the people who support it, as it can best determine those interests, and the operation of the University by the Regents is governed by the Michigan Constitution.

Finally, the Board of Regents holds as its special trust the historic mission of a University to create an intellectual climate that will challenge and encourage the vigorous development and courageous expression of the human mind and spirit. Specifically, the Board of Regents recognizes that it has a primary responsibility to assure the University of the financial and other resources necessary to the successful performance of its mission. The Board believes that the best method of assuring that support is to interpret the University faithfully and continually to its fellow citizens, to the legislature and elected state officials, and to the federal government, and thus persuade them of the essential importance of the University’s mission. To those tasks of interpretation and persuasion, the Board is committed by its appointment to office, and to those tasks it pledges itself without reservation.

In order to exercise the principles here declared, to achieve the objectives of Eastern Michigan University and to ensure that the conduct of its own officers will be in accord with the highest standards of educational administration, the Board of Regents adopts its bylaws:

**Article I**

The Corporation

1.01

Eastern Michigan University is an institution of higher education having authority to grant baccalaureate, post-baccalaureate and graduate certifications, and masters, specialist, and doctorate degrees.

1.02

Eastern Michigan University shall be governed by a board of control which shall be a body corporate and shall be known as the Board of Regents.

**Article II**

The Board of Regents

2.01

The Constitution of the State of Michigan provides that this University shall be governed by a board of control which hereinafter is referred to as the Board of Regents, which shall be a body corporate. The Board has general supervision of the institution and the control and direction of all expenditures from the institutional funds.

2.02

The Constitution of the State of Michigan further provides that the Board, as often as necessary, shall elect a president of the institution under its supervision who shall be the principal executive officer of the institution and who shall be an ex-officio member of the Board without a right to vote.

2.03

The eight-member Board of Regents is appointed by the governor of the state with the advice and consent of the Michigan Senate. Members of the Board of Regents serve without compensation and receive only actual necessary expenses incurred by them in the performance of the duties of their office.
Article III
Meetings of The Board

3.01 Formal Sessions

Formal sessions of the Board shall be open to the public, and reasonable and proper public notice shall be given as to the time and place.

3.01.01
A “formal session” of the Board is defined as one that is convened for the purpose of taking or memorializing final Board action that is binding on the Board.

3.01.02
A majority of the appointed members of the Board of Regents (each member, individually, a “Regent”) shall constitute a quorum to transact business at a formal session, but a smaller number may meet and adjourn to some other time or until a quorum is obtained.

3.01.03
The business at each formal session shall be conducted under general parliamentary rules set forth in Robert’s Rules of Order as modified by the rules and regulations of the Board.

3.01.04
Formal sessions may be either regular meetings (as defined in Section 3.03) or special meetings (as defined in Section 3.04).

3.02 Informal Sessions

An “informal session” of the Board is defined as one that is not convened for the purpose of taking or memorializing final Board action that is binding on the Board. Informal sessions include those meetings that are not held in formal session.

3.03 Regular Meetings

Regular meetings shall be formal sessions of the Board.

3.03.01
The Board shall hold regular meetings as it deems necessary, but not less than four (4) times per year. Such regular meetings shall be held on dates and at times as the Board may determine, and ordinarily will be held in Welch Hall at Eastern Michigan University in Ypsilanti, Michigan.

3.03.02
The Board shall consider at its regular meetings items that have been placed on the meeting agenda. The Board may consider additional items of business at its regular meeting only by a majority vote of those Regents present.

3.03.03
The Secretary to the Board of Regents shall be responsible for the preparation of the agenda. The Secretary will be responsible for contacting the President, the Chairpersons of Board Committees and the Chairperson of the Board for items to be placed on the agenda.

3.03.04
Persons wishing to speak before the Board at a regular meeting may do so during the Communications portion of the regular meeting. The Communications portion of the meeting shall be limited to thirty (30) minutes. Persons will be asked to identify themselves as to name, address, and organization they represent, if any.
3.03.05
Persons desiring to address the Board must declare their intent to do so by completing appropriate forms and submitting them to the Vice President and Secretary of the Board at least twenty-four (24) hours prior to the beginning of the Communications portion of the meeting.

3.03.06
The amount of time allotted for each individual to speak will depend on the number of persons wishing to speak. There shall be no more than three (3) minutes. The number of individuals who may speak shall be limited to the first ten (10) individuals who declare their intent to address the Board pursuant to Bylaw 3.03.05. Normally no individual should speak more than 15 minutes, but if there are more than two speakers, that time shall be reduced accordingly.

3.03.07
In those instances to which more than three persons wish to present their views to the Board and all represent a single organization or unit, the presentation will be limited to one presenter of 15 minutes or three (3) presenters for three (3) five minutes each.

3.04 Special Meetings
Special meetings shall be formal sessions of the Board.

3.04.01
Special meetings of the Board may be called by the Chairperson or upon the request of any three Regents in accordance with established rules. Each Regent shall be informed of the special meeting, by messenger or telephone, at least 24 hours before the scheduled meeting time of the special meeting, provided, that any Regent who has previously so notified the Secretary of the Board may elect to be informed of special meetings by email communication, in which case such communication also shall be effective as to such Regent. Only those matters for which the special meeting has been called shall receive consideration unless unanimous consent is granted by the total Board.

3.04.02
A Regent may participate and vote in a special meeting by means of conference telephone or similar communications equipment so long as all persons participating in the meeting can hear each other. Participation in a special meeting pursuant to this provision shall constitute presence at the meeting, for purposes of determining a quorum, provided, however, that more than one-half of the Regents participating in a special meeting must be physically present at the meeting.

3.05 Emergency Actions
Emergency action may be taken by the Board between formal sessions if and when any matter arises that, in the opinion of the Chairperson or any three Regents, requires official action by the Board prior to the next formal session. An affirmative vote, in person or by telephone, facsimile, electronic mail, or other reliable method of communication, from five Regents, is required for action. Any action taken at an emergency meeting pursuant to this Bylaw shall be presented to the Board for confirmation, at the next formal session of the Board.

Article IV
Officers and Organization

4.01 Chairperson
The Board shall elect bi-annually, in odd-numbered years at its last meeting of the year, one of the Regents to serve as Chairperson and presiding officer of the Board. The election shall be held at the last Board meeting before the expiration of the current Chairperson’s term. The term of the Chairperson’s term shall be for no more than two years and it. The Chairperson shall begin the day after the former Chairperson’s term expires or the presiding officer on January of the following year. The Chairperson shall perform such duties as may be prescribed by law or by the regulations of the Board. As outlined in Section 4.02 of these Bylaws, the Chairperson shall appoint the Vice Chairperson in the event the position of Vice Chairperson becomes vacant prior to the completion of the two
year Vice Chairperson's term. The Chairperson will appoint the Chairs of the standing committees described in Bylaw 5.01 whose membership is not established by the Bylaws.

4.02 Vice Chairperson

The Board shall elect one of the Regents to serve as Vice-Chairperson. The election shall be held at the last Board meeting before the expiration of the current Vice-Chairperson's term. The Vice-Chairperson's term shall be for no more than two years and it shall begin the day after the former Vice-Chairperson's term expires. The Board, in its discretion, may elect two persons to serve as Vice-Chair, one of whom shall be designated to have a one year term. The Vice-Chairpersons will begin the term on January 1 of the following year. The Vice Chairperson who holds the two year term will act as Chairperson in the absence of the Chairperson, and shall become Chairperson for the remainder of the Chairperson's term in the event the position of Chairperson becomes vacant for any reason. In the event the position of Vice Chairperson becomes vacant for any reason during the Vice Chairperson's term of office, the Chairperson shall appoint one of the Regents to serve as Vice-Chairperson to fill the remainder of the two year vacant term.

4.03 Vice - President and Secretary

The Board shall appoint a Vice-President and Secretary to the Board who shall be a member of the President's executive team and responsible to the Board and shall serve at the pleasure of the Board. In concert with the President, the Vice-President and Secretary plans, coordinates and facilitates the work of the Board of Regents of Eastern Michigan University to enable it to effectively govern the University and to facilitate effective communication between the members of the Board and the President's executive team.

The Vice-President and Secretary shall keep a public record of all actions of the Board. The Vice-President and Secretary will duly execute for and on behalf of the Regents of Eastern Michigan University or Eastern Michigan University such instruments or documents which would devolve to a corporate officer and would be usual to that office. The Vice-President and Secretary shall be the custodian of the corporate seal and shall cause it to be used at the direction of the Board of Regents. The Vice-President and Secretary shall sign all requisitions for transactions directed by the Board.

The Vice-President and Secretary shall be the Board of Regents' representative for external organizations affiliated with the University.

4.03.01

The Vice-President and Secretary shall perform such other duties as may be required of him or her by the Board and/or the Chairperson of the Board.

4.03.02

The appointment of the Vice-President and Secretary shall be subject to the ineligibility provision set forth in Section 4.07 of this Article.

4.04 Treasurer

The Board shall appoint a Treasurer to the Board who shall be a member of the President's executive team and serve at the pleasure of the Board. The Treasurer is charged with the responsibility for the collection, custody and accounting of all monies due the University. The Treasurer is authorized to sign checks for the expenditure of funds approved by the Board of Regents and to refuse expenditures not authorized by the Board or by budgets approved by the Board.

4.04.01

The Treasurer or his or her designee shall sign all formal applications for grants of funds for research, extension or other University purposes as directed by the Board prior to the President's signature being placed on such documents.

4.04.02

The Treasurer shall prepare an annual financial report at the close of each fiscal year and such other interim reports as the President and Board of Regents may request.

4.04.03
The Treasurer shall perform such other duties as may be required by the President and/or the Board of Regents.

4.04.04
The Board may also appoint an Assistant Treasurer, who shall serve at the pleasure of the Board, to act in the absence of the Treasurer.

4.04.05
The appointment of the Treasurer and of any Assistant Treasurer shall be subject to the ineligibility provision set forth in Section 4.07 of this Article.

4.05 President
The Board shall, as often as necessary, elect a President of the University who shall serve at the pleasure of the Board. He or she shall be an ex-officio member of the Board without a right to vote and shall serve as the University's chief executive officer.

4.05.01
As the chief executive officer of the University, the President shall exercise such powers as are inherent in the position in promoting, supporting, or protecting the interests of the University and in managing and directing all of its affairs. The President shall be responsible for implementing the policies of the Board, and may issue directions and executive orders not in contravention of existing Board policies. The President shall be responsible for all business policies as heretofore enacted or modified or hereafter established subject to the general policies established by the Board. The President shall, in consultation with the Board, develop an annual budget (including, but not limited to, tuition and fees) and projected multiple year budget for the University, that reflects the Board's policies, for approval by the Board. The President shall be responsible for hiring University employees, subject to Board approval. The hiring of members of the President's executive team shall be subject to prior consultation and discussion with the Board's Personnel and Compensation Committee, and interviews of candidates considered for a position in the President's administrative team may include Regents, as directed by the Chairperson of the Board and/or the Personnel and Compensation Committee. The President shall review and sign all requisitions for transactions that have been approved by the Board. The President shall exercise such other powers, duties and responsibilities as are delegated to or required of him or her by the Board.

4.06 Auditor
The Board's Audit Committee shall appoint an Internal Auditor who shall report to the Audit Committee, and who shall receive supervision from the Chairperson of the Audit Committee. The Board's Audit Committee shall also be charged with recommending to the Board the selection of an external auditor, who shall be appointed by the Board, and who shall receive supervision from the Chairperson of the Audit Committee.

4.07 Ineligibility
No Regent shall be eligible to be appointed as Secretary, Treasurer, or Assistant Treasurer of the Board, as provided in MCL 390.552.

Article V
Committees

5.01
The Board may appoint committees and prescribe their duties and functions. There shall be seven standing committees of the Board:

1. Educational Policies Committee
2. Faculty Affairs Committee
3. Finance and Investment Committee
4. Student Affairs Committee
5. Athletic Affairs Committee
6. Personnel and Compensation Committee
7. Audit Committee
After the biannual election of the Chairperson of the Board begins a new term, the Chairperson of the Board shall appoint Chairpersons and Vice-Chairpersons of the standing committees and any special committees requested by Regents (except as outlined in Section 5 of this Article).

5.03
Special committees may be authorized or appointed by the Chairperson of the Board at his or her discretion.

5.04 Educational Policies Committee
The Educational Policies Committee shall be charged with the duty of reviewing and evaluating all existing educational programs. The Committee shall also review all educational grants, requests for new programs, requests for new majors and minors, requests for new degrees and personnel appointments prior to action by the Board of Regents. Further, the Committee shall be charged with the responsibility of making final recommendations to the Board on honorary degrees. The Committee shall also perform other duties as assigned by the Board.

5.04.01
The University officer assigned to the Educational Policies Committee shall be the Provost.

5.05 Faculty Affairs Committee
The Faculty Affairs Committee shall be charged with the duty of meeting with representatives of the faculty to discuss general concerns of the faculty and the University, excluding any matters covered by the collective bargaining agreement. The Committee shall share its deliberations with the Board and make appropriate referrals to the other committees when further study on a matter is required. The Committee shall also perform other duties as assigned by the Board.

5.05.01
The University officer assigned to the Faculty Affairs Committee shall be the Provost.

5.06 Finance and Investment Committee
Pursuant to the Michigan Constitution, the Finance and Investment Committee shall work closely with the President and/or his/her executive officers to develop an annual budget for the University that directs and controls the University’s funds consistent with the Board’s goals, and that establishes annual rates for tuition and fees. The Committee will be charged with oversight and review of the University’s borrowing and investment policies, opportunities and strategies, and capital investment criteria. The Committee also shall be charged with the duty of reviewing the financial affairs and the property of the University and reporting its findings thereon to the Board. Further, the Committee shall review all major proposed contracts prior to the contracts being recommended to, or executed by, the Board. The Committee shall perform other duties as assigned by the Board.

5.06.01
The University officer assigned to the Finance and Investment Committee shall be the University’s Chief Financial Officer.

5.06.02
The Charter of the Finance and Investment Committee is appended to these Bylaws as Schedule A.

5.07 Student Affairs Committee
The Student Affairs Committee shall be charged with the duty of meeting with student leaders to discuss programs, policies, and general concerns of the students. The Committee shall share its deliberations with the Board and make appropriate referrals to the other Board committees when further study on a matter is required. It shall make appropriate recommendations. The Committee shall also perform other duties as assigned by the Board.

5.07.01
The University officer assigned to the Student Affairs Committee shall be the Provost.
5.08 Athletic Affairs Committee

The Athletic Affairs Committee shall be charged with the duty of meeting regularly with the Athletic Director and representatives of the Athletic Department to review and evaluate all existing athletic programs, policies, advancement initiatives and athletic related community relationships. The Committee shall review and make a recommendation to the Board regarding the Athletic Department’s budget prior to presentation of that Budget to the Board, to ensure a high quality academic and athletic experience for student athletes. The Committee shall report its deliberations and findings to the Board and shall make appropriate referrals to other committees when further study on a matter is required. The Chairperson of the Committee shall work closely with the Athletic Director to develop the agenda for Committee meetings. The Committee shall also perform other duties as assigned by the Board.

5.08.01

The University officer assigned to the Athletic Affairs Committee shall be the Athletic Director.

5.09 Personnel and Compensation Committee

The Personnel and Compensation Committee shall be charged with reviewing all policy matters regarding the establishment of goals and objectives, performance assessment and pay structures for the President of the University, the Board Secretary, and Board Treasurer, and will make recommendations to the Board of Regents regarding all such matters.

The Committee will periodically review with the President the procedures and methods used in the evaluation of the members of the President’s executive team and will advise the President on the performance and operations of the members of the President’s executive team. The President will seek input from the Personnel and Compensation Committee on annual performance evaluations of the President’s executive team prior to the evaluations being presented to those individuals. The Committee will review salary studies, market data and other relevant information for the members of the President’s executive team on an annual basis. In the event of the hiring or termination of any member of the President’s executive team, the President will consult with the Chairperson of the Board and/or the Personnel and Compensation Committee prior to taking any formal action.

The Committee shall also have the authority to review and approve all proposed contracts (including contract renewals or extensions) for temporary or permanent individual employment and proposed contracts for employment consulting for the President’s executive team.

At the discretion of the Chairperson of the Board and/or the Committee, the Committee may interview candidates considered for a position in the President’s executive team prior to the hiring of such individuals, as outlined in Section 4.05.01 of these Bylaws.

The Committee will also work with the President on succession planning and personnel development issues for the President and the members of the President’s executive team.

The Committee shall also perform other duties as assigned by the Board.

5.09.01

The Committee shall be chaired by the Vice Chairperson of the Board. The Committee shall also include two other members: the Chairperson of the Finance and Investment Committee, and one other Regent who shall be appointed by the Chairperson of the Board.

5.09.02

The University officer assigned to the Committee shall be the Vice-President and Secretary to the Board of Regents.

5.10 Audit Committee

An External and Internal Auditor shall be appointed and supervised in accordance with Bylaw Section 4.06. The Audit Committee shall meet with the Internal and External Auditor to discuss his or her operations and to recommend the adoption or revision of such general policies relating thereto as may be found appropriate. The
Committee shall also be charged with oversight of the University’s insurance and risk management programs and with oversight and due diligence of the establishment of the University’s entrepreneurial activities. The Charter of the Audit Committee is appended to these Bylaws as Exhibit B.

5.10.01
The University Officer assigned to the Audit Committee shall be the University’s Chief Financial Officer.

5.11 Resources and Authority
Any of the aforementioned Committees may investigate any matter brought to its attention pertaining to its oversight areas, with full access to all books, systems, records, facilities and personnel of the University. The aforementioned Committees may engage independent counsel and other advisors as it determines necessary to carry out its duties at University expense, subject to approval by the Board.

Article VI
Collective Authority and Action

6.01
The authority of the Board of Regents is conferred upon it as a Board, and the Board can bind the body corporate and the University only by acting as a Board. No individual Regent shall bind the Board or the University to any contractual or other legal obligation without prior approval of the Board. Individual Regents otherwise may take such actions as are expected and consistent with their positions as Regents, or as a member of a Board committee.

Article VII
Amendments

7.01
These bylaws, which include Schedules A and B, may be amended or repealed at any formal session of the Board, by an affirmative vote of a majority of the Regents, provided that copies of the proposed amendments or notices of repeal are submitted in writing to each Regent at least 24 hours in advance of such formal session.

Article VIII
Indemnification

8.01 Duty to Indemnify Regents
Except as expressly set forth in this Article, the Board will defend, hold harmless, and indemnify (collectively hereafter, “indemnify” or “indemnification”) a Regent against any threatened, pending, or completed action, suit, or proceeding of any kind or type (including arbitration and alternative dispute resolution proceedings), whether civil, criminal, administrative, or investigative, including relative to any appeal, and wherever brought, if the involvement of the Regent in such action, suit, or proceeding arises:

a. by virtue of the fact that he or she is or was a Regent, or is or was serving pursuant to the request of the Board as a director, officer, trustee, or similar position of another entity (i.e., corporation, partnership, limited liability company, joint venture, trust, etc.), or
b. from actions taken in the course of duties as a Regent.

This obligation extends to the payment as incurred of all expenses (including attorneys' fees, judgments, penalties, fines, and amounts paid in settlement) (hereafter, “Expenses”).

8.02 Conclusive Presumption of Coverage
Indemnification under this Article shall be conclusively presumed unless a final and non-appealable determination has been made by a court of competent jurisdiction (at the request of the Board or any party to such action, suit, or proceeding) that the Regent:
a. had no reasonable cause to believe that his or her conduct was in the best interests of the Board or the University, or
b. failed to satisfy the terms and conditions of this Article, or
c. with respect to a criminal action, suit, or proceeding, had reasonable cause to believe that his or her conduct was illegal.

The termination of any action, suit, or proceeding by judgment, order, settlement (whether with or without court approval), conviction, or a plea of nolo contendere or its equivalent, shall not create a presumption or be used as evidence that the Regent did not meet the requisite standard of conduct or had any particular belief or that a court has determined that indemnification is not permitted under this Article or by applicable law.

8.03 Reimbursement of Expenses

In the event that a determination is made pursuant to Section 8.02 above that the Regent is not entitled to indemnification under this Article or that indemnification should be revoked or terminated, the Regent shall repay any and all Expenses paid by the Board to or on behalf of the Regent. If a Regent is entitled to indemnification by the Board for a portion of his or her Expenses, but not, however, for the total amount of such Expenses, the Board shall nonetheless indemnify the Regent for that portion of Expenses to which the Regent is entitled to indemnification under this Article.

8.04 Notice and Cooperation By Regent

As a condition to obtaining indemnification under this Article, the Regent must give prompt notice to the Board and the Office of the General Counsel of the pendency of any action, suit, or proceeding for which he or she may seek indemnification, and shall keep the Board and the Office of the General Counsel apprised of all significant developments in the action, suit, or proceeding. A Regent's full cooperation with assigned legal counsel is a condition of continued defense and indemnification under this Article.

8.05 Selection of Legal Counsel

Selection of legal counsel shall be made as follows:

a. The General Counsel, after consultation with the Board, shall have authority over selection of all legal counsel to represent the individual Regents indemnified under this Section, except in the following cases:
   i. In any criminal matter, the Regent shall have sole authority over the selection of legal counsel.
   ii. In the event the named parties to any action, suit, or proceeding include a Regent and the Board or other Regents, and a named Regent has been advised by the General Counsel, or by legal counsel selected under Section 8.05(a) above, that there may be one or more legal defenses/positions available to him or her that conflict or may conflict with those available to one or more other named Regents (or the named Board), the named Regent then shall have the right to select separate legal counsel, and the Board shall then indemnify such named Regent for all Expenses incurred by such named Regent; provided, the Board will not be required to indemnify such named Regent for any settlement of any such action, suit, or proceeding effected without the Board's prior written consent.

b. A Regent may, at any time at his or her own expense, retain separate legal counsel rather than avail himself or herself of this Article. In such event, the Board will not reimburse Expenses or provide any indemnification under this Article.

In matters where an individual Regent is a named party and the General Counsel has selected legal counsel for the named Regent, such legal counsel will keep the named Regent informed of the status of the action, suit, or proceeding.

8.06 Strategy and Settlement

Except in the case of a criminal matter, the Board shall have sole decision-making authority over all litigation and settlement strategies. In any criminal matter, the Regent involved shall have sole decision-making authority over all litigation and settlement strategies. Once the Board has settled an action, suit, or proceeding, the Board shall not be required to further indemnify a Regent with respect to that action, suit, or proceeding.

8.07 Non-Exclusivity

The indemnification provided in this Article shall not be exclusive of any other rights to which a Regent may be entitled under any statute, bylaw, insurance policy, agreement, or otherwise.
8.08 No Duplication of Recovery

Indemnification will be made under this Article only to the extent that the Regent is not made whole for his or her Expenses from all other sources of indemnification, including insurance maintained by the University. In no case will indemnification under this Article be in an amount which, when combined with the indemnification from all other sources of indemnification, exceeds the actual amount of Expenses incurred by the Regent.

8.09 Actions Brought By Regent

The Board shall not be required to indemnify a Regent in connection with an action, suit, or proceeding brought by such Regent unless such action, suit, or proceeding was authorized by the Board in advance and the Board expressly agrees to such indemnification.

8.10 Actions Brought By Board

The Board shall not commence, and hereby waives any right to commence, any action, suit, or proceeding, for monetary damages, against a current or former Regent, for breach of the Regent's fiduciary duty, or relative to any act or omission of the Regent, except as follows:

i. Acts or omissions not in good faith or that involve intentional misconduct or knowing violation of law;
ii. An act or omission that is grossly negligent; or
iii. A transaction from which the Regent derived an improper personal benefit.

The Board shall not be required to indemnify a Regent in connection with an action, suit, or proceeding brought by or on behalf of the Board against the Regent.

8.11 Enforcement

If a claim for indemnification under this Article is not paid in full by the Board within ninety (90) days after a written claim has been received by the General Counsel, the Regent making the claim may at any time thereafter bring suit against the Board to recover the unpaid amount of the claim, and, if successful in whole or in part, the claimant shall be entitled to be paid also the expense of prosecuting such claim.

8.12 Modifications

The right to indemnification set forth in this Article shall be deemed to be a contract right between the Board and each Regent who serves in such capacity at any time while this Article is in effect, and any repeal or modification of this Article shall not affect any rights or obligations then existing, with respect to any state of facts then or theretofore existing, or any action, suit, or proceeding theretofore brought or threatened based in whole or in part upon any such state of facts.

8.13 Application

This Article applies to any Regent of the University. The indemnification provided for in this Article continues as to a person who ceases to be a Regent, and the rights and benefits of this Article shall inure to the benefit of the heirs, executors, administrators, personal representatives, successors, and assigns of Regents.

8.14 Severability

Each and every section, term, and provision of this Article shall be considered severable in that, in the event a court finds any section, term, or provision to be invalid or unenforceable, the validity and enforceability, operation, or effect of the remaining sections, terms, and provisions shall not be affected, and this Article shall be construed in all respects as if the invalid or unenforceable section, term, or provision had been omitted.

8.15 Inquires, Notices and Communication

All inquires, notices, and communications regarding this Article or related to any action, suit, or proceeding for which indemnification is or may be sought pursuant to this Article shall be directed to the Office of the General Council.

Schedule A to Bylaws of Board of Regrets of Eastern Michigan University
Regents of Eastern Michigan University Committee Charter

Finance and Investment Committee

Mission Statement

The Finance and Investment Committee provides oversight to the Board of Regents of the financial and investment performance, policies and practices of Eastern Michigan University by ensuring effective management of the University's revenues and expenses, providing uncompromising stewardship for the University's financial and capital resources and by providing business and financial guidance to the many different constituencies at the University.

I. Responsibilities of the Finance and Investment Committee:
   a. Finance Responsibilities
      • Review and monitor the overall financial health of the University
      • Review and ensure that financial policies are current and applicable
      • Review University budgets, including strategy, forecast projections, tuition/fees and assumptions for State Appropriations
      • Review building and capital needs (including property acquisitions and disposals) and the related debt program, including structure, policy, strategy and future capacity
      • Review tax compliance and exposure management
      • Review all major contracts prior to their being recommended to the Board for action.
      • Review annually the travel and hosting expenses of the President and his/her family.

   b. Investment Responsibilities
      • Review investment policies, including investment goals, model asset allocation, distribution policies and performance benchmarks, and investment reporting policies and practices, and ensure adherence to such policies.
      • Review investment costs, including costs of internal management, fees to outside managers, custodial, reporting and brokerage fees.
      • Review performance of investments compared to relevant benchmarks or indices.

II. Composition and Meetings:

The Chairperson of the Board of Regents will appoint the Chairperson of the Finance and Investment Committee. The Chief Financial Officer will act as the staff liaison to the Finance and Investment Committee. All appointments will be at the pleasure of the Board Chairperson. The Finance and Investment Committee may, at its discretion, hire financial expertise from outside the University, subject to approval by the Board.

The Finance and Investment Committee will advise the Board on matters pertaining to its oversight areas and will present periodic reports and recommendations, but will not have the power to bind the Board on any matter. The Finance and Investment Committee may meet as often as necessary, but not less than four times in a calendar year (corresponding with regularly scheduled Board meetings).

Schedule B to Bylaws of Board of Regents of Eastern Michigan University

Regents of Eastern Michigan University Committee Charter Audit Committee

Audit Responsibilities

• Be directly responsible for the appointment, compensation and retention of the University's independent internal auditor, review and approve the annual internal audit plan, evaluate annually the performance of the auditor, and provide the auditor with direct access to the Audit Committee.
• Recommend to the Board the selection of an external auditor, who shall be appointed by the Board, evaluate annually the performance of the auditor, and provide the auditor with direct access to the Audit Committee.
• Review with the administration and the independent auditor the clarity and completeness of the annual audit of the university's financial statements and supplemental information. Review and approve the annual statements and supplemental information.
• Meet with internal and external auditors at least three times per year.
- Review annually the compensation plans, policies and programs (including salary, benefits and perquisite benefits) of the President and other "Key Officers" as determined by the Audit Committee.
- Review annually with the independent auditors the University's Risk Assessment and Risk Management policies and procedures, financial risk of lost assets, operational risk of ineffective and inefficient operations, compliance risk of violating laws, regulations and University policies and procedures and reputational risk regarding public relations matters are effectively managed. Ensure that the University is properly insured against losses.
- Establish and provide on-going review of the University's procedures for the receipt, retention and treatment of complaints regarding accounting, internal accounting controls or auditing matters, or other matters of questionable fiduciary and stewardship actions. Ensure that confidential, anonymous reporting mechanisms are in place and that all employees, students and other University stakeholders are aware of their existence.
- Review the University's insurance and risk management programs.
- Oversee due diligence of the establishment of the University's entrepreneurial activities.
- The aforementioned responsibilities of the Audit Committee may be modified or supplemented as appropriate at anytime.

Composition and Meetings

The Chairperson of the Board of Regents will appoint the Chairperson of the Audit Committee. The Chief Financial officer will act as the staff liaison to the Audit Committee. All appointments will be at the pleasure of the Board Chairperson. The Audit Committee may, at its discretion, hire appropriate expertise from outside the University, subject to approval by the Board.

The Audit Committee will advise the Board on matters pertaining to its oversight areas and will present periodic reports and recommendations, but will not have the power to bind the Board on any matter. The Audit Committee may meet as often as necessary, but not less than four times in a calendar year (corresponding with regularly scheduled Board meetings).

Adoption of Chapter

The Board of Regents has adopted this Charter on March 21, 2006, and amended this Chapter on June 23, 2009 and April 16, 2013.

Authority for Creation and Revision:

Minutes of the Board of Regents, September 17, 1975; para. .1570M
Minutes of the Board of Regents, May 22, 1985; para. .3103M
Minutes of the Board of Regents, May 19, 1992; para. .4557M
Minutes of the Board of Regents, September 22, 1992; para. .4604M
Minutes of the Board of Regents, January 26, 1993; para. .4656M
Minutes of the Board of Regents, January 23, 1996; para. .5072M
Minutes of the Board of Regents, June 20, 2000; para. .5689M
Minutes of the Board of Regents, March 18, 2003; para. .6099M
Minutes of the Board of Regents, March 16, 2004; para. .6251M
Minutes of the Board of Regents, March 15, 2005; para. .6422M
Minutes of the Board of Regents, June 21, 2005; para. .6465M
Minutes of the Board of Regents, August 2, 2005; para. .6472M
Minutes of the Board of Regents, March 21, 2006; para. .6601M
Minutes of the Board of Regents, June 19, 2007; para. .6723M
Minutes of the Board of Regents, June 23, 2009
Minutes of the Board of Regents, September 21, 2010
Minutes of the Board of Regents, September 18, 2012
Minutes of the Board of Regents, December 6, 2012
Minutes of the Board of Regents, April 16, 2013
Minutes of the Board of Regents, March 25, 2014
Minutes of the Board of Regents, January 30, 2015
Minutes of the Board of Regents, December 15, 2017
Board of Regents Eastern Michigan University

Rich Baird
First appointed in December 2018
Term expires on December 31, 2026

Dennis M. Beagen
First appointed in December 2014
Term expires December 31, 2022

Michelle Crumm
First appointed in December 2014
Term expires December 31, 2022

Michael Hawks
First appointed in February 2011
Term expires December 31, 2026

Eunice Jeffries
First appointed in December 2016
Term expires December 31, 2024

Alexander Simpson
First appointed in December 2016
Term expires December 31, 2024

Mary Treder Lang
First appointed in December 2012
Term expires December 31, 2020

James Webb
First appointed in December 2012
Term expires December 31, 2020

Former Regents

2010 - Present
Philip A. Incarnati: February 1992 to December 2010
Gary D. Hawks: January 2007 to December 31, 2010
Mohamed Okdie: November 2007 to February 2011
Thomas W. Sidlik: January 2005 to December 2012
Roy E. Wilbanks: January 2005 to December 2012
Floyd Clack: June 2005 to December 2014
Francine Parker: January 2007 to December 2014
James F. Stapleton: January 2007 to December 31, 2016
C. Beth Fitzsimmons: February 2011 to December 31, 2016
Michael G. Morris: January 2011 to December 2018

2000 - 2009

- Donna R. Milhouse: April 1999 to February 2000
- William J. Stephens: June 1996 to February 2001
- Robert A. DeMattia: January 1991 to December 2002
- Rosalind E. Griffin: February 1997 to December 2004
- Michael G. Morris: February 1997 to December 2004
- Steven G. Gordon: May 2001 to March 2005
- Joseph E. Antonini: May 1997 to December 2006
- Jan A. Brandon: April 2000 to December 2006
- Karen Quinlan Valvo: March 2001 to December 2006
- Sharon J. Rothwell: January 2003 to December 2006
- Ishmael Ahmed: January 2007 to August 2007

1990 - 1999

- Donald E. Shelton: February 1987 to February 1990
- William Simmons: March 1983 to December 1990
- Geneva Y. Titsworth: March 1983 to December 1990
- John H. Burton: January 1985 to January 1992
- Dr. Richard N. Robb: December 1967 to December 1992
- Thomas Guastello: January 1985 to December 1992
- Robin W. Sternbergh: January 1991 to December 1992
- Frederick L. Blackmon: January 1993 to March 1996
- Anthony A. Derezinski: January 1984 to December 1996
- James Clifton: January 1989 to December 1996
- Mara L. Letica: January 1993 to January 1997
- Gayle P. Thomas: January 1991 to January 1999
- Carl D. Pursell: January 1993 to December 1999

1980 - 1989

- Linda D. Bernard: October 1977 to December 1980
- James T. Barnes, Jr.: October 1979 to December 1982
- Carleton K. Rush: June 1974 to December 1982
- Dr. Warren L. Board: January 1979 to December 1984
- Dr. Timothy I. Dyer: January 1973 to May 1984
- Dolores A Kinzel: January 1977 to December 1984
- Beth Wharton Milford: April 1974 to December 1986
- Geraldine M. Ellington: February 1981 to December 1988
1970 - 1979

- Lawrence R. Husse: January 1964 to December 1972
- Virginia R. Allan: January 1964 to April 1974
- Veda S. Anderson: November 1967 to December 1974
- Dr. Charles L. Anspach: January 1964 to June 1974
- George E. Stripp: January 1967 to December 1976
- Dr. Mildred Beaty Smith: January 1964 to June 1977
- Edward J. McCormick: January 1964 to December 1978
- Dr. John F. Ullrich: January 1975 to October 1979

1960 - 1969

- William Habel: January 1964 to October 1967
- J. Don Lawrence: January 1964 to October 1967
- Dr. Martin P. O'Hara: January 1964 to October 1967

Bylaws

Board of Regents Eastern Michigan University

Preamble

Eastern Michigan University (the “University”) is a multipurpose institution founded by the State of Michigan in 1849. It is the second oldest public university in the state. Originally named Michigan State Normal School, it was the first teacher training college west of the Allegheny Mountains. Teacher preparation was the primary purpose of the institution for 100 years, but this purpose was broadly interpreted and included instruction in liberal arts, science and other areas vital to the background of a well-qualified teacher. The name was changed to Michigan State Normal College in 1899 and, in recognition of the development of regional teachers' colleges in the state, to Eastern Michigan College in 1956. With the establishment of the Colleges of Arts and Sciences and Education, as well as a graduate school, Eastern attained university status June 1, 1959. The College of Business was created in 1964, the College of Health and Human Services in 1975, and the College of Technology in 1980, which was renamed the College of Engineering and Technology in 2019.

In all, more than 300 majors, minors and concentrations are delivered through the University's five colleges and graduate school.

ARTICLE VIII, Section 6, of the Michigan Constitution, adopted by the people of the State of Michigan in 1963 to become effective January 1, 1964, granted constitutional autonomy to Eastern Michigan University.

The Board of Regents of Eastern Michigan University (the “Board” or “Board of Regents”) reaffirms its obligation to the people of the state of Michigan to provide high quality education to people from all walks of life. It pledges itself to the wisest use and distribution of resources at its disposal to meet this major objective. In keeping with this commitment, Eastern Michigan University will not discriminate against any person because of race, color, sex, marital status, age, religion, national origin or ancestry, Vietnam-era veteran status, non-relevant mental or physical disability, or any other protected status. Further, Eastern Michigan University does not discriminate against any person because of sexual orientation, or gender identity or expression.

The sexual orientation and gender identity or expression provisions of this policy shall not prohibit the University from maintaining relationships with agencies of the federal government, and shall not be applied to conflict with any provisions of the Michigan Constitution. Further, except where approved by separate action of the Board of Regents, the sexual orientation and gender identity or expression provisions of this policy shall not apply to employment benefits, family housing, financial aid packages, or student residency status.
With respect to students, the Board declares its intention to provide the opportunity for each to realize his or her highest potential, to formulate and enforce reasonable rules governing student conduct, and to give due consideration to the opinions of students on matters related directly to their interest when they are expressed in a responsible manner.

With respect to the alumni, the Board invokes their loyal support of the University and invites their advice and counsel, reminding them that the esteem of the University is measured constantly by their performance as educated men and women.

With respect to the people of Michigan, the Board openly acknowledges that this University is, in the final analysis, their University. As a public institution, Eastern Michigan University is obligated to serve the best interests of the people who support it, as it can best determine those interests, and the operation of the University by the Regents is governed by the Michigan Constitution.

Finally, the Board of Regents holds as its special trust the historic mission of a University to create an intellectual climate that will challenge and encourage the vigorous development and courageous expression of the human mind and spirit. Specifically, the Board of Regents recognizes that it has a primary responsibility to assure the University of the financial and other resources necessary to the successful performance of its mission. The Board believes that the best method of assuring that support is to interpret the University faithfully and continually to its fellow citizens, to the legislature and elected state officials, and to the federal government, and thus persuade them of the essential importance of the University's mission. To those tasks of interpretation and persuasion, the Board is committed by its appointment to office, and to those tasks it pledges itself without reservation.

In order to exercise the principles here declared, to achieve the objectives of Eastern Michigan University and to ensure that the conduct of its own officers will be in accord with the highest standards of educational administration, the Board of Regents adopts its bylaws:

**Article I**

**The Corporation**

1.01 Eastern Michigan University is an institution of higher education having authority to grant baccalaureate, post-baccalaureate and graduate certifications, and masters, specialist, and doctorate degrees.

1.02 Eastern Michigan University shall be governed by a board of control which shall be a body corporate and shall be known as the Board of Regents.

**Article II**

**The Board of Regents**

2.01 The Constitution of the State of Michigan provides that this University shall be governed by a board of control which hereinafter is referred to as the Board of Regents, which shall be a body corporate. The Board has general supervision of the institution and the control and direction of all expenditures from the institutional funds.

2.02 The Constitution of the State of Michigan further provides that the Board, as often as necessary, shall elect a president of the institution under its supervision who shall be the principal executive officer of the institution and who shall be an ex-officio member of the Board without a right to vote.

2.03 The eight-member Board of Regents is appointed by the governor of the state with the advice and consent of the Michigan Senate. Members of the Board of Regents serve without compensation and receive only actual necessary expenses incurred by them in the performance of the duties of their office.
Article III
Meetings of The Board

3.01 Formal Sessions
Formal sessions of the Board shall be open to the public, and reasonable and proper public notice shall be given as to the time and place.

3.01.01
A “formal session” of the Board is defined as one that is convened for the purpose of taking or memorializing final Board action that is binding on the Board.

3.01.02
A majority of the appointed members of the Board of Regents (each member, individually, a “Regent”) shall constitute a quorum to transact business at a formal session, but a smaller number may meet and adjourn to some other time or until a quorum is obtained.

3.01.03
The business at each formal session shall be conducted under general parliamentary rules set forth in Robert’s Rules of Order as modified by the rules and regulations of the Board.

3.01.04
Formal sessions may be either regular meetings (as defined in Section 3.03) or special meetings (as defined in Section 3.04).

3.02 Informal Sessions
An “informal session” of the Board is defined as one that is not convened for the purpose of taking or memorializing final Board action that is binding on the Board. Informal sessions include those meetings that are not held in formal session.

3.03 Regular Meetings
Regular meetings shall be formal sessions of the Board.

3.03.01
The Board shall hold regular meetings as it deems necessary, but not less than four (4) times per year. Such regular meetings shall be held on dates and at times as the Board may determine, and ordinarily will be held in Welch Hall at Eastern Michigan University in Ypsilanti, Michigan.

3.03.02
The Board shall consider at its regular meetings items that have been placed on the meeting agenda. The Board may consider additional items of business at its regular meeting only by a majority vote of those Regents present.

3.03.03
The Secretary to the Board of Regents shall be responsible for the preparation of the agenda. The Secretary will be responsible for contacting the President, the Chairpersons of Board Committees and the Chairperson of the Board for items to be placed on the agenda.

3.03.04
Persons wishing to speak before the Board at a regular meeting may do so during the Communications portion of the regular meeting. The Communications portion of the meeting shall be limited to thirty (30) minutes. Persons will be asked to identify themselves as to name, address, and organization they represent, if any.
3.03.05
Persons desiring to address the Board must declare their intent to do so by completing appropriate forms and submitting them to the Vice President and Secretary of the Board at least twenty-four (24) hours prior to the beginning of the Communications portion of the meeting.

3.03.06
The amount of time allotted for each individual to speak shall be no more than three (3) minutes. The number of individuals who may speak shall be limited to the first ten (10) individuals who declare their intent to address the Board pursuant to Bylaw 3.03.05.

3.03.07
In those instances to which more than three persons wish to present their views to the Board and all represent a single organization or unit, the presentation will be limited to three (3) presenters for three (3) minutes each.

3.04 Special Meetings
Special meetings shall be formal sessions of the Board.

3.04.01
Special meetings of the Board may be called by the Chairperson or upon the request of any three Regents in accordance with established rules. Each Regent shall be informed of the special meeting, by messenger or telephone, at least 24 hours before the scheduled meeting time of the special meeting, provided, that any Regent who has previously so notified the Secretary of the Board may elect to be informed of special meetings by email communication, in which case such communication also shall be effective as to such Regent. Only those matters for which the special meeting has been called shall receive consideration unless unanimous consent is granted by the total Board.

3.04.02
A Regent may participate and vote in a special meeting by means of conference telephone or similar communications equipment so long as all persons participating in the meeting can hear each other. Participation in a special meeting pursuant to this provision shall constitute presence at the meeting, for purposes of determining a quorum, provided, however, that more than one-half of the Regents participating in a special meeting must be physically present at the meeting.

3.05 Emergency Actions
Emergency action may be taken by the Board between formal sessions if and when any matter arises that, in the opinion of the Chairperson or any three Regents, requires official action by the Board prior to the next formal session. An affirmative vote, in person or by telephone, facsimile, electronic mail, or other reliable method of communication, from five Regents, is required for action. Any action taken as an emergency action pursuant to this Bylaw 3.05 shall be presented to the Board for confirmation at the next formal session of the Board.

Article IV
Officers and Organization

4.01 Chairperson
The Board shall elect one Regent to serve as Chairperson and presiding officer of the Board. The election shall be held at the last Board meeting before the expiration of the current Chairperson’s term. The Chairperson’s term shall be for no more than two years and it shall begin the day after the former Chairperson’s term expires. The Chairperson shall perform such duties as may be prescribed by law or by the regulations of the Board. As outlined in Section 4.02 of these Bylaws, the Chairperson shall appoint the Vice Chairperson in the event the position of Vice Chairperson becomes vacant prior to the completion of the Vice Chairperson’s term. The Chairperson will appoint the Chairs of the standing committees described in Bylaw 5.01.

4.02 Vice Chairperson
The Board shall elect one Regent to serve as Vice-Chairperson. The election shall be held at the last Board meeting before the expiration of the current Vice-Chairperson’s term. The Vice-Chairperson’s term shall be for no more than two years and it shall begin the day after the former Vice-Chairperson’s term expires. The Vice Chairperson
will act as Chairperson in the absence of the Chairperson, and shall become Chairperson for the remainder of the
Chairperson's term in the event the position of Chairperson becomes vacant for any reason. In the event the
position of Vice Chairperson becomes vacant for any reason during the Vice Chairperson's term of office, the
Chairperson shall appoint one Regent to serve as Vice-Chairperson to fill the remainder of the vacated term.

4.03 Vice-President and Secretary

The Board shall appoint a Vice-President and Secretary to the Board who shall be a member of the President's
executive team and responsible to the Board and shall serve at the pleasure of the Board. In concert with the
President, the Vice-President and Secretary plans, coordinates and facilitates the work of the Board of Regents of
Eastern Michigan University to enable it to effectively govern the University and to facilitate effective
communication between the members of the Board and the President's executive team.

The Vice-President and Secretary shall keep a public record of all actions of the Board. The Vice-President and
Secretary will duly execute for and on behalf of the Regents of Eastern Michigan University or Eastern Michigan
University such instruments or documents which would devolve to a corporate officer and would be usual to that
office. The Vice-President and Secretary shall be the custodian of the corporate seal and shall cause it to be used at
the direction of the Board of Regents. The Vice-President and Secretary shall sign all requisitions for transactions
directed by the Board.

The Vice-President and Secretary shall be the Board of Regents' representative for external organizations affiliated
with the University.

4.03.01

The Vice-President and Secretary shall perform such other duties as may be required of him or her by the Board
and/or the Chairperson of the Board.

4.03.02

The appointment of the Vice-President and Secretary shall be subject to the ineligibility provision set forth in
Section 4.07 of this Article.

4.04 Treasurer

The Board shall appoint a Treasurer to the Board who shall be a member of the President's executive team and
serve at the pleasure of the Board. The Treasurer is charged with the responsibility for the collection, custody and
accounting of all monies due the University. The Treasurer is authorized to sign checks for the expenditure of
funds approved by the Board of Regents and to refuse expenditures not authorized by the Board or by budgets
approved by the Board.

4.04.01

The Treasurer or his or her designee shall sign all formal applications for grants of funds for research, extension or
other University purposes as directed by the Board prior to the President's signature being placed on such
documents.

4.04.02

The Treasurer shall prepare an annual financial report at the close of each fiscal year and such other interim
reports as the President and Board of Regents may request.

4.04.03

The Treasurer shall perform such other duties as may be required by the President and/or the Board of Regents.

4.04.04

The Board may also appoint an Assistant Treasurer, who shall serve at the pleasure of the Board, to act in the
absence of the Treasurer.

4.04.05

The appointment of the Treasurer and of any Assistant Treasurer shall be subject to the ineligibility provision set
forth in Section 4.07 of this Article.

4.05 President
The Board shall, as often as necessary, elect a President of the University who shall serve at the pleasure of the Board. He or she shall be an ex-officio member of the Board without a right to vote and shall serve as the University's chief executive officer.

4.05.01

As the chief executive officer of the University, the President shall exercise such powers as are inherent in the position in promoting, supporting, or protecting the interests of the University and in managing and directing all of its affairs. The President shall be responsible for implementing the policies of the Board, and may issue directions and executive orders not in contravention of existing Board policies. The President shall be responsible for all business policies as heretofore enacted or modified or hereafter established subject to the general policies established by the Board. The President shall, in consultation with the Board, develop an annual budget (including, but not limited to, tuition and fees) and projected multiple year budget for the University, that reflects the Board's policies, for approval by the Board. The President shall be responsible for hiring University employees, subject to Board approval. The hiring of members of the President's executive team shall be subject to prior consultation and discussion with the Board's Personnel and Compensation Committee, and interviews of candidates considered for a position in the President's administrative team may include Regents, as directed by the Chairperson of the Board and/or the Personnel and Compensation Committee. The President shall review and sign all requisitions for transactions that have been approved by the Board. The President shall exercise such other powers, duties and responsibilities as are delegated to or required of him or her by the Board.

4.06 Auditor

The Board's Audit Committee shall appoint an Internal Auditor who shall report to the Audit Committee, and who shall receive supervision from the Chairperson of the Audit Committee. The Board's Audit Committee shall also be charged with recommending to the Board the selection of an external auditor, who shall be appointed by the Board, and who shall receive supervision from the Chairperson of the Audit Committee.

4.07 Ineligibility

No Regent shall be eligible to be appointed as Secretary, Treasurer, or Assistant Treasurer of the Board, as provided in MCL 390.552.

Article V

Committees

5.01

The Board may appoint committees and prescribe their duties and functions. There shall be seven standing committees of the Board:

1. Educational Policies Committee
2. Faculty Affairs Committee
3. Finance and Investment Committee
4. Student Affairs Committee
5. Athletic Affairs Committee
6. Personnel and Compensation Committee
7. Audit Committee

5.02

After the Chairperson of the Board begins a new term, the Chairperson of the Board shall appoint Chairpersons and Vice-Chairpersons of the standing committees and any special committees requested by Regents (except as outlined in Section 5 of this Article).

5.03

Special committees may be authorized or appointed by the Chairperson of the Board at his or her discretion.

5.04 Educational Policies Committee

The Educational Policies Committee shall be charged with the duty of reviewing and evaluating all existing educational programs. The Committee shall also review all educational grants, requests for new programs, requests for new majors and minors, requests for new degrees and personnel appointments prior to action by the Board of Regents. Further, the Committee shall be charged with the responsibility of making final
recommendations to the Board on honorary degrees. The Committee shall also perform other duties as assigned by the Board.

5.04.01
The University officer assigned to the Educational Policies Committee shall be the Provost.

5.05 Faculty Affairs Committee

The Faculty Affairs Committee shall be charged with the duty of meeting with representatives of the faculty to discuss general concerns of the faculty and the University, excluding any matters covered by the collective bargaining agreement. The Committee shall share its deliberations with the Board and make appropriate referrals to the other committees when further study on a matter is required. The Committee shall also perform other duties as assigned by the Board.

5.05.01
The University officer assigned to the Faculty Affairs Committee shall be the Provost.

5.06 Finance and Investment Committee

Pursuant to the Michigan Constitution, the Finance and Investment Committee shall work closely with the President and/or his/her executive officers to develop an annual budget for the University that directs and controls the University's funds consistent with the Board's goals, and that establishes annual rates for tuition and fees. The Committee will be charged with oversight and review of the University's borrowing and investment policies, opportunities and strategies, and capital investment criteria. The Committee also shall be charged with the duty of reviewing the financial affairs and the property of the University and reporting its findings thereon to the Board. Further, the Committee shall review all major proposed contracts prior to the contracts being recommended to, or executed by, the Board. The Committee shall perform other duties as assigned by the Board.

5.06.01
The University officer assigned to the Finance and Investment Committee shall be the University's Chief Financial Officer.

5.06.02
The Charter of the Finance and Investment Committee is appended to these Bylaws as Schedule A.

5.07 Student Affairs Committee

The Student Affairs Committee shall be charged with the duty of meeting with student leaders to discuss programs, policies, and general concerns of the students. The Committee shall share its deliberations with the Board and make appropriate referrals to the other Board committees when further study on a matter is required. It shall make appropriate recommendations. The Committee shall also perform other duties as assigned by the Board.

5.07.01
The University officer assigned to the Student Affairs Committee shall be the Provost.
5.08 Athletic Affairs Committee

The Athletic Affairs Committee shall be charged with the duty of meeting regularly with the Athletic Director and representatives of the Athletic Department to review and evaluate all existing athletic programs, policies, advancement initiatives and athletic related community relationships. The Committee shall review and make a recommendation to the Board regarding the Athletic Department's budget prior to presentation of that Budget to the Board, to ensure a high quality academic and athletic experience for student athletes. The Committee shall report its deliberations and findings to the Board and shall make appropriate referrals to other committees when further study on a matter is required. The Chairperson of the Committee shall work closely with the Athletic Director to develop the agenda for Committee meetings. The Committee shall also perform other duties as assigned by the Board.

5.08.01

The University officer assigned to the Athletic Affairs Committee shall be the Athletic Director.

5.09 Personnel and Compensation Committee

The Personnel and Compensation Committee shall be charged with reviewing all policy matters regarding the establishment of goals and objectives, performance assessment and pay structures for the President of the University, the Board Secretary, and Board Treasurer, and will make recommendations to the Board of Regents regarding all such matters.

The Committee will periodically review with the President the procedures and methods used in the evaluation of the members of the President's executive team and will advise the President on the performance and operations of the members of the President's executive team. The President will seek input from the Personnel and Compensation Committee on annual performance evaluations of the President's executive team prior to the evaluations being presented to those individuals. The Committee will review salary studies, market data and other relevant information for the members of the President's executive team on an annual basis. In the event of the hiring or termination of any member of the President's executive team, the President will consult with the Chairperson of the Board and/or the Personnel and Compensation Committee prior to taking any formal action.

The Committee shall also have the authority to review and approve all proposed contracts (including contract renewals or extensions) for temporary or permanent individual employment and proposed contracts for employment consulting for the President's executive team.

At the discretion of the Chairperson of the Board and/or the Committee, the Committee may interview candidates considered for a position in the President's executive team prior to the hiring of such individuals, as outlined in Section 4.05.01 of these Bylaws.

The Committee will also work with the President on succession planning and personnel development issues for the President and the members of the President's executive team.

The Committee shall also perform other duties as assigned by the Board.

5.09.01

The Committee shall be chaired by the Vice Chairperson of the Board. The Committee shall also include two other members: the Chairperson of the Finance and Investment Committee, and one other Regent who shall be appointed by the Chairperson of the Board.

5.09.02

The University officer assigned to the Committee shall be the Vice-President and Secretary to the Board of Regents.

5.10 Audit Committee

An External and Internal Auditor shall be appointed and supervised in accordance with Bylaw Section 4.06. The Audit Committee shall meet with the Internal and External Auditor to discuss his or her operations and to recommend the adoption or revision of such general policies relating thereto as may be found appropriate. The
Committee shall also be charged with oversight of the University's insurance and risk management programs and with oversight and due diligence of the establishment of the University's entrepreneurial activities. The Charter of the Audit Committee is appended to these Bylaws as Exhibit B.

5.10.01
The University Officer assigned to the Audit Committee shall be the University's Chief Financial Officer.

5.11 Resources and Authority

Any of the aforementioned Committees may investigate any matter brought to its attention pertaining to its oversight areas, with full access to all books, systems, records, facilities and personnel of the University. The aforementioned Committees may engage independent counsel and other advisors as it determines necessary to carry out its duties at University expense, subject to approval by the Board.

Article VI
Collective Authority and Action

6.01
The authority of the Board of Regents is conferred upon it as a Board, and the Board can bind the body corporate and the University only by acting as a Board. No individual Regent shall bind the Board or the University to any contractual or other legal obligation without prior approval of the Board. Individual Regents otherwise may take such actions as are expected and consistent with their positions as Regents, or as a member of a Board committee.

Article VII
Amendments

7.01
These bylaws, which include Schedules A and B, may be amended or repealed at any formal session of the Board, by an affirmative vote of a majority of the Regents, provided that copies of the proposed amendments or notices of repeal are submitted in writing to each Regent at least 24 hours in advance of such formal session.

Article VIII
Indemnification

8.01 Duty to Indemnify Regents

Except as expressly set forth in this Article, the Board will defend, hold harmless, and indemnify (collectively hereafter, “indemnify” or “indemnification”) a Regent against any threatened, pending, or completed action, suit, or proceeding of any kind or type (including arbitration and alternative dispute resolution proceedings), whether civil, criminal, administrative, or investigative, including relative to any appeal, and wherever brought, if the involvement of the Regent in such action, suit, or proceeding arises:

a. by virtue of the fact that he or she is or was a Regent, or is or was serving pursuant to the request of the Board as a director, officer, trustee, or similar position of another entity (i.e., corporation, partnership, limited liability company, joint venture, trust, etc.), or
b. from actions taken in the course of duties as a Regent.

This obligation extends to the payment as incurred of all expenses (including attorneys’ fees, judgments, penalties, fines, and amounts paid in settlement) (hereafter, “Expenses”).

8.02 Conclusive Presumption of Coverage

Indemnification under this Article shall be conclusively presumed unless a final and non-appealable determination has been made by a court of competent jurisdiction (at the request of the Board or any party to such action, suit, or proceeding) that the Regent:
a. had no reasonable cause to believe that his or her conduct was in the best interests of the Board or the University, or
b. failed to satisfy the terms and conditions of this Article, or
c. with respect to a criminal action, suit, or proceeding, had reasonable cause to believe that his or her conduct was illegal.

The termination of any action, suit, or proceeding by judgment, order, settlement (whether with or without court approval), conviction, or a plea of nolo contendere or its equivalent, shall not create a presumption or be used as evidence that the Regent did not meet the requisite standard of conduct or had any particular belief or that a court has determined that indemnification is not permitted under this Article or by applicable law.

8.03 Reimbursement of Expenses

In the event that a determination is made pursuant to Section 8.02 above that the Regent is not entitled to indemnification under this Article or that indemnification should be revoked or terminated, the Regent shall repay any and all Expenses paid by the Board to or on behalf of the Regent. If a Regent is entitled to indemnification by the Board for a portion of his or her Expenses, but not, however, for the total amount of such Expenses, the Board shall nonetheless indemnify the Regent for that portion of Expenses to which the Regent is entitled to indemnification under this Article.

8.04 Notice and Cooperation By Regent

As a condition to obtaining indemnification under this Article, the Regent must give prompt notice to the Board and the Office of the General Counsel of the pendency of any action, suit, or proceeding for which he or she may seek indemnification, and shall keep the Board and the Office of the General Counsel apprised of all significant developments in the action, suit, or proceeding. A Regent’s full cooperation with assigned legal counsel is a condition of continued defense and indemnification under this Article.

8.05 Selection of Legal Counsel

Selection of legal counsel shall be made as follows:

a. The General Counsel, after consultation with the Board, shall have authority over selection of all legal counsel to represent the individual Regents indemnified under this Section, except in the following cases:
   i. In any criminal matter, the Regent shall have sole authority over the selection of legal counsel.
   ii. In the event the named parties to any action, suit, or proceeding include a Regent and the Board or other Regents, and a named Regent has been advised by the General Counsel, or by legal counsel selected under Section 8.05(a) above, that there may be one or more legal defenses/positions available to him or her that conflict or may conflict with those available to one or more other named Regents (or the named Board), the named Regent then shall have the right to select separate legal counsel, and the Board shall then indemnify such named Regent for all Expenses incurred by such named Regent; provided, the Board will not be required to indemnify such named Regent for any settlement of any such action, suit, or proceeding effected without the Board’s prior written consent.

b. A Regent may, at any time at his or her own expense, retain separate legal counsel rather than avail himself or herself of this Article. In such event, the Board will not reimburse Expenses or provide any indemnification under this Article.

In matters where an individual Regent is a named party and the General Counsel has selected legal counsel for the named Regent, such legal counsel will keep the named Regent informed of the status of the action, suit, or proceeding.

8.06 Strategy and Settlement

Except in the case of a criminal matter, the Board shall have sole decision-making authority over all litigation and settlement strategies. In any criminal matter, the Regent involved shall have sole decision-making authority over all litigation and settlement strategies. Once the Board has settled an action, suit, or proceeding, the Board shall not be required to further indemnify a Regent with respect to that action, suit, or proceeding.

8.07 Non-Exclusivity

The indemnification provided in this Article shall not be exclusive of any other rights to which a Regent may be entitled under any statute, bylaw, insurance policy, agreement, or otherwise.
8.08 No Duplication of Recovery

Indemnification will be made under this Article only to the extent that the Regent is not made whole for his or her Expenses from all other sources of indemnification, including insurance maintained by the University. In no case will indemnification under this Article be in an amount which, when combined with the indemnification from all other sources of indemnification, exceeds the actual amount of Expenses incurred by the Regent.

8.09 Actions Brought By Regent

The Board shall not be required to indemnify a Regent in connection with an action, suit, or proceeding brought by such Regent unless such action, suit, or proceeding was authorized by the Board in advance and the Board expressly agrees to such indemnification.

8.10 Actions Brought By Board

The Board shall not commence, and hereby waives any right to commence, any action, suit, or proceeding, for monetary damages, against a current or former Regent, for breach of the Regent’s fiduciary duty, or relative to any act or omission of the Regent, except as follows:

i. Acts or omissions not in good faith or that involve intentional misconduct or knowing violation of law;
ii. An act or omission that is grossly negligent; or
iii. A transaction from which the Regent derived an improper personal benefit.

The Board shall not be required to indemnify a Regent in connection with an action, suit, or proceeding brought by or on behalf of the Board against the Regent.

8.11 Enforcement

If a claim for indemnification under this Article is not paid in full by the Board within ninety (90) days after a written claim has been received by the General Counsel, the Regent making the claim may at any time thereafter bring suit against the Board to recover the unpaid amount of the claim, and, if successful in whole or in part, the claimant shall be entitled to be paid also the expense of prosecuting such claim.

8.12 Modifications

The right to indemnification set forth in this Article shall be deemed to be a contract right between the Board and each Regent who serves in such capacity at any time while this Article is in effect, and any repeal or modification of this Article shall not affect any rights or obligations then existing, with respect to any state of facts then or theretofore existing, or any action, suit, or proceeding theretofore brought or threatened based in whole or in part upon any such state of facts.

8.13 Application

This Article applies to any Regent of the University. The indemnification provided for in this Article continues as to a person who ceases to be a Regent, and the rights and benefits of this Article shall inure to the benefit of the heirs, executors, administrators, personal representatives, successors, and assigns of Regents.

8.14 Severability

Each and every section, term, and provision of this Article shall be considered severable in that, in the event a court finds any section, term, or provision to be invalid or unenforceable, the validity and enforceability, operation, or effect of the remaining sections, terms, and provisions shall not be affected, and this Article shall be construed in all respects as if the invalid or unenforceable section, term, or provision had been omitted.

8.15 Inquires, Notices and Communication

All inquires, notices, and communications regarding this Article or related to any action, suit, or proceeding for which indemnification is or may be sought pursuant to this Article shall be directed to the Office of the General Council.

Schedule A to Bylaws of Board of Regrets of Eastern Michigan University
Regents of Eastern Michigan University Committee Charter

Finance and Investment Committee

Mission Statement

The Finance and Investment Committee provides oversight to the Board of Regents of the financial and investment performance, policies and practices of Eastern Michigan University by ensuring effective management of the University's revenues and expenses, providing uncompromising stewardship for the University's financial and capital resources and by providing business and financial guidance to the many different constituencies at the University.

I. Responsibilities of the Finance and Investment Committee:
   a. Finance Responsibilities
      • Review and monitor the overall financial health of the University
      • Review and ensure that financial policies are current and applicable
      • Review University budgets, including strategy, forecast projections, tuition/fees and assumptions for State Appropriations
      • Review building and capital needs (including property acquisitions and disposals) and the related debt program, including structure, policy, strategy and future capacity
      • Review tax compliance and exposure management
      • Review all major contracts prior to their being recommended to the Board for action.
      • Review annually the travel and hosting expenses of the President and his/her family.
   b. Investment Responsibilities
      • Review investment policies, including investment goals, model asset allocation, distribution policies and performance benchmarks, and investment reporting policies and practices, and ensure adherence to such policies.
      • Review investment costs, including costs of internal management, fees to outside managers, custodial, reporting and brokerage fees.
      • Review performance of investments compared to relevant benchmarks or indices.

II. Composition and Meetings:

The Chairperson of the Board of Regents will appoint the Chairperson of the Finance and Investment Committee. The Chief Financial Officer will act as the staff liaison to the Finance and Investment Committee. All appointments will be at the pleasure of the Board Chairperson. The Finance and Investment Committee may, at its discretion, hire financial expertise from outside the University, subject to approval by the Board.

The Finance and Investment Committee will advise the Board on matters pertaining to its oversight areas and will present periodic reports and recommendations, but will not have the power to bind the Board on any matter. The Finance and Investment Committee may meet as often as necessary, but not less than four times in a calendar year (corresponding with regularly scheduled Board meetings).

Schedule B to Bylaws of Board of Regents of Eastern Michigan University

Regents of Eastern Michigan University Committee Charter Audit Committee

Audit Responsibilities

• Be directly responsible for the appointment, compensation and retention of the University's independent internal auditor, review and approve the annual internal audit plan, evaluate annually the performance of the auditor, and provide the auditor with direct access to the Audit Committee.
• Recommend to the Board the selection of an external auditor, who shall be appointed by the Board, evaluate annually the performance of the auditor, and provide the auditor with direct access to the Audit Committee.
• Review with the administration and the independent auditor the clarity and completeness of the annual audit of the university's financial statements and supplemental information. Review and approve the annual statements and supplemental information.
• Meet with internal and external auditors at least three times per year.
• Review annually the compensation plans, policies and programs (including salary, benefits and perquisite benefits) of the President and other "Key Officers" as determined by the Audit Committee.

• Review annually with the independent auditors the University's Risk Assessment and Risk Management policies and procedures, financial risk of lost assets, operational risk of ineffective and inefficient operations, compliance risk of violating laws, regulations and University policies and procedures and reputational risk regarding public relations matters are effectively managed. Ensure that the University is properly insured against losses.

• Establish and provide on-going review of the University's procedures for the receipt, retention and treatment of complaints regarding accounting, internal accounting controls or auditing matters, or other matters of questionable fiduciary and stewardship actions. Ensure that confidential, anonymous reporting mechanisms are in place and that all employees, students and other University stakeholders are aware of their existence.

• Review the University's insurance and risk management programs.

• Oversee due diligence of the establishment of the University's entrepreneurial activities.

• The aforementioned responsibilities of the Audit Committee may be modified or supplemented as appropriate at anytime.

Composition and Meetings

The Chairperson of the Board of Regents will appoint the Chairperson of the Audit Committee. The Chief Financial officer will act as the staff liaison to the Audit Committee. All appointments will be at the pleasure of the Board Chairperson. The Audit Committee may, at its discretion, hire appropriate expertise from outside the University, subject to approval by the Board.

The Audit Committee will advise the Board on matters pertaining to its oversight areas and will present periodic reports and recommendations, but will not have the power to bind the Board on any matter. The Audit Committee may meet as often as necessary, but not less than four times in a calendar year (corresponding with regularly scheduled Board meetings).

Adoption of Chapter

The Board of Regents has adopted this Charter on March 21, 2006, and amended this Chapter on June 23, 2009 and April 16, 2013.

Authority for Creation and Revision:

Minutes of the Board of Regents, September 17, 1975; para. .1570M
Minutes of the Board of Regents, May 22, 1985; para. .3103M
Minutes of the Board of Regents, May 19, 1992; para. .4557M
Minutes of the Board of Regents, September 22, 1992; para. .4604M
Minutes of the Board of Regents, January 26, 1993; para. .4656M
Minutes of the Board of Regents, January 23, 1996; para. .5072M
Minutes of the Board of Regents, June 20, 2000; para. .5689M
Minutes of the Board of Regents, March 18, 2003; para. .6099M
Minutes of the Board of Regents, March 16, 2004; para. .6251M
Minutes of the Board of Regents, March 15, 2005; para. .6422M
Minutes of the Board of Regents, June 21, 2005; para. .6465M
Minutes of the Board of Regents, August 2, 2005; para. .6472M
Minutes of the Board of Regents, March 21, 2006; para. .6601M
Minutes of the Board of Regents, June 19, 2007; para. .6723M
Minutes of the Board of Regents, June 23, 2009
Minutes of the Board of Regents, September 21, 2010
Minutes of the Board of Regents, September 18, 2012
Minutes of the Board of Regents, December 6, 2012
Minutes of the Board of Regents, April 16, 2013
Minutes of the Board of Regents, March 25, 2014
Minutes of the Board of Regents, January 30, 2015
Minutes of the Board of Regents, December 15, 2017
Eastern Michigan University's investment objective shall be to preserve investment principal while deriving a reasonable return consistent with the prevailing market and economic conditions. Investment decisions shall be based on specific guidelines which incorporate quality, safety, diversity and liquidity of funds.

Scope

The short-term investment pool guidelines are intended to cover the investment of university funds that are required for daily liquidity and short-term operating purposes (one year or less). The intermediate-term investment pool guidelines are intended to cover funds that are earmarked for use in the next one to three years. The remaining portion of the portfolio determined to be in excess of operational need and not expected to be needed as working capital funds may be designated long-term in nature and allocated to the long-term investment pool.

General Objectives

- The primary investment objective for the short-term investment pool accounts will be to provide for preservation of capital with a secondary emphasis upon maximization of investment income with prudent exposure to risk. Funds needed for expenditures in less than one year will be considered short-term.
- The primary investment objectives for the intermediate-term investment pool accounts will be preservation of capital and maximization of income with prudent exposure to risk within the parameters specified in this investment policy statement. Funds needed for expenditures within one to three years will be considered intermediate-term.
- The primary investment objectives for the long-term investment pool accounts will be to provide for long-term growth of principal and income with prudent exposure to risk. Funds not needed for expenditures within three years will be considered long-term.
- Due to the inevitability of short-term market fluctuations that may cause variations in the investment performance, it is intended that the performance objectives will be achieved over a rolling five-year period net of investment management fees and transaction costs. Nevertheless, the University reserves the right to evaluate and make any necessary changes regarding the investment managers/funds over a shorter term using the criteria established in the “Evaluation of Investment Managers” section of this statement.

Asset Allocation

Short-Term Investment Pool

The short-term investment pool shall be managed by one or more short-term investment managers, each maintaining a portfolio with an average weighted maturity between one day and one year.

Intermediate-Term Investment Pool

The intermediate-term investment pool shall be managed by one or more investment managers with the goal of preserving capital and liquidity while providing a moderate return.

Long-Term Investment Pool

...
The overall long-term investment pool targets and permissible ranges for asset classes are detailed in Appendix A. It is anticipated that the long-term investment pool will invest primarily in "commingled funds" (mutual funds, limited partnerships, limited liability companies, etc.), rather than separately managed accounts, in recognition of the benefits of commingled funds as investment vehicles (i.e., the ability to diversify more extensively than in a small, separately managed investment account and the lower costs which can be associated with these funds). The Investment Committee recognize that they will not be permitted to give specific policy directives to a fund whose policies are already established; therefore, the Investment Committee are relying on the Investment Advisor to assess and monitor the investment policies of such funds to ascertain whether they are appropriate.

In some instances (likely long-only equity or fixed income mandates), a separately managed account may be deemed the optimal vehicle for the long-term investment pool. In those cases, the individual manager guidelines are specified in each approved investment manager agreement (IMA) and will be evaluated and negotiated by the Investment Advisor.

The Investment Committee also realizes that certain types of derivatives are commonplace and acceptable investment securities for various types of strategies. Some of the investment managers will use derivatives to hedge, gain market exposure, gain/reduce currency exposure, etc. The Investment Advisor will evaluate each manager's derivatives policy and determine if it is acceptable before making a recommendation.

Re-balancing Asset Allocation

The University representatives will monitor the asset allocation structure of the long-term investment pool and will attempt to stay within the ranges allowed for each asset class. If an asset class falls outside the permissible range for that asset class, the University representatives will develop a plan of action, either for immediate re-balancing of the portfolio or a re-balancing that will occur over the subsequent few months.

Performance Objectives

1. Market Benchmark
   a. The total return for the short-term investment pool and for each short-term investment manager shall exceed the rate of return on 3-month U.S. Treasury Bills.
   b. The total return for the intermediate-term investment pool shall exceed the Merrill Lynch 1-3 Year Government Bond Index. Each investment manager is expected to outperform their designated benchmark index.
   c. The total return for the long-term investment pool shall exceed the designated Policy Index.
      i. Policy Index: Calculated by taking the target asset class weights times the return of the respective passive benchmark (calculated monthly). This measures the effectiveness of fund asset allocation structure.

2. Peer Group Ranking
   a. The total return for each intermediate-term investment manager shall rank in the top half of the appropriate universe.
   b. The total return for each long-term investment manager shall rank in the top half of the appropriate universe (Domestic Equity, International Equity, and Core Fixed Income, etc.)

Evaluation of Investment Managers

The investment managers will be reviewed on an ongoing basis and evaluated based upon the following additional criteria:

1. Ability to exceed the performance objectives stated in this Investment Policy Statement.
2. Adherence to the philosophy and style which were articulated to the University at, or subsequent to, the time the investment manager was retained.
3. Continuity of personnel and practices at the firm.

Each investment manager shall immediately notify the University representatives and the Investment Advisor in writing of any material changes in its investment outlook, strategy, portfolio structure, ownership, or senior personnel.
Investment Manager Requirements

1. In today's rapidly changing and complex financial world, no list or types of categories of investments can provide continuously adequate guidance for achieving the investment objectives. Any such list is likely to be too inflexible to be suitable of the market environment in which investment decisions must be made. Therefore, it is the process by which investment strategies and decisions are developed, analyzed, adopted, implemented and monitored, and the overall manner in which investment risk is managed, which determines whether an appropriate standard of reasonableness, care and prudence has been met for these investments.

2. Although there are no strict guidelines that will be utilized in selecting investment managers, the [Investment Committee] will consider the length of time the firm has been in existence, its track record, assets under management, investment philosophy, overall “fit” within the existing investment portfolio, and the amount of assets the University has already invested within the firm.

3. The requirements stated below apply to investments in non-mutual and non-pooled funds, where the investment manager is able to construct a separate, discretionary account on behalf of the University. Although the University cannot dictate policy to pooled/mutual fund investment managers, the University’s intent is to select and retain only pooled/mutual funds with policies that are similar to this policy statement. All managers (pooled/mutual and separate), however, are expected to achieve the performance objectives.

- Each investment manager must satisfy the performance objectives and asset allocation guidelines.
- Each investment manager shall have full investment discretion with regard to market timing and security selection, consistent with this Investment Policy Statement.
- The investment managers shall be evaluated on a quarterly basis and should be prepared to meet with the [Investment Committee] at least annually.
- Short-term investment managers must invest at least 50% of the portfolio in U.S. Government Securities and/or U.S. Government Agency issues.
- No more than 10% of the portfolio, at cost, can be invested in any single issue, except the investments in U.S. Government Securities.
- The weighted average credit quality is to be no less than “AAA” (or its equivalent rating by two national rating agencies) for the short-term investment pool accounts.
- Portfolio holdings will be sufficiently liquid to ensure that 10% of the portfolio can be sold on a day’s notice with no material impact on market value.
- Commercial paper must be, at the time of purchase, rated within the highest classification established by not less than two national rating services.
- The average weighted maturity for each short-term investment manager shall be between one day and one year.
- Bank Certificates of Deposit and Bankers’ Acceptances are to be rated within the top two rating classifications by any one national rating service. Foreign bank issues are capped at 10% of the total investment in this category.
- There shall be no investments in non-marketable securities.
- Each equity and fixed income investment manager must assure that no position of any issuer shall exceed 10% of the manager’s portfolio at market value, with the exception of securities issued by the U.S. government and its agencies.
- The investment managers shall handle the voting of proxies and tendering of shares in a manner that is in the best interest of the University and consistent with the investment objectives contained herein.
- The equity and fixed income investment managers shall not effect a purchase, which would cause a position in the portfolio to exceed 5% of the issue outstanding at market value.
- The University must explicitly authorize the use of derivative instruments, and shall consider certain criteria including, but not limited to, the following:
  - Manager’s proven expertise in such category.
  - Value added by engaging in derivatives.
  - Liquidity of instruments.
  - Activity traded by major exchanges (or for over-the-counter positions, executed with major dealers), and
  - Manager’s internal procedures to evaluate derivatives, such as scenario and volatility analysis and duration constraints.

Consultant’s Responsibilities
The Investment Consultant is responsible for assisting the University in all aspects of managing and overseeing the investment portfolio. The consultant is the primary source of investment education and investment manager information. On an ongoing basis the consultant will:

- Provide the University with quarterly performance reports within 45 days following the end of the quarter;
- Meet with the University at least quarterly, or more frequently as needed;
- Provide the University with an annual review of this Investment Policy Statement, including an assessment of the University's current asset allocation and investment objectives; and
- Supply the Investment Committee with other reports or information as reasonably requested.

Appendix A

Eastern Michigan University Board of Regents

ASSET ALLOCATION POLICY

In order to have a reasonable probability of achieving the target return at an acceptable risk level, the Investment Committee has adopted the asset allocation policy outlined below. Because asset classes do not move in concert, investment experience will cause the asset allocations to move away from targets. The asset allocation table listed in Appendix A reflects minimum and maximum ranges that are designed to take into account risk, returns, correlation of asset classes, and transaction costs of rebalancing.

<table>
<thead>
<tr>
<th>Asset Class</th>
<th>Target-Percent</th>
<th>Permissible Range-Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity</td>
<td>15%</td>
<td>10% - 20%</td>
</tr>
<tr>
<td>Russell 3000 Index</td>
<td>5%</td>
<td>5% - 10%</td>
</tr>
<tr>
<td>International Equities</td>
<td>5%</td>
<td>0% - 10%</td>
</tr>
<tr>
<td>MSCI EAFE Small Cap</td>
<td>5%</td>
<td>0% - 8%</td>
</tr>
<tr>
<td>Emerging International Equities</td>
<td>5%</td>
<td>0% - 8%</td>
</tr>
<tr>
<td>MSCI EM</td>
<td>15%</td>
<td>10% - 20%</td>
</tr>
<tr>
<td>Global Equity</td>
<td>10% - 20%</td>
<td></td>
</tr>
<tr>
<td>MSCI ACWI-ND</td>
<td>15%</td>
<td>10% - 20%</td>
</tr>
<tr>
<td>Fixed Income</td>
<td>20% - 30%</td>
<td></td>
</tr>
<tr>
<td>Asset Class</td>
<td>Permissible Range %</td>
<td>Target Benchmark</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>---------------------</td>
<td>---------------------------</td>
</tr>
<tr>
<td>Equity</td>
<td>20%-60%</td>
<td>MSCI ACWI Index</td>
</tr>
<tr>
<td>Domestic All Cap Equities</td>
<td>5%-40%</td>
<td></td>
</tr>
<tr>
<td>International Equities</td>
<td>0%-30%</td>
<td></td>
</tr>
<tr>
<td>Emerging International Equities</td>
<td>0%-8%</td>
<td></td>
</tr>
<tr>
<td>Asset Class</td>
<td>Exposure Range</td>
<td>Benchmark</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>------------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>Global Equity</td>
<td>10% - 30%</td>
<td>Custom</td>
</tr>
<tr>
<td>Fixed Income</td>
<td>20% - 60%</td>
<td>Benchmark</td>
</tr>
<tr>
<td>Core Fixed Income</td>
<td>0% - 60%</td>
<td>Custom</td>
</tr>
<tr>
<td>Absolute Return Fixed Income</td>
<td>0% - 15%</td>
<td>Manager Specific</td>
</tr>
<tr>
<td>Emerging Market Debt</td>
<td>0% - 8%</td>
<td></td>
</tr>
<tr>
<td>Global Multi-Sector Fixed Income</td>
<td>0% - 10%</td>
<td></td>
</tr>
<tr>
<td>Treasury Inflation Protected Securities (TIPS)</td>
<td>0-15%</td>
<td></td>
</tr>
<tr>
<td>Global Asset Allocation / Risk Parity</td>
<td>0% - 30%</td>
<td>60% MSCI World / 40% Citigroup</td>
</tr>
<tr>
<td>Alternatives</td>
<td>0% - 15%</td>
<td>HFRI Fund of Funds Composite Index</td>
</tr>
<tr>
<td>Hedge Funds</td>
<td>0% - 20%</td>
<td></td>
</tr>
<tr>
<td>Real Assets</td>
<td>0% - 15%</td>
<td>Custom</td>
</tr>
</tbody>
</table>

At each quarterly Investment Committee meeting, NEPC will present a look-through asset allocation. This look-through will break out the underlying exposures of the Multi-Asset Class managers based on their most recent exposure reports. Based on this analysis, if the underlying Equity exposure is greater than 60% of the total Portfolio, the Investment Committee and the NEPC will have a discussion to determine if this exposure is appropriate.

*Non-Core Bonds represents fixed income managers that are NOT benchmarked to the Barclay's Capital Aggregate Index. Depending on the non-core bond manager's specific mandate, investable asset classes may include: high yield corporate, developed global, and emerging market bonds.*

**Each Multi-Asset Class manager will also have specific manager benchmarks**
Authority for Creation and Revision:

Minutes of the Board of Regents, January 10, 1966; para. 334M.
Minutes of the Board of Regents, March 15, 1972; para. 1086M and 1087M.
Minutes of the Board of Regents, May 17, 1978; para. 1941M.
Minutes of the Board of Regents, May 25, 1993; para. 4698M.
Minutes of the Board of Regents, September 15, 1998; para. 5412M.
Minutes of the Board of Regents, March 20, 2007; para. 5709M.
Minutes of the Board of Regents, September 22, 2009
Minutes of the Board of Regents, October 7, 2014
Policies, Rules and Regulations

Chapter Name: Operations And Facilities
Chapter No.: 11.1.2
Issue: Investments
Effective Date: 1-10-66
Revision Date: 10-25-19

Purpose

Eastern Michigan University’s investment objective shall be to preserve investment principal while deriving a reasonable return consistent with the prevailing market and economic conditions. Investment decisions shall be based on specific guidelines which incorporate quality, safety, diversity and liquidity of funds.

Scope

The short-term investment pool guidelines are intended to cover the investment of university funds that are required for daily liquidity and expenditures of one year or less. The intermediate-term investment pool guidelines are intended to cover funds that are earmarked for use in the next one to three years. The remaining portion of the portfolio determined to be in excess of operational need and not expected to be needed as working capital funds may be designated long-term in nature and allocated to the long term investment pool.

General Objectives

• The primary investment objective for the short-term investment pool accounts will be to provide for preservation of capital with a secondary emphasis upon maximization of investment income with prudent exposure to risk. Funds needed for expenditures in less than one year will be considered short-term.
• The primary investment objectives for the intermediate-term investment pool accounts will be preservation of capital and maximization of income with prudent exposure to risk within the parameters specified in this investment policy statement. Funds needed for expenditures within one to three years will be considered intermediate-term.
• The primary investment objectives for the long-term investment pool accounts will be to provide for long-term growth of principal and income with prudent exposure to risk. Funds not needed for expenditures within three years will be considered long-term.
• Due to the inevitability of short-term market fluctuations that may cause variations in the investment performance, it is intended that the performance objectives will be achieved over a rolling five-year period net of investment management fees and transaction costs. Nevertheless, the University reserves the right to evaluate and make any necessary changes regarding the investment managers/funds over a shorter-term using the criteria established in the “Evaluation of Investment Managers” section of this statement.

Asset Allocation

Short-Term Investment Pool

The short-term investment pool shall be managed by one or more short-term investment managers, each maintaining a portfolio with an average weighted maturity between one day and one year.

Intermediate -Term Investment Pool

The intermediate-term investment pool shall be managed by one or more investment managers with the goal of preserving capital and liquidity while providing a moderate return.

Long-Term Investment Pool
The overall long-term investment pool targets and permissible ranges for asset classes are detailed in Appendix A. It is anticipated that the long-term investment pool will invest primarily in "commingled funds" (mutual funds, limited partnerships, limited liability companies, etc.), rather than separately managed accounts, in recognition of the benefits of commingled funds as investment vehicles (i.e., the ability to diversify more extensively than in a small, separately managed investment account and the lower costs which can be associated with these funds). The Investment Committee recognize that they will not be permitted to give specific policy directives to a fund whose policies are already established; therefore, the Investment Committee are relying on the Investment Advisor to assess and monitor the investment policies of such funds to ascertain whether they are appropriate.

In some instances (likely long-only equity or fixed income mandates), a separately managed account may be deemed the optimal vehicle for the long-term investment pool. In those cases, the individual manager guidelines are specified in each approved investment manager agreement (IMA) and will be evaluated and negotiated by the Investment Advisor.

The Investment Committee also realizes that certain types of derivatives are commonplace and acceptable investment securities for various types of strategies. Some of the investment managers will use derivatives to hedge, gain market exposure, gain/reduce currency exposure, etc. The Investment Advisor will evaluate each manager’s derivatives policy and determine if it is acceptable before making a recommendation.

**Rebalancing Asset Allocation**

The University representatives will monitor the asset allocation structure of the long-term investment pool and will attempt to stay within the ranges allowed for each asset class. If an asset class falls outside the permissible range for that asset class, the University representatives will develop a plan of action, either for immediate rebalancing of the portfolio or a rebalancing that will occur over the subsequent few months.

**Performance Objectives**

1. **Market Benchmark**
   a. The total return for the short-term investment pool and for each short-term investment manager shall exceed the rate of return on 3-month U.S. Treasury Bills.
   b. The total return for the intermediate-term investment pool shall exceed the Merrill Lynch 1-3 Year Government Bond Index. Each investment manager is expected to outperform their designated benchmark index.
   c. The total return for the long-term investment pool shall exceed the designated Policy Index.
      i. Policy Index: Calculated by taking the target asset class weights times the return of the respective passive benchmark (calculated monthly). This measures the effectiveness of fund asset allocation structure.

2. **Peer Group Ranking**
   a. The total return for each intermediate-term investment manager shall rank in the top half of the appropriate universe.
   b. The total return for each long-term investment manager shall rank in the top half of the appropriate universe (Domestic Equity, International Equity, Core Fixed Income, etc.).

**Evaluation of Investment Managers**

The investment managers will be reviewed on an ongoing basis and evaluated based upon the following additional criteria:

1. Ability to exceed the performance objectives stated in this Investment Policy Statement.
2. Adherence to the philosophy and style which were articulated to the University at, or subsequent to, the time the investment manager was retained.
3. Continuity of personnel and practices at the firm.

Each investment manager shall immediately notify the University representatives and the Investment Advisor in writing of any material changes in its investment outlook, strategy, portfolio structure, ownership, or senior personnel.
Investment Manager Requirements

1. In today’s rapidly changing and complex financial world, no list or types of categories of investments can provide continuously adequate guidance for achieving the investment objectives. Any such list is likely to be too inflexible to be suitable of the market environment in which investment decisions must be made. Therefore, it is the process by which investment strategies and decisions are developed, analyzed, adopted, implemented and monitored, and the overall manner in which investment risk is managed, which determines whether an appropriate standard of reasonableness, care and prudence has been met for these investments.

2. Although there are no strict guidelines that will be utilized in selecting investment managers, the Investment Committee will consider the length of time the firm has been in existence, its track record, assets under management, investment philosophy, overall "fit" within the existing investment portfolio, and the amount of assets the University already has invested with the firm.

3. The requirements stated below apply to investments in non-mutual and non-pooled funds, where the investment manager is able to construct a separate, discretionary account on behalf of the University. Although the University cannot dictate policy to pooled/mutual fund investment managers, the University’s intent is to select and retain only pooled/mutual funds with policies that are similar to this policy statement. All managers (pooled/mutual and separate); however, are expected to achieve the performance objectives.
   a. Each investment manager must satisfy the performance objectives and asset allocation guidelines.
   b. Each investment manager shall have full investment discretion with regard to market timing and security selection, consistent with this Investment Policy Statement.
   c. The investment managers shall be evaluated on a quarterly basis and should be prepared to meet with the Investment Committee at least annually.
   d. Short-term investment managers must invest at least 50% of the portfolio in U.S. Government Securities and/or U.S. Government Agency issues.
   e. No more than 10% of the portfolio, at cost, can be invested in any single issue, except the investments in U.S. Government Securities.
      • The weighted average credit quality is to be no less than "AAA" (or its equivalent rating by two national rating agencies) for the short-term investment pool accounts.
   f. Portfolio holdings will be sufficiently liquid to ensure that 10% of the portfolio can be sold on a day's notice with no material impact on market value.
   g. Commercial paper must be, at the time of purchase, rated within the highest classification established by not less than two national rating services.
   h. The average weighted maturity for each short-term investment manager shall be between one day and one year.
   i. Bank Certificates of Deposit and Bankers' Acceptances are to be rated within the top two rating classifications by any one national rating service. Foreign bank issues are capped at 10% of the total investment in this category.
   j. There shall be no investments in non-marketable securities.
   k. Each equity and fixed income investment manager must assure that no position of any one issuer shall exceed 10% of the manager’s portfolio at market value, with the exception of securities issued by the U.S. government and its agencies.
   l. The investment managers shall handle the voting of proxies and tendering of shares in a manner that is in the best interest of the University and consistent with the investment objectives contained herein.
   m. The equity and fixed income investment managers shall not effect a purchase, which would cause a position in the portfolio to exceed 5% of the issue outstanding at market value.
      • The University must explicitly authorize the use of derivative instruments, and shall consider certain criteria including, but not limited to, the following:
         i. Manager’s proven expertise in such category,
         ii. Value added by engaging in derivatives,
         iii. Liquidity of instruments,
         iv. Actively traded by major exchanges (or for over-the-counter positions, executed with major dealers), and
         v. Managers' internal procedures to evaluate derivatives, such as scenario and volatility analysis and duration constraints.

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Appendix A

Eastern Michigan University Board of Regents

ASSET ALLOCATION POLICY

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<tr>
<th>ASSET CLASS</th>
<th>PERMISSIBLE RANGE %</th>
<th>TARGET BENCHMARK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity</td>
<td>20%-60%</td>
<td>MSCI ACWI Index</td>
</tr>
<tr>
<td>Domestic All Cap Equities</td>
<td>5% - 40%</td>
<td></td>
</tr>
<tr>
<td>International Equities</td>
<td>0% - 30%</td>
<td></td>
</tr>
<tr>
<td>Emerging International Equities</td>
<td>0% - 8%</td>
<td></td>
</tr>
<tr>
<td>Global Equity</td>
<td>10% - 30%</td>
<td></td>
</tr>
<tr>
<td>Fixed Income</td>
<td>20% - 60%</td>
<td>Custom Benchmark (1)</td>
</tr>
<tr>
<td>Core Fixed Income</td>
<td>0% - 60%</td>
<td></td>
</tr>
<tr>
<td>Absolute Return Fixed Income</td>
<td>0% - 15%</td>
<td></td>
</tr>
<tr>
<td>Emerging Market Debt</td>
<td>0% - 8%</td>
<td>Manager Specific</td>
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<tr>
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<td>0% - 10%</td>
<td></td>
</tr>
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<td></td>
</tr>
<tr>
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<td>0% - 30%</td>
<td>60% MSCI World / 40% Citi WGBI</td>
</tr>
<tr>
<td>Alternatives</td>
<td>0% - 25%</td>
<td></td>
</tr>
</tbody>
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**Each Multi-Asset Class manager will also have specific manager benchmarks

[1] Custom benchmark based on the underlying manager benchmarks and weights.
[2] Currently 40% BC Aggregate / 30% TIPS / 10% S&P 500 / 10% High Yield / 10% JPM EMBI+

Authority for Creation and Revision:

Minutes of the Board of Regents, January 10, 1966; para ..334M.
Minutes of the Board of Regents, March 15, 1972; para ..1086M and ..1087M.
Minutes of the Board of Regents, May 17, 1978; para ..1941M.
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Minutes of the Board of Regents, September 15, 1998; para ..5412M.
Minutes of the Board of Regents, March 20, 2007; para ..6709M.
Minutes of the Board of Regents, September 22, 2009
Minutes of the Board of Regents, October 7, 2014
University Policy Statement

Eastern Michigan University will maintain financial reserves, properly recorded in its general ledger system, adequate enough to protect the University's interests in accordance with generally accepted accounting principles.

University Practice

Throughout the year, and at fiscal year-end in tandem with the University's external auditors, general ledger reserve balances will be reviewed and evaluated against both reported liabilities and incurred but not reported liabilities. Funding of these liabilities will be budgeted annually and adjusted as needed.

Reserves include, but are not limited to, self-insured coverages such as employee health benefits, general liability, property loss, errors and omissions, unemployment compensation, workers' compensation, sick and vacation leave accruals and other potential liabilities.

Responsibility for Implementation

The Chief Financial Officer/Vice President for Business and Finance, or his/her designee(s), has overall responsibility for implementation and administration of this policy and for adopting, amending and/or revising related administrative policies and procedures.

Scope of Policy Coverage

This policy applies to all Eastern Michigan University financial reserves.

Authority for Creation and Revision:

Minutes of the Board of Regents, February 21, 1973; para. 1194M.
Minutes of the Board of Regents, June 22, 1977; response to Audit of Construction.
Minutes of the Board of Regents, December 2, 2003; para. 6201M.
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University Policy Statement

External auditors shall be appointed by the Board of Regents to perform the annual financial audits within the following guidelines:

- The external auditor shall report directly to the Board of Regents.
- The Finance and Audit Committee shall be directly responsible for the appointment, compensation and oversight of the external auditor.
- External auditor firms performing audit services are prohibited from performing non-audit services unless expressly approved by the Board of Regents.
- Audit engagement letters must be approved by the Board of Regents.
- The "lead" audit partner must rotate off the audit at a minimum of every seven years with a time-out of two years.
- The external audit firm cannot have employed the CEO, CFO, Controller, Chief Accountant, or any person in any equivalent position, during the one-year period preceding the audit, without prior approval of the Board of Regents.
- The Finance and Audit Committee shall evaluate the performance of the external audit firm annually.
- External audit services will be competitively bid at a minimum of every five years with presentation to the Board of Regents for final external audit firm acceptance.
- Records related to audits should be stored for a minimum of seven years.

The external audit firm must report to the audit committee:

- All critical accounting policies and practices used by the client that have been discussed with management;
- All alternative treatments of financial information, ramifications of such use, and the treatment preferred by the public accounting firm;
- Other material written communication between the public accounting firm and management, such as the management letter or schedule of unadjusted differences.

University Practice

The policy is based on guidance from the Sarbanes-Oxley Act of 2002 and the National Association of College and University Business Officers (NACUBO) and is to be implemented accordingly.

Responsibility for Implementation

The Chief Financial Officer or his/her designee(s), has overall responsibility for implementation and administration of this policy and for adopting, amending and/or revising related administrative policies and procedures.

Scope of Policy Coverage

This policy applies to the annual audits of Eastern Michigan University.
Authority for Creation and Revision:
Minutes of the Board of Regents, November 15, 1978; para. 2013M.
Minutes of the Board of Regents, January 28, 1981; para. 2345M.
Minutes of the Board of Regents, December 2, 2003; para. 6201M.
Minutes of the Board of Regents, March 16, 2004; para. 6256M.
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Minutes of the Board of Regents, March 16, 2004; para. 6256M.
University Policy Statement

Eastern Michigan University operates within a centralized purchasing system. Only the Purchasing Department has the authority to obligate the University for the procurement of services, supplies, material and equipment in accordance with University policies and practices. Employees violating this policy may incur personal liability for unauthorized purchases.

University Practice

University practices for implementing this policy include:

1. To procure all non-employee services (including but not limited to consultants and guest speakers), supplies, material and equipment in proper quantities and execute delivery as expeditiously as possible for all University entities.
2. To insure that the correct procedure is followed prior to the Commitment of University resources (e.g., creation of a requisition, approval by Accounting, approval by Purchasing and the creation of a Purchase Order and if necessary, creation of a professional services contract).
3. Maximize savings through judicious and ethical purchase.
4. Ensure effective competition among vendors through the utilization of a competitive bidding process for large purchases as deemed appropriate by the Purchasing Department.
5. The Purchasing Department has the authority to enter into negotiated pricing agreements.
6. University purchase orders, authorized contracts and Procurement Cards are the only approved methods for purchasing goods and services from external suppliers.

Responsibility for Implementation

The Chief Financial Officer/Vice President for Business & Finance, or his/her designee(s), has overall responsibility for implementation and administration of this policy.

Scope of Policy Coverage

The Purchasing policy applies to all University departments.

Authority for Creation and Revision:

Reference Purchasing Procedure, effective July 1, 1964.
Minutes of the Board of Regents, December 6, 1989; para. .4118M.
Minutes of the Board of Regents, January 20, 2004; para. .6222M.
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2. To insure that the correct procedure is followed prior to the Commitment of University resources (e.g., creation of a requisition, approval by Accounting, approval by Purchasing and the creation of a Purchase Order and if necessary, creation of a professional services contract).
3. Maximize savings through judicious and ethical purchase.
4. Ensure effective competition among vendors through the utilization of a competitive bidding process for large purchases as deemed appropriate by the Purchasing Department.
5. The Purchasing Department has the authority to enter into negotiated pricing agreements.
6. University purchase orders, authorized contracts and Procurement Cards are the only approved methods for purchasing goods and services from external suppliers.

Responsibility for Implementation

The Chief Financial Officer, or his/her designee(s), has overall responsibility for implementation and administration of this policy.

Scope of Policy Coverage

The Purchasing policy applies to all University departments.

Authority for Creation and Revision:

Reference Purchasing Procedure, effective July 1, 1964.  
Minutes of the Board of Regents, December 6, 1989; para. 4118M.  
Minutes of the Board of Regents, January 20, 2004; para. 6222M.
The Chief Financial Officer, in cooperation with the department, is authorized to use the following procedure in handling surplus property:

1. If a department has no further use for an item, it is declared surplus to that department. If there is any need for it and the item is deemed to have market value, the item will be transferred to another department in its sole discretion. After a designated time posted utilizing the Purchasing Surplus portal, the item may be offered to a community organization or any other means.

2. Each department will have available surplus items utilizing the Purchasing Surplus portal. If a department selects a surplus item through the portal, designated Purchasing Department staff will transfer the item as requested.

3. If no department or function has use for such an item, it is declared surplus to that department, and will be transferred to another department if there is any need for it, and the item is deemed to have market value. All surplus items will be transferred to the Purchasing Department to be added to surplus inventory and posted for internal viewing only on the Purchasing Surplus portal.

4. The department will review the surplus inventory to determine whether it is suitable for donation to a community organization, recycling, or other means.

5. Public bidders shall pay for selected items through the Purchasing Surplus portal by approved means.

6. If no bidder exists during its public posting timeframe, the item may be disposed of in accordance with the university’s policies regarding surplus property, recycling, or other means.

Any surplus item with a market value of less than $500 must not be sold through sealed bid process only.

If the plan of sale is by sealed bids and a bid by a University employee will be considered only if a minimum of two other bids have been received from sources external to the university, thereby requiring a minimum of three bids.
Authority for Creation and Revision:

Minutes of the Board of Regents, June 7, 1965; para. 244M.
The Chief Financial Officer is authorized to use the following procedure in handling surplus property:

1. If a department has no further use of an item it is declared surplus to that department. The item will then be reviewed by the Purchasing Department which, in its sole discretion, will determine whether it (a) is damaged or aged with no market value or (b) will be added to surplus inventory.

2. Damaged or aged items deemed to have no market value may be disposed of immediately by donation to a community organization, recycling, or other means.

3. All other items will be transferred to the Purchasing Department to be added to surplus inventory and posted for internal viewing only on the Purchasing Surplus portal.

4. Each department will be able to view available surplus items utilizing the Purchasing Surplus portal. If a department selects a surplus item through the portal, designated Purchasing Department staff will transfer the item as requested.

5. If no department or function has use for such an item, and the Purchasing Department determines, in its sole discretion, that the item has market value, the item will be publicly posted using the Purchasing Surplus portal. Items shall be posted for a designated time frame determined by the Purchasing Department.

6. Internal staff may bid on publicly posted items during the posting timeframe. Received bids are sealed automatically by the Purchasing Surplus portal and will be reviewed by the designated Purchasing Department staff upon posting closing.

7. Public buyers of surplus items shall pay for selected item through the Purchasing Surplus portal by approved means.

8. If an item has no buyer during its public posting timeframe, the item may be disposed of by donation to a community organization, recycling, or other means.

Authority for Creation and Revision:

Minutes of the Board of Regents, June 7, 1965; para. .244M.
University Policy Statement

Commercial products may be sold only by the University and University-authorized vendors and only at approved sales outlets under the jurisdiction of Eastern Michigan University. Sale or distribution of such products shall be limited to products that are not inconsistent or in conflict with the primary University purposes, aims and policies, rules, and regulations of the University and are not violations of any local, state or federal law, provided that there is an established substantial demand for such products.

University Practice

Neither the University nor a University-authorized vendor may sell products which are obscene under the law, or which are defamatory to the character of students, faculty, staff or administration; which do not have appropriate licensed University marks; which are in violation of University policies, rules, and regulations, or which may encourage violation of University policies, rules, and regulations; or, when the sale of such products would cause a violation of the terms and conditions of any existing University contract with an outside vendor.

If an employee of the University or of a University-authorized vendor, who has supervisory authority at the manager of a sales activity outlet, has reason to believe the sale of any product item, either being sold or proposed to be sold, is obscene or contains defamatory material may violate this policy, the employee-manager shall inform the item to the appropriate divisional head designee of the University President of the employee's belief and the University President or his/her designee shall determine an appropriate course of action.

Only the University President or his/her designee(s) has the authority to authorize sales outlets, or are authorized by the appropriate divisional head.

Responsibility for Implementation

The appropriate divisional head University President or his/her designee(s) has overall responsibility for implementing and administering this policy.

Scope of Policy Coverage

This policy applies to all sales outlets under the jurisdiction of Eastern Michigan University.

Authority for Creation and Revision:

Minutes of the Board of Regents, March 18, 1970; para. .863M.
Minutes of the Board of Regents, June 15, 2004; para. .6286M
University Policy Statement

Commercial products may be sold only by the University and University-authorized vendors and only at approved sales outlets under the jurisdiction of Eastern Michigan University. Sale or distribution of such products shall be limited to products that are not inconsistent or in conflict with University policies, rules, and regulations and shall not violate any local, state or federal law.

University Practice

Neither the University nor a University-authorized vendor may sell products which are obscene under the law; which are defamatory to the character of students, faculty, staff or administration; which do not have appropriate licensed University marks; which are in violation of University policies, rules, and regulations, or which may encourage violation of University policies, rules, and regulations; or, when the sale of such products would cause a violation of the terms and conditions of any existing University contract.

If an employee of the University or of a University authorized-vendor, who has supervisory authority at a sales outlet, has reason to believe the sale of any product may violate this policy, the employee shall inform the appropriate designee of the University President of the employee’s belief and the University President or his/her designee shall determine an appropriate course of action.

Only the University President or his/her designee(s) has the authority to authorize sales outlets.

Responsibility for Implementation

The University President or his/her designee(s) has overall responsibility for implementing and administering this policy.

Scope of Policy Coverage

This policy applies to all sales outlets under the jurisdiction of Eastern Michigan University.

Authority for Creation and Revision:

Minutes of the Board of Regents, March 18, 1970; para..863M.
Minutes of the Board of Regents, June 15, 2004; para..6286M
It is recommended that the Board of Regents authorize and execute the attached amendment to President James M. Smith’s Employment Contract.

STAFF SUMMARY

The attached First Amendment to President’s Employment Contract extends the President’s term at the university for a period of three years, making the agreement valid through June 30, 2024. The President’s salary shall be $455,000.00, commencing July 1, 2019. All other aspects of President Smith’s Employment Contract with the University remain the same.

FISCAL IMPLICATIONS

The President’s salary shall be $455,000.00, retroactive to July 1, 2019.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer

Date

10/24/2019
RECOMMENDATION

PARTNERSHIP WITH BEIBU GULF UNIVERSITY

ACTION REQUESTED

It is recommended that the Board of Regents authorize the President to negotiate and execute final documents for the establishment of Beibu Gulf University and Eastern Michigan University Joint College of Engineering, a cooperatively run school located on the campus of Beibu Gulf University, located in the Guangxi Zhuang Autonomous Region of China.

STAFF SUMMARY

The University’s College of Engineering and Technology has pursued a cooperative partnership with Beibu Gulf University under which students will have the opportunity to pursue five different courses of study primarily in China, taught by faculty at that university as well as by EMU faculty. The majors will be: (1) Mechanical Engineering, (2) Vehicle Engineering, (3) Mechanical Design and Manufacturing and Automation, (4) Construction Project Costs, and (5) Internet of Things Engineering. The parties believe that these majors will cultivate innovative, application-oriented talents in their students. EMU professors will teach classes at the institution in each of a student’s four years of study, but will concentrate their teaching in a student’s fourth year of study, as students at the cooperative institution become more advanced.

The cooperative partnership would last for a total of 15 years, including four (4) years of a ramp-up period in which the institution is filled with its first four cohorts of students. The parties expect that 300 students will be enrolled in the institution during each of the first four years (60 students per program), so that the institution will eventually contain a total of 1,200 students (240 students per program). Upon successful completion of one of the five courses of study above, a student will receive degrees from both Beibu Gulf University and Eastern Michigan University.

Staff believes that agreements such as this one will broaden mutual international understanding and cooperation with a key partner overseas.

FISCAL IMPLICATIONS

During each student’s first three years of study at the new institution, Beibu Gulf University will pay Eastern Michigan University for six (6) credits based on the then-current EMU Per-Credit Tuition Rate. By way of illustration, for the 2019-2020 year, Beibu Gulf University would pay EMU two thousand six hundred and twenty-five U.S. dollars ($2,625.00 USD) per student, per academic year (6 EMU-taught credits x $437.50 USD).

In a student’s fourth academic year, Beibu Gulf University would pay EMU for twenty-four (24) credits based on the EMU Per-Credit Tuition Rate. By way of illustration, for the 2019-2020 year, this amount
would be ten thousand five hundred U.S. dollars ($10,500.00 USD) per student, per academic year (24
EMU-taught credits x $437.50 USD).

Moreover, Beibu Gulf University will pay EMU for a minimum of 18 students per cohort, per approved
and active program, each and every academic year, regardless of the actual number of students actually
enrolled in each cohort per program each academic year.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.

University Executive Officer

Date

10-16-2019
Eastern Michigan University Board of Regents

2020 Meetings

Thursday, February 13

Thursday, April 23

Thursday, June 18

Thursday, October 22

Thursday, December 10
Mr. Chairman and Distinguished Members of the Board of Regents:

It has been a dynamic first two months of the academic year. There is much to be proud of and much to share as we move through a beautiful fall season. This time of the year is always my favorite on campus – with the trees changing colors and mountains of leaves around the corner.

I thank all of our students, faculty and staff for an excellent start to the new academic year.

A walk around our campus will provide a good view of the many important construction projects that are underway, as we continue to transform our University. Starting at Sill Hall on the southeast corner of campus, the home of the College of Engineering and Technology, you will see steel beams and open floors, as the $40 million project steams toward a fall 2020 completion.

Continuing a walk to the north, to the center of campus, and you’ll find the first phase of work to the Rec/IM is competed -- renovations to floors three, four and five – new cardio and circuit training equipment, and an enhanced student lounge.

Next up is the redesign and renovation of the first and second floors that will include dramatic changes to the façade of the building and large new windows with views of the lake. The entire project will be completed in late 2020, though it remains open throughout. It is important to acknowledge our students for this project – it is funded by a student rec fee proposed by student leaders.

Walking further to the north, and a bit to the west, you will find construction nearly completed for the new IHA Health Center @ EMU, which you heard about in detail earlier. A collaboration with IHA and Saint Joseph Mercy Health System, the new facility will provide primary care and 7-day a week urgent care for students, Eastern employees, and the greater community. The community open house takes place on Saturday, November 2 from 10 a.m. to noon, and it opens for business on Monday, November 4.

And, right next door is another new building, the EMU Campus Wellness Center. It will house the University’s Counseling and Psychological Services (CAPS) and Psychology Clinic. This building will open at the end of January 2020.
From a facilities perspective, these are transformative times at Eastern Michigan.

We continue to work to transform the University in other ways as well. In my State of the University address on October 15, I announced the establishment of the University Strategic Investment Fund. With an initial commitment of $250,000, the fund is designed to support the institutional priorities in the Strategic Plan, with a focus on student retention, faculty initiatives and community engagement.

- Speaking of the Strategic Plan, we launched a new process to improve and enhance the University’s strategic planning process, with individual work teams assigned to identify goals and strategies. Three institutional priorities continue to guide our actions, and provide the umbrella that drives all major University initiatives:
  1) Promote Student Success and Engagement;
  2) Deliver High Quality Academic Programs and Quality Research; and,
  3) Engage and Serve EMU and our Regional Communities.

Now, I would like to highlight a few specific accomplishments over the past several months:

- Eastern’s online certificate in Human Resources was selected as one of the nation’s top 25 such programs in 2019 by BestColleges.com;
- Eastern was featured as one of the best in a list of Bachelor’s in Nutritional Science Programs assembled by BestSchools.org – the only Michigan university named.
- College of Health and Human Services Professors Christina Marsack-Topolewski and Annemarie Kelly testified before the Michigan House of Representatives Committee for Families, Seniors and Children;
- The SEMIS Coalition, an organization devoted to educating area youth about good stewardship in their communities and led by Professor Ethan Lowenstein, received the 2019 Sustainable Communities Champion Award; and,
- The College of Engineering and Technology secured the accreditation of three undergraduate programs from commissions associated with the Accreditation Board of Engineering and Technology.

I would like to remind everyone that the EMU Diversity Campus Climate Assessment, called “Diversity in Action,” is now underway. The random survey of students, faculty and staff launched via email on Oct. 22, and town halls and focus groups will be held in the coming weeks. Another component of the assessment, called “EMU Voices,” is also underway. Through this initiative, participants can record short, three to five minutes stories about their experiences with diversity at EMU.
All of the findings from the survey, town halls, focus groups, and voice recordings will be delivered to EMU's administration and campus community, and a plan of action will be put in place to bolster, improve and monitor issues of respect, inclusion, access and equity on campus.

I would like to close here by thanking the Board for its support of the important initiatives detailed in this Report and throughout the University. Its support of our administrative leadership team, and its equal support of our students, faculty and staff is of immense importance to all of us.

Other accomplishments are listed in the Appendix to this report on and the University website.

Thank you, Chairman Webb.

James M. Smith, Ph.D.
President

* * * * *

Recognition

- For the 17th consecutive year, Eastern Michigan University was rated as one of the “Best Colleges in the Midwest,” according to The Princeton Review.

- Eastern was named a Diversity Champion as part of the 2019 Corp! Salute to Diversity Awards. EMU was one of 20 organizations to be honored.

- Eastern was designated as a Military Spouse Friendly school by the veterans’ organization VIQTORY.

- The EMU Legal Resource Center, in which EMU paralegal students offer assistance to more than 200 community members each month, is celebrating its 15th anniversary this fall.
• **Rhonda Longworth**, Eastern provost and executive vice president of academic and student affairs, was named a **2019 Crain’s Notable Women in Education Leadership** honoree.

• **Kyle Schuette**, a recent EMU graduate, was awarded a **$22,000 graduate degree scholarship** to study cybersecurity at a nationally renowned institute, the **SANS Technology Institute**, as part of an accredited college program called Applied Cybersecurity.

**Of Note**

• Eastern and Make-A-Wish® Michigan granted aid to a teen with a critical condition wanting to attend college. **Make-A-Wish Michigan** granted his wish by contributing $6,000 toward the teen’s tuition, while EMU offered a $6,000 **Emerald Scholarship** to help cover tuition costs.

• Eastern was granted the lead on a $988,707 grant from the **State of Michigan’s Marshall Plan for Talent** to develop geographic information systems and technology (GIS/T) mapping and analysis applications designed to strengthen Michigan high school students’ abilities in science, technology, engineering, and math (STEM).

• Eastern has been awarded a three-year $689,200 grant by the **Michigan Department of Health and Human Services (MDHHS)** to develop, pilot, and implement a new mandatory statewide training program for foster parents.

• **The University Strategic Investment Fund** was announced at the State of the University Address on October 15. An initial commitment of $250,000 was made to support institutional priorities such as student retention, faculty initiatives and community engagement.

• Eastern has been awarded a $25,000 grant from the **Ford Motor Company Fund** through its **Ford College Community Challenge**, an innovative grant-making program designed to inspire student teams to develop creative community-building projects addressing local needs around the theme Making Lives Better. The grant will support **EMU’s Optimize Eastern project**.
The “Ypsilanti Matters/Collaboration for Change” initiative was launched between Ypsilanti Community Schools, Eastern Michigan University and Washtenaw County.

EMU Board of Regents Chairman James Webb and his wife, Cathy, donated 60 cases of soup to Swoop’s Food Pantry.

During July, the College of Health and Human Services hosted two groups of visiting nursing students, from Hung Kuang University (HKU) and Chung Guang University of Science and Technology (CGUST) in Taiwan. The groups attended a variety of lectures and discussions at Eastern, and visited the University of Michigan Hospital, St. Joseph Mercy Hospital, and the John Dingell VA Medical Center in Detroit.

Eastern and Marygrove College, which closed this fall semester after 92 years of operation in Detroit, reached an agreement to help more than 300 displaced graduate students finish their degrees at EMU.

Governor Gretchen Whitmer and former First Lady Sue Snyder announced that EMU will host the fifth annual “Let’s End Campus Sexual Assault” summit in October 2020 as the state of Michigan continues to prioritize this critical public health and safety issue.

Garlin Gilchrist, Lt. Gov. of the State of Michigan, got a vivid illustration of both the benefits and the potential of how capital outlay funding helps Eastern Michigan University educate students in high-demand career fields during a visit to campus Oct. 4.

Ann Eisenberg, a professor of psychology with extensive experience in the oversight of honors colleges and associated programs, joined Eastern as dean of The Honors College on August 1.

EMU’s third season of “EMU Today TV” was launched October 10. The half-hour program was developed three years ago to feature positive programs, events and initiatives at Eastern, and provides opportunities for viewers to learn more from University deans, faculty, students and administrators about activities at the University.
Events

- **Terrence J. Roberts, one of the Little Rock Nine** who desegregated Central High School in Little Rock, Arkansas in 1957, following the decision by the U.S. Supreme Court in the Brown v. Board of Education case to integrate schools, will serve as keynote speaker for Eastern’s annual Martin Luther King, Jr. celebration on January 20.

- EMU is helping to establish a new community writing center that will support writers of all levels and backgrounds. **YpsiWrites**, to be located at all locations of the Ypsilanti District Library, will have drop-in hours for one-to-one writing help along with workshops on different types of writing and other programs. The launch and grand opening were held on October 19.

- Eastern hosted a symposium on October 17 and 18 to celebrate **EMU Geography Professor Mark Jefferson’s** contributions at the Versailles Peace Conference, the meeting of world leaders that established a new international order after World War I. This year marked the 100th anniversary of the historic event.

- EMU hosted its second annual **I TRI for MAC triathlon in honor of McKayla Hanson**, EMU alumna and contender for the U.S. Paralympic Triathlon team. The event was held on October 6 on Eastern’s campus.

- The Eastern’s **College of Engineering and Technology (CET)** hosted hundreds of high school students from the Plymouth-Canton Community Schools on October 4 in honor of the nationally recognized **Manufacturing Day**.

- **Dr. Mona Hanna-Attisha**, pediatrician, professor, public health advocate and author of the book “What the Eyes Don’t See,” visited Eastern on October 3 for a reception, lecture and book-signing event. Dr. Mona Hanna-Attisha used science to prove Flint kids were exposed to lead and fought backlash to advocate for the people of Flint.

- The annual **College of Business (COB) Alumni Business Conference** took place September 19. Speakers included **Howdy Holmes and Rosalyn Emerson** who shared their business success secrets with students.
Under the direction of EMU’s new associate director of bands Chandler Wilson, the **EMU Marching Band** performed a medley of hit songs for the halftime show of the **Detroit Lions football game** on September 15.

Eastern held its annual **Ceremony of Remembrance** on September 11 at EMU’s 9/11 Memorial in memory of those lost and the first responders.

Eastern opened a **special exhibition that showed the intersection between science and design** on September 11. The show revealed relationships between these seemingly disparate disciplines, and show the similarities between the processes that produce knowledge through design and through scientific processes.

EMU, the University of Michigan, and Washtenaw Community College teamed up to host the fifth annual **Bold Futures** event on August 20 at the WCC Crane Liberal Arts building. Participants worked with other students, local business owners, and facilitators from EMU, UM and WCC to identify community problems, develop potential solutions, and pitch those solutions to business and non-profit leaders.

The **EMU Parsons Center for Arts and Sciences** hosted an event on June 21. The evening was highlighted by a musical trio from the Interlochen Arts Academy and a presentation from **Susan Thompson**, the 2018 Oliver Art Center and Parsons Center Artist in Residency.

**Athletics**

The MAC announced its list of Distinguished Scholar Athletes from the eight spring sports for the 2018-19 academic season on July 10. The scholars named were **Sean Beckom II, Beau Breault, Owen Day, Allyson Goff, Derek Jones, Brittni Mason, Sydney Meyers, Zachary Owings, Owen Richardson**, and **Austin Wicker**.

Baseball (Men): **Cameron Cruz, Shane Easter, Scott Granzotto, Caleb Hester, Nate Jones, Nick Jones, Jared Kauffman, Luke McGuire, Zachary Owings, Drake Peggs, John Rensel Jr.**, and **Jackson Shaver** were named to the Academic All-MAC Team.
- **Golf (Women):** Maria Connelly, Penelope Guilleux, Katelin Lawson, Preaw Sripatrprasite, and Julia Stevenson were named All-American Scholars by the Women's Golf Coaches Association (WGCA).

- **Golf (Men):** Beau Breault and Zach Sudinsky were named Srixon/Cleveland Golf All-America Scholars.

- **Golf (Men):** The men's golf team broke the 54-hole school record with a 20-under par total of 832, finishing in a tie for third at the Marshall Invitational on September 10.

- **Golf (Men):** The men’s golf team tied the lowest 18-hole round in program history with a nine-under 272 on September 9 at the Marshall Invitational.

- **Gymnastics (Women):** The Women's Collegiate Gymnastics Association (WCGA) announced the top academic teams from the 2018-19 year on August 19. EMU landed at 24th in the country with a team grade point average of 3.597.

- **Gymnastics (Women):** Megan Benzie, Cortney Bezold, Carly Clark, Emili Dobronics, Shannon Gregory, Cali Harden, Megan Hultgren, Carly Kosanovich, Bri Price, Charlotte Reynolds, Jada Rondeu, and Caitlin Satler were honored as WCGA Scholastic All-Americans.

- **Football (Men):** Eastern senior defensive back Brody Hoying was named a semifinalist for the 2019 William V. Campbell Trophy® Presented by Mazda, the National Football Foundation and College Hall of Fame (NFF).

- **Swimming/Diving (Women):** Bethany Berger, Delaney Duncan, Casey Gavigan, Gabrielle Mace, Micaela Schempf, Sophia Tsafantakis and Claire Young were named to the 2019 College Swimming and Diving Coaches Association of America (CSCAA) Scholar All-America Team.

- **Track (Women):** Brittni Mason has been selected to represent Team USA at the 2019 World Para Athletics Championships in Dubai, United Arab Emirates in November.
• Volleyball (Women): For the 15th consecutive season, the volleyball program was recognized by the American Volleyball Coaches Association (AVCA) for academic excellence with the AVCA Team Academic Award.

• The NCAA announced Graduation Success Rate (GSR) and Federal Graduation Rate as part of the annual NCAA Division I Academic Performance Program. This year's Eastern Michigan-specific data revealed an overall multi-year GSR of 84 percent, bested only by last year's record-setting 85 percent.

• EMU Athletic Hall of Famer and Ladies Professional Golf Association co-founder Shirley Spork was named one of the inductees into the 2019 Professional Golfers' Association (PGA) of America Hall of Fame.

• Mike Calhoun (Men's Track), Morris Ellis (Men's Track), Ron Fernandes (Football), Stacy Graham (Volleyball), and Kevin Walter (Football) were inducted into the E-Club Athletic Hall of Fame in October.

• The Michigan Baseball Hall of Fame inducted longtime EMU Head Baseball Coach Ron Oestrike in an in-game ceremony during the Lansing Lugnuts/Dayton Dragons game at Cooley Law School Stadium.

• EMU men’s basketball Coach Rob Murphy released a new book called DEEP: The Life of Rob Murphy. Proceeds from DEEP help raise money for the Rob Murphy Foundation, which serves thousands of under-privileged youth in Detroit and Ypsilanti communities.

• Saint Joseph Mercy Health System (SJMHS) entered into an agreement with the EMU Department of Athletics to become the official health & wellness partner for the Eastern athletic program. The multi-year partnership includes signage and digital assets, as well as naming rights to EMU's Indoor Practice Facility, which is now known as the St. Joe's Sports Dome.