EASTERN MICHIGAN UNIVERSITY
Board of Regents
201 Welch Hall
(734) 487-2410

Tuesday, June 19, 2012

SCHEDULE

9:00 AM – 9:45 AM   Athletic Affairs Committee    Room 201
9:00 AM – 9:45 AM   Educational Policy Committee   Room 205
10:00 AM – 10:45 AM Student Affairs Committee      Room 201
11:00 AM – 11:45 AM Finance, Audit & Investment Committee Room 201
1:00 PM            Regular Board Meeting            Room 201

AGENDA

Call to Order
Roll Call Attendance

Tab A  Open Communications
Tab B  President’s Report
Tab C  RESOLUTION: Dr. Sally Burton-Hoyle
Tab D  RESOLUTION: Dean Morell D. Boone
Tab E  RESOLUTION: Dean David E. Mielke
Tab F  Proposed Minutes of the April 17, 2012 Regular Board Meeting

CONSENT AGENDA

Section 1  Emeritus Faculty Status
Section 2  Academic Affairs Administrative/Professional Appointments/Transfers
Section 3  Academic Retirements/Separations
Section 4  Faculty Appointments
Section 5  Faculty Reappointments
Section 6  Faculty Tenure Appointments
Section 7  Faculty Promotions
Section 8  Lecturer Promotions
Section 9  Staff Appointments
Section 10 Staff Separations/Retirements
REGULAR AGENDA

Student Affairs Committee
Section 11 Report and Minutes

Athletic Affairs Committee
Section 12 Report and Minutes
Section 13 FY 2012-2013 Department of Intercollegiate Athletics Budget
Section 14 Review and Approval of Coach Salvatore Verdi’s Employment Agreement

Educational Policies Committee
Section 15 Report and Minutes
Section 16 Appointment of Charter Schools Board Members
Section 17 Reissuance of Charter School Contracts for Great Lakes Academy and Academy for Business and Technology
Section 18 Authorization to Process New Charter School Applications
Section 19 Institutional Accreditation Process
Section 20 Program Deletions
Section 21 Program Approval: Master of Science in Physician Assistant Studies
Section 22 New Policy: Enrollment Innovation and Growth

Finance, Audit and Investment Committee
Section 23 Informational Reports and Financial Updates
Section 24 FY 2012-2013 Tuition and Fees Recommendation
Section 25 FY 2012-2013 General Fund Operating Budget Recommendation
Section 26 FY 2012-2013 Auxiliaries Fund Operating Budget Recommendation
Section 27 FY 2012-2013 Capital Budget Recommendation and 3-Year Capital Plan

New Business
Section 28 Policy Revision: Emeritus Staff Status 3.4:2.4
Section 29 New Policy: Gramm-Leach-Bliley Act
Section 30 New Policy: Fraud
Section 31 Policy Revision: Policy on Policies
Section 32 Approval of the Management Agreement between Eastern Michigan University and Eagle Administrative Services and termination of the July 1, 2001 Management Agreement between Eastern Michigan University and Eagle Crest Management Corporation
Section 33 Appointment of Two Members to the Joint Oversight Committee Established in Section 9.1 of the Management Agreement between EMU and MFS Ypsilanti Holdings, LLC

Chairman’s Comments

Adjournment
THREE PEOPLE HAVE REQUESTED TO SPEAK – as of June 18, 2012

THREE CONFIRMED SPEAKERS – 10 minutes each

1. Jacinda Lisi (Creative Science Inquiry Experience) – The CSIE program is retaining and increasing the number of science, technology, engineering and mathematics (STEM) graduates by providing a community-learning atmosphere, enhanced academic support and experiential learning.

2. Karen Hansen (UAW 1975 – Clericals Union) – Health Care

3. R. Matthew Norfleet (Student Government) – Issues pertinent to the student body
President's Report
EASTERN MICHIGAN UNIVERSITY
Board of Regents’ Meeting
June 19, 2012

Michigan and Eastern Michigan University have weathered difficult and challenging economic times. Last year we absorbed a 15% state appropriation cut of $11.6 million which resulted in layoffs on campus; a painful, emotional time. Last year the Board adopted a budget based upon a growth estimate of 1.7% and we did not achieve that resulting in $5.9 million less in revenue than projected on top of the state cut. The budget recommendation for 2012-13 is based upon these principles:

- Keeping Eastern as affordable as possible for students;
- Supporting the financial aid needs of students;
- Continuing to invest in academics and the modernization of campus, with the primary focus on upgrades to academic buildings, renovations of residence halls, investment in new classroom technology and expansion of campus wireless capability;
- Identifying operational efficiencies and growth opportunities and strategically planning for both; Deloitte is conducting a benchmarking and market analysis;
- Taking care of our employees who are vital to our success with competitive compensation and benefits including health care coverage with a variety of cost options and choices. This budget will not recommend any layoffs to balance.

Michigan's public universities are an asset generations invested in to ensure their children and grandchildren could go to college. Yet in the past 10 years, $1 billion – $216 million last year alone – has been cut from public university funding. This has resulted in a massive shift in the funding model for every university in Michigan from being primarily state funded to relying on tuition and fees for 75 percent of our revenue.

We recommend the Board of Regents approve a 2012-2013 General Fund operating budget of $290.6 million. The budget reflects a 1 percent increase in student credit hour growth, and a recommended tuition and fees increase of 3.95 percent.

For the past three years, Eastern Michigan has been a leader in keeping higher education affordable for Michigan students and their families, with low increases of 3.8, 0 and 3.65 percent. Including this year’s 3.95 percent, Eastern’s four-year increase is only 2.86 percent or just $32 more per credit hour than four years ago. Eastern remains Michigan’s leader in tuition restraint, with the smallest increase over this four-year period, than any of the 15 public universities.

The budget includes funding for a new Physician Assistants program, additional student advising resources and a $2 million increase in University-sponsored financial aid. Over the last five years, Eastern’s financial aid has increased more than 65 percent, from $21.4 million in 2007-2008 to $35.7 million recommended in 2012-2013.

A capital expenditure budget of $21.7 million is recommended, including $8.5 million for the Science Complex; Mark Jefferson is scheduled to reopen this fall. In five years capital spending will exceed $210 million, with 67 percent targeted for academic facility enhancements, 8 percent for housing improvements, 5 percent for IT infrastructure, 4 percent for athletics facilities, and the rest for safety and security, energy savings and high priority asset preservation and infrastructure projects.
A new enrollment innovation and growth plan to welcome students and make it easy to come to Eastern is being recommended for Board approval which includes "Come Home to Eastern – Come Home to Michigan," a new award for out-of-state alumni and their children to receive in-state tuition rates. This program is similar to Eastern’s VET Connect program, established in 2009, to provide an out-of-state tuition differential to non-resident veterans of the U.S. military. We welcome our alumni and children home to Michigan and Eastern.

We are in negotiations with three bargaining units (CS, POAM and AAUP). We value and appreciate all of our employees who serve our students, and we are committed to a mutually successful conclusion of these negotiations.

Now, we have some key introductions:
• Please welcome the new Dean of our College of Business, Michael Tidwell.
• Please welcome the new Director of our new Physician Assistant program, Jay Peterson.
• Please welcome our new student Government leaders, President R. Matthew Norfleet and Vice President Desmond Miller.
• And, please welcome our new Women’s Basketball Coach, Tory Verdi.

The full President’s Report, with additional information, is available on the University’s website. Thank you, Chairman Wilbanks.

Susan Martin
Recognition:

- A team consisting of one EMU student and several from the University of Michigan recently designed a warming blanket that can help premature babies retain or increase their body heat in order to improve their survival rate. The blanket, called Warmilu, was designed to bridge the gap between the hospital and homecare in low-resource settings. EMU student Ana Maria Barge, a senior in the Apparel, Textiles and Merchandising program, worked on the project with her faculty coordinator Cathryn Amidei.

- Several EMU students will be on their way to Japan thanks to the Japan Business Society of Detroit Foundation scholarships. Jessica Bryne, Elyzabeth Lynn and Olivia Ward will study at the Japan Center for Michigan Universities for eight months. While at the Center, the students will take intensive Japanese language and participate in outside cultural electives.

- EMU student Joshua DeVriendt, an undergraduate studying international affairs, has been awarded a Boren Scholarship to study at the East China Normal University in Shanghai, China, during the 2012-2013 academic year. The award provides U.S. undergraduate and graduate students with resources to acquire language skills and experience in countries critical to the future security and stability of the U.S.

- A New Zealand documentary filmmaker traveled to EMU in April to film Terefe Ejigu, who graduated in April with a degree in international relations. He is one of the top middle-distance runners in the Mid-American Conference. Ejigu was originally from Ethiopia before moving to New Zealand. He is somewhat of a hero in New Zealand. The documentary, entitled "Running for His Life," has followed Ejigu since he was 16 years old.

- The Benjamin A. Gilman International Scholarship was awarded to Elyzabeth Lynn and Martin Tomaj. Lynn, a junior, will study at the Japan Center for Michigan Universities. Tomaj, a junior, will study at Kansai Gaidai University. Lynn is majoring in international business with a concentration in entrepreneurship and marketing. Tomaj is pursuing a double major in Japanese Language & Culture and Art.

- Eastern Michigan freshman Sean Moua was one of only eight volunteers from the Youth Initiative Project to be honored with a "50 Promising Youth Legacy Award" for outstanding involvement in the Detroit community. Each awardee received a $10,000 scholarship towards college expenses.

- Lt. Governor Brian Calley signed the Autism bill on April 18. EMU student Caitlyn Sorensen and EMU psychology professor Jim Todd played a key role in drafting language for the bill.

- Ryan Todd, a student at the Eagle Flight Center in EMU’s Aviation Program, has been chosen for a paid internship at JetBlue Airlines’ new world headquarters. The 10-week program is designed to develop a pipeline of future crew members for roles...
within the company. Todd will work on an emergency response and care team that focuses on effective communication between pilots and staff.

- **Benjamin White**, a student in EMU’s special education program, recently received a surprise congratulatory phone call from U.S. Secretary of Education Arne Duncan. White was one of four students or teachers to receive a call from Duncan, who was calling to thank White for his service and commitment to the profession.

- **Jessica Wildes**, an EMU graduate student, won a $1,000 prize for her rebranding proposal in a competition sponsored by the Integrated Marketing Communications (IMC) program at the College of Business. The goal was to help students understand the need for a clear identity and a unified and recognized brand in any successful business. Her winning design will be used as part of the branding of the IMC program.

- **Elyssa Winzeler**, a graduate student at EMU, has been awarded one of the coveted Fulbright grants for the 2012-2013 year to teach English in Poland. Winzeler is completing her master’s in linguistics in the College of Arts and Sciences.

- **Geotourism students** studied Michigan’s grandeur and distinct appeal recently as part of a unique field course taught by Eastern Michigan University faculty. The course uses the Michigan Economic Development Corporation’s award-winning promotional campaign to examine geotourism in the picturesque northwestern portion of our state. The instructor was Kelly Victor-Burke, co-coordinator of the EMU geotourism program.

- Eleven students from **AMPlifying the Arts**, an organization of EMU arts management students, traveled to Washington, D.C. in April to advocate on behalf of the arts.

- **Jamil Baghdachi**, professor of polymers and coatings at Eastern Michigan’s Coatings Research Institute, was recently honored with the American Coatings Association’s 2012 Industry Excellence Award. He is an internationally known expert in polymers and coatings and holds 44 patents.

- EMU associate professor **Sarah Ginsberg** (special education) was named the vice president of research and academic development at the Council of Academic Programs in Communication Sciences and Disorders.

- EMU history professor **Mark Higbee** managed one of the historical reenactment games he designed at the annual National Institute of the Reacting to the Past Consortium in New York, June 7-10. “Reacting to the Past” is a distinct and engaging method of teaching, involves elaborately designed role-playing games in which students assume historical roles from a famous moment in history, and then pursue the goals of their assigned character. Higbee ran a game that he created at EMU called “Frederick Douglass, Slavery, Abolitionism, and the Constitution: 1845.”
• **Amy Lamb**, an assistant professor in the occupational therapy program, was elected vice president for the American Occupational Therapy Association.

• **David Marold**, a fulltime lecturer in the College of Business’ marketing department, has won the Direct Marketing Association of Detroit’s Lifetime Achievement Award. The award recognizes an individual who has made their mark in the Detroit direct marketing industry throughout their career. Marold teaches direct and interactive marketing, digital marketing, sales and e-commerce at EMU.

• Nutrition professor **Alice Jo Rainville** will be presenting research on in-classroom breakfasts at the School Nutrition Association’s national conference in July. Her research has found that schools that offer in-classroom breakfasts have experienced dramatic increases in student participation, which leads to increased revenue from the breakfasts.

• Ten faculty members were awarded faculty research and creative activity fellowships for Summer 2012, Fall 2012 and the first round of Winter 2013. The fellowships are designed to encourage and support research, creative, artistic and scholarly endeavors of full-time tenured or tenure-track faculty. Recipients are:
  - **David Chou** (Computer Information Systems), “Developing Cloud Computing for a Model for Information Technology Sustainability.”
  - **Elizabeth Curran** (Women’s & Gender Studies), “Engendering Publics: Women’s Demonstrations in the 21st Century U.S.”
  - **Raymond Rosenfeld** (Political Science), “Comparative Civic Culture: Ukraine and Latvia.”
  - **Jamie Scaglione** (Chemistry), “Understanding the Antifungal Mycosubtilin.”
  - **Sylvia Sims Gray** (Social Work), “At Risk Students and University Stakeholders: On Crossing the Finish Line.”
  - **Tsu-Yin We** (Nursing), “Increasing Colorectal Cancer Screening: Developing and Testing a Culturally-Tailored Intervention in Asian Americans.”

• Eastern’s marketing department launched the second phase of its popular TRUEMU integrated marketing campaign, which focuses on faculty excellence and showcases 20 faculty members from all five colleges on 80 light-post banners along major streets in Ypsilanti and on EMU’s main campus.
In U.S. News & World Report rankings of the **Best Graduate Schools for 2012**, the EMU School of Social Work was ranked #89, a significant improvement from the previous ranking in 2008 of #128.

EMU was named **one of the nation’s most eco-friendly campuses** according to Princeton Review’s Guide to Green Colleges. Only 322 schools with eco-friendly campuses made the list out of 768 schools rated.

Eastern’s Autism Collaborative Center’s program to help prepare autistic students for the future was featured in the Detroit News. The program is unlike any other in Michigan and only one of a handful nationally that helps students during college so they can graduate, get a degree and land a job. BestCollegesOnline.com named EMU’s program among the **“Ten Impressive Special College Programs for Students With Autism.”**

Ted Coutilish, associate vice president for marketing, has been named 2012 Communicator of the Year by IABC Detroit, an association for professional business communicators. The award is given to a veteran communications professional who exemplifies excellence in such areas as professional achievement and civic and/or charitable contribution of communications expertise.

The "Invest.Inspire" Campaign reached $55 million as of March 28. The Campaign celebration was held April 29 in the Student Center Ballroom. Awards that night included:

- **Mike and Karen Paciorke** - Presidential Award for Faculty and Staff Leadership Advancement
- **Dan and Florentina McClory, Steve and Jackie Tracey, and American Electric Power Foundation** - Presidential Award for Advancing Philanthropy
- **The City of Ypsilanti – Oakwood Project, Mayor Paul Schreiber, Ward 2 Council Member Michael Bodary, Ward 2 Council Member Daniel Vogt, Teresa Gilotti and Stan Kirton** - Presidential Award for Community Partnership

The 51st Annual Alumni Awards program recognized outstanding alumni for their achievements and support for the University. Honored were:

- **Beth Doane and James Satterfield Jr.** - Outstanding Alumni Award
- **Jeffrey Kleinsmith, Carol Mull and Rob Powers** - Alumni Achievement Award
- **Mark Sadzikowski** - Distinguished Alumni Award
- **Dan Arbour** - Dr. John W. Porter Distinguished Service Award
Gifts/Grants:

- The State of Michigan awarded a $500,000 grant to Eastern Michigan’s Autism Collaborative Center. The money will support the Center’s operations and expand its ability to serve families, which is particularly important as the new autism insurance mandate takes effect.

- EMU’s Upward Bound, a college readiness program, has been awarded $398,293 by the U.S. Department of Education to select eligible students from the Ypsilanti and Willow Run High Schools. Students are provided with academic skills and motivation for their secondary and post secondary education. EMU’s program was one of the first in the nation.

- EMU has secured funding of $398,293 from the U.S. Department of Education under the Upward Bound Program for the 2012-2013 program year. Providing that federal appropriations continue at the same level as this year, EMU expects to receive an additional $398,293 in non-competing renewal funding for the next four years for a total of almost $2 million.

- Tsu-Yin Wu of the College of Nursing has won a $134,552 grant from the Susan B. Komen Foundation for breast health programs and cancer screening in China and Taiwan. The grant will be used to recruit and train medical professionals who will work in underserved areas.

- David Pawlowski, physics and astronomy, has been awarded $21,960 from the University of Michigan for a project that uses sophisticated computer simulations to support the upcoming MAVEN mission to Mars. MAVEN is the 2013 Mars Atmosphere and Volatile Evolution Mission, which will explore the planet’s upper atmosphere, ionosphere and interactions with the sun and solar wind. Pawlowski will incorporate the data into a computer model to develop more accurate simulations.

- Katherine Greenwald, biology, has won a $10,250 grant from Ohio State University for field and lab-based research on the distribution of salamanders in Ohio and Michigan, in order to generate a predictive habitat model for the Blue-spotted salamander.

Events:

- On May 21-22, EMU hosted the 2012 Michigan ACE Network for Women Leaders in Higher Education Annual Conference at the Kellogg Center in East Lansing. The theme was “Build Inclusion: Bold Ideas. Creative Solutions.”

- On May 23, EMU hosted “Cyber Security in the 21st Century: Digital Divas.” 300 area junior high school girls attended the workshop designed to help middle and high school girls understand the appeal and relevance of careers in information technology and information assurance/cyber security.
Halle Library honors African-American medical personnel in its new exhibit, “Binding Wounds, Pushing Boundaries: African Americans in Civil War Medicine,” which runs through June 23. Developed by the National Library of Medicine, the exhibit explores the roles of African-American men and women, both free and formerly enslaved, who provided medical care to black soldiers and civilians.

Of Note:

- EMU recently signed several new agreements with China’s Wuhan University International School of Software to provide students and faculty with new academic programs and an international center. The dual-degree programs will be offered in economics. One new opportunity for EMU students includes conducting research at the Chinese government-funded Joint International Center of EMU and Wuhan.

- The University’s 9/11 Memorial now has a simple but powerful message that was recently sand blasted onto its cement steps. Proposed by Mark Higbee, professor of American history, the new lettering honors lives lost and the courage shown in the attacks.

- The University has announced a new program, called LiveYpsi, that encourages EMU employees to purchase a home in Ypsilanti. Employees who purchase a home will be able to receive forgivable loans of $7,500. The program currently is funded by EMU, Washtenaw County and the DTE Foundation.

Athletics highlights:

- Baseball: Brent Ohrman and Bo Kinder have been named to the 2012 Capital One Baseball Academic All-District V first team. They will now go on the national ballot for Academic All-American Recognition.

- Baseball: EMU senior Brent Ohrman and redshirt sophomore Sam Ott were named to the All-Mid-American Conference first team while Ben Magsig made second team All-MAC. It is only the second time since 2007 that EMU has put multiple players on the All-MAC first team.

- Baseball: The Miami Marlins drafted EMU pitcher Steve Weber. He becomes the 67th player in EMU history to be drafted into the majors.

- Women’s Basketball: Natachia Watkins was named Academic All-MAC.

- Men’s Golf: Eagle golfers Brian Burt, Tommy Conway and Casey Olsen were among the 168 amateur players competing in the 101st Michigan Amateur, the major amateur golf tournament in the region and also one of the oldest and most prestigious sporting competitions in the state.
Women’s Golf: **Sarah Johnson** and **Shannon Warner** were named first-team All-MAC. **Meredith Fairbairn** and **Sarah Johnson** were named Academic All-MAC.

Gymnastics: Nine members of the EMU gymnastics teams received honorable Academic All-MAC honors for the 2012 season: **Brittany Cassar**, **Shawna Ciaramella**, **Camille Cicchini**, **Amanda Fuller**, **Kristina Kurkmillis**, **Ashley Quinton**, **Tracie Tamashiro**, **Stacie Wood** and **Kristen Yourick**.

Men’s Swimming & Diving: Two former standouts and seven current members of the EMU swimming and diving teams will compete at the 2012 Olympic Swimming and Diving Trials in hopes of representing their respective countries at the London Olympic Games, July 27-August 12. Current Eagles **Briana Emig**, **Jacob Hanson**, **Mike Fisher**, **Troy Esentan**, **Mike Swain** and **Brian More**, as well as alumnus **Kevin Doak** and **Derick Roe** have all qualified for the Trials. **Andrew Saunders** recently participated in the Canadian Olympic Trials in Montreal, May 25-27.

Women’s Tennis: **Nino Meburke** and **Miriam Westerink** were named second-team All-MAC.

Men’s Track: **Terefe Ejigu** was named the Most Valuable performer at the 2012 MAC Outdoor Championships. He received the same honor at the 2012 MAC Indoor Championships earlier this year and this is his second straight year being named the outdoor MVP.

Men’s Track: **Terefe Ejigu** and **Donald Scott** turned in strong efforts at the NCAA East Regional, May 24-26, at the University of North Florida to qualify for the NCAA Championships, June 6-9, at Drake University. At the regional, Ejigu was third in the 5,000 meters and Scott was sixth in the triple jump.

Women’s Track: **Asis Rawls** turned in a strong effort at the NCAA East Regional, May 24-26, at the University of North Florida to qualify for the NCAA Championships. At the regional, Rawls was twelfth in the 400-meter intermediate hurdles.

Women’s Track: **Meghan Powers** and **Kate Wolanin** were named Academic All-MAC.

Wrestling: **Wes Schroeder** and **Aaron Sulzer** have been named to the 2012 National Wrestling Coaches Association (NWCA) All-Academic Team. In addition, the Eagles ranked 17th for a second straight season among all Division 1 schools with a cumulative GPA of 3.1059.

**Eric Alejandron**, a 2008 EMU alumnus, recently ran in the heats in Puerto Rico to qualify for the London Olympics to represent Puerto Rico. This keeps EMU’s amazing string of 14 straight Olympic Games appearances alive, going back to 1960 when Hayes Jones made the U.S. team and won a bronze medal in Rome in the 110mHH.
EMU athletics gave back to the community when student-athletes and coaches from the football and women’s basketball teams participated in community outreach events. The football team joined forces with more than 500 volunteers during the 18th annual Ypsilanti P.R.I.D.E. Day. The women assisted in the American Heart Association’s Heart Walk, which helps raise awareness and funds for heart disease and stroke.

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RESOLUTION

Recognition of Dr. Sally Burton-Hoyle

WHEREAS, Dr. Sally Burton-Hoyle, Associate Professor of Special Education in the College of Education where she began teaching in 2006, has focused her life and career on improving the education of people with autism and other challenging behaviors; and,

WHEREAS, having been involved with the Autism Collaborative Center (ACC) since its inception, Dr. Burton-Hoyle serves as area coordinator of the Masters of Autism Spectrum Disorders program at Eastern Michigan University, and was Executive Director of the Autism Society of Michigan; and,

WHEREAS, Dr. Burton-Hoyle was selected by Kathleen Sebelius, the Secretary of the U.S. Department of Health & Human Services, and endorsed by Congressman John Dingell, to serve on the federal Interagency Autism Coordinating Committee, which is a federal advisory committee established by the Combating Autism Act of 2006 and reauthorized by the Combating Autism Reauthorization Act of 2011, charged with coordinating all efforts within HHS concerning autism spectrum disorder (ASD), developing and annually updating a strategic plan for ASD, and providing advice to the Secretary on matters related to ASD; and,

WHEREAS, Dr. Burton-Hoyle is one of only fifteen (15) members of the public to be appointed to the committee, where she will serve with noted physicians, philanthropists, and federal agency executives, and will proudly represent Eastern Michigan University and its efforts in the field of special education.

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents expresses its great appreciation to Dr. Sally Burton-Hoyle for her many years of dedication to special education and persons on the autism spectrum, such that she has earned national recognition for her work and for Eastern Michigan University.

June 19, 2012
RESOLUTION

Recognition of Dean Morell D. Boone

WHEREAS, beginning his career at EMU in 1980, Dr. Morell D. Boone has served as:

• Professor and Director of the Center for Educational Resources
• Professor and Dean of Learning Resources and Technologies
• Interim Department Head and then Director of the School of Technology Studies
• Interim Dean and then Dean of the College of Technology; and,

WHEREAS, Dr. Boone provided the leadership for visioning, design and program implementation of the Bruce T. Halle Library which opened in 1998 and whose functional application of technology was often admired and visited by professionals in the field of information technology management; and,

WHEREAS, we acknowledge and appreciate Dr. Boone's advocacy for recruiting international students and creating student exchange agreements with international universities, which has set the stage for continued growth in this important area for the College and University; and,

WHEREAS, the ROTC program has flourished under Dr. Boone’s leadership, such that he was bestowed the honorary title, Academic Brigade Commander; he led the re-design of the Masters of Technology Studies program; and, he strongly supported the expansion of the Ph.D. in Technology program, the third doctoral program offered at EMU; and,

WHEREAS, Dr. Boone has been an ambassador for the university in the community, as demonstrated by his dedication to the Eastern Leaders Group, his church, and Ypsilanti Meals on Wheels for the past 10 years.

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents expresses its great appreciation to Dr. Morell D. Boone for more than 31 years of service as an administrator and faculty member exhibited by his dedication to leadership, management, teaching, research, and service, congratulates him on his many achievements, and conveys best wishes for continued success.

June 19, 2012
RESOLUTION

Recognition of Dean David E. Mielke

WHEREAS, Dr. David E. Mielke provided exemplary and dedicated service as Dean of the College of Business from July 1, 2004 through June 30, 2012; and,

WHEREAS, Dean Mielke supported innovative program development in entrepreneurship, international business, integrated marketing communications, supply chain management and a course sequence in Google Ad-words search marketing, and helped prepare students for work in the global economy by expanding the geographic scope and tripling the number of international academic partnerships; and,

WHEREAS, applied and practical learning was emphasized with student professional engagement through organizations such as the Association for Operations Management (APICS), the Society of Human Resource Management (SHRM), and Beta Alpha Psi, and by encouraging student leadership through annual events such as Sesi Collegiate Entrepreneurs Organization (CEO) Conference and the Skandalaris Business Plan Competition for university, community college and high school students; and,

WHEREAS, Dean Mielke established strong community partnerships with economic redevelopment agencies, such as Ann Arbor SPARK and SPARK-East and strengthened ties to the Michigan Small Business Technology Development Center to the College to serve small businesses throughout the region; and,

WHEREAS, Dean Mielke’s leadership established a solid culture of ethics and professionalism by working closely with faculty and students to establish the annual student-led Ethos Week and obtained generous endowments to support ethics initiatives which provide the College and Eastern Michigan University a lasting legacy of business ethics and professionalism.

NOW, THEREFORE, BE IT RESOLVED, that the Eastern Michigan University Board of Regents publicly thank Dean David E. Mielke and commend his distinguished achievements and dedicated work for the past eight years as Dean of the College of Business.

June 19, 2012
These are the proposed minutes of the April 17, 2012 Board of Regents meeting.

The meeting of the Eastern Michigan University Board of Regents was called to order by Chairman Wilbanks at 4:02 p.m. in Room 201, Welch Hall, Ypsilanti, Michigan.

The Board members present were:

Regent Floyd Clack, Regent Beth Fitzsimmons, Regent Michael Hawks, Regent Mike Morris, Vice Chair Francine Parker, Regent Tom Sidlik, Regent James Stapleton and Chairman Roy Wilbanks.

**TAB A**

**OPEN COMMUNICATIONS**

Secretary Reaume announced that four people requested to address the Board of Regents. Each speaker was given up to 7.5 minutes to speak.

1. John Fike (Advisory Board of NLA) – Nonprofit Leadership Alliance

2. Antonio Cosme (Latino Students Association) – Dare to Dream-advocating for a change to Michigan residency policies allowing undocumented immigrants to pay in-state tuition

3. Jelani McGadney (Student Government) – Matters of importance to the student body

4. Matthew Evett (Faculty Senate) – Report on Faculty Senate Affairs

**TAB B**

President’s Report

EASTERN MICHIGAN UNIVERSITY
Board of Regents’ Meeting
April 17, 2012
As graduation approaches where nearly 2,500 Eastern students cross the stage, we hear so many wonderful stories at award ceremonies of our faculty mentoring and student accomplishments. It is a time of pride. And, it is a time to thank the students; our faculty who lead, nurture, coach and instruct; and, our staff who provide unwavering support for our students.

For students, the future is reflected by a young man who recently emceed our Undergraduate Symposium, Ian Pendleton. Ian is a four-time Symposium participant, a Biochemistry major who was one of 74 students selected out of more than 850 across the country to present his research one week from today on Capitol Hill in Washington, D.C. Ian has conducted his work under the outstanding direction of Professor Harriet Lindsay who mentors many students in her laboratory.

Among our faculty, the future is evident in the work of Frank Fedel, assistant professor and research director for the Prosthetic and Orthotics Program. Professor Fedel’s invention, designed in partnership with a Michigan firm, recently won top honors in a NASA design competition. Their invention of a wireless device that measures stress on artificial limbs is now being sold internationally and shipped to labs around the world. Eastern’s role in the community has never been more vital. An example is Hamilton Crossing, a new apartment community under renovation in Ypsilanti. Formerly known as the Parkview Apartments, the HUD subsidized complex was a center for crime, drug trafficking and high student dropout rates. Eastern received a $250,000 grant from The Kresge Foundation to develop innovative self-sufficiency programs for residents and to help children break the cycle of poverty. Our involvement will include computer and financial literacy training, as well as volunteer opportunities for students. History professor Russ Olwell is leading the effort.

I recently testified before the Michigan House Higher Education Appropriations Subcommittee and emphasized the importance of increased state funding of higher education. A decade of disinvestment of $1 billion taken from the 15 public universities, including last year’s 15 percent cut of $216 million, has led the state to the bottom 10 in the nation for funding of higher education. The proposed modest one-time increase this year is a small help, but does nothing to permanently reinvest in higher education. Eastern leads the state over the last three years in tuition restraint and deserves to be rewarded for that in future funding models.

We also continue improvements to residence halls and dining facilities. Today we recommend for Board of Regents approval an increase of 4.95 percent for room-and-board rates for 2012-13. The rate increase will enable Housing and Dining Services to meet the increased costs of energy, food and supplies while addressing critical, deferred maintenance and modernization expenses. We must reinvest to revitalize the campus.

Even with this increase for 2012-2013, our housing and dining rates are among the lower room and board rates at Michigan’s 15 public universities. Eastern was the only university in the state to freeze tuition and room and board rates in 2010, and its aggregate room and board rate increase of $543 over the past three years is the second lowest in the state.
From fiscal 2009 through this year, we have spent approximately $19.5 million on needed, energy efficient residence hall renovations to create a better environment for our students. Projects under consideration for the next five years include renovations to Best, Wise, Buell and Downing residence halls, to the Dining Commons that connects those four halls, to Westview Apartments and to the Eastern Eateries.

Invest. Inspire, the Campaign for Eastern Michigan University has hit another milestone. Gifts from generous donors have pushed us past the $55 million mark in our $50 million campaign. The full President’s Report, with additional information, is available on the University’s website.

Thank you, Chairman Wilbanks.

Susan Martin

Section 1

RESOLUTION: WOMEN’S BASKETBALL TEAM

Regent Clack moved and Regent Sidlik seconded that the Board approve the Resolution recognizing the Women’s Basketball Team for winning the 2011-12 Mid-American Conference West Division Championship and for qualifying for its second-ever NCAA Tournament.

Motion Carried

Section 2

RESOLUTION: TAVELYN JAMES

Tavelyn James was unable to attend the Board meeting so this item was tabled.
Section 3

RESOLUTION: MEN’S SWIMMING & DIVING TEAM/BUCK SMITH

Regent Stapleton moved and Regent Morris seconded that the Board approve the Resolution recognizing the Men’s Swimming and Diving Team for winning the 2012 Mid-American Conference Championship and congratulated diving coach Buck Smith for being named MAC Diving Coach of the Year.

Motion Carried

Section 4

RESOLUTION: MEN’S BASKETBALL TEAM/COACH ROB MURPHY

Regent Hawks moved and Regent Sidlik seconded that the Board approve the Resolution recognizing the Men’s Basketball Team for winning the 2012 Mid-American Conference West Division Championship and congratulated coach Rob Murphy for being named MAC Coach of the Year and the National Association of Basketball Coaches Division I District 14 Co-Coach of the Year.

Motion Carried

Section 5

RESOLUTION: PRESIDENTIAL AWARDS FOR ADVANCING EMU

Regent Sidlik moved and Regent Parker seconded that the Board approve the Resolution recognizing the following for advancing the University through philanthropy and strategic investment and who have substantially contributed to the preservation and growth of University resources: Dan and Florentina McClory, Steve and Jackie Tracy, American Electric Power Foundation, Mike and Karen Paciorek, City of Ypsilanti (Oakwood Project) – Mayor Paul Schreiber, Council Member Michael Bodary, Council Member Daniel Vogt, Teresa Gillotti, and Stan Kirton.

Motion Carried
Section 6

RESOLUTION: UNDERGRADUATE SYMPOSIUM

Regent Parker moved and Regent Fitzsimmons seconded that the Board approve the Resolution recognizing the exceptional student research and creative work at the 32nd annual Undergraduate Symposium.

Motion Carried

Section 7

PROPOSED MINUTES OF THE FEBRUARY 21, 2012 REGULAR BOARD MEETING

Regent Parker moved and Regent Stapleton seconded that the proposed minutes be approved as submitted.

Motion Carried

Section 8

EMERITUS FACULTY STATUS

Regent Sidlik moved and Regent Morris seconded that the Board of Regents grant Emeritus status to three former faculty members: Krishnaswamy Rengan, Lynn Rocklage, and John Waltman.

Motion Carried

Section 9

STAFF APPOINTMENTS

Regent Morris moved and Regent Clack seconded that the Board of Regents approve 17 staff appointments for reporting period January 1, 2012 to April 15, 2012.

Motion Carried
Section 10

STAFF SEPARATIONS/RETIREMENTS

Regent Morris moved and Regent Clack seconded that the Board of Regents approve 21 separations and retirements for the reporting period of January 1, 2012 to April 15, 2012.

Motion Carried

Section 11

MONTHLY REPORT AND MINUTES – STUDENT AFFAIRS COMMITTEE

Regent Fitzsimmons moved and Regent Sidlik seconded that the Student Affairs Committee Agenda for April 17, 2012 and the Minutes of the February 21, 2012 meeting be received and placed on file.

Motion Carried

Section 12

MONTHLY REPORT AND MINUTES – ATHLETIC AFFAIRS COMMITTEE

Regent Hawks moved and Regent Morris seconded that the Athletic Affairs Committee Agenda for April 17, 2012 and the Minutes of the February 21, 2012 meeting be received and placed on file.

Motion Carried

Section 13

MONTHLY REPORT AND MINUTES – FACULTY AFFAIRS COMMITTEE

Regent Parker moved and Regent Hawks seconded that the Faculty Affairs Committee Agenda for April 17, 2012 and the Minutes of the February 21, 2012 meeting be received and placed on file.

Motion Carried
Section 14

MONTHLY REPORT AND MINUTES – EDUCATIONAL POLICIES COMMITTEE

Regent Sidlik moved and Regent Clack seconded that the Educational Policies Committee Agenda for April 17, 2012 and the Minutes of the February 21, 2012 meeting be received and placed on file.

Motion Carried

Section 15

REPORT: 2012-2013 SABBATICAL LEAVE AWARDS

Regent Sidlik moved and Regent Clack seconded that the Board of Regents accept and place on file the Report on 2012-2013 Sabbatical Leave Awards.

Motion Carried

Section 16

REPORT: SUMMER 2012, FALL 2012, and FIRST ROUND OF WINTER 2013 FACULTY RESEARCH AND CREATIVE ACTIVITY FELLOWSHIPS

Regent Sidlik moved and Regent Clack seconded that the Board of Regents accept and place on file the Report on Summer 2012, Fall 2012, and first round of Winter 2013 Faculty Research and Creative Activity Fellowships.

Motion Carried
Section 17

REPORT: SUMMER 2012 UNDERGRADUATE RESEARCH STIMULUS PROGRAM AWARDS

Regent Sidlik moved and Regent Clack seconded that the Board of Regents accept and place on file the Report on the Summer 2012 Undergraduate Research Stimulus Program Awards.

Motion Carried

Section 18

ADOPTION OF PUBLIC SCHOOL ACADEMY BOARD OF DIRECTOR METHOD OF SELECTION RESOLUTION

Regent Sidlik moved and Regent Morris seconded that the Board of Regents adopt the resolution outlining a revised method of selecting board of directors of public school academies, schools of excellence and strict discipline academies.

Motion Carried

Section 19

MONTHLY REPORT AND MINUTES – FINANCE, AUDIT AND INVESTMENT COMMITTEE

Regent Morris moved and Regent Clack seconded that the Board of Regents receive and place on file the Minutes from the February 21, 2012 Finance, Audit and Investment Committee meeting, the Agenda for the April 17, 2012 meeting and the Informational Reports and Financial Updates.

Motion Carried
Section 20

2012-13 RATES FOR ROOM, BOARD AND APARTMENTS

Regent Morris moved and Regent Clack seconded that the Board of Regents approve the 2012-13 rates for residence halls, meal plans, and apartments. Secretary Reaume took a roll call vote.

Motion Carried

Section 21

OMB CIRCULAR A-133 SUPPLEMENTARY FINANCIAL REPORTS FOR YEAR ENDED JUNE 30, 2011

Regent Morris moved and Regent Stapleton seconded that the Board of Regents receive and place on file the OMB Circular A-133 Supplementary Financial Reports for the year ended June 30, 2011.

Motion Carried

Section 22

REVISION TO RED FLAGS RULES POLICY

Regent Morris moved and Regent Clack seconded that the Board of Regents approve revisions to the University’s Red Flags Rules policy.

Motion Carried

Section 23

EMERITUS STAFF STATUS POLICY REVISION

This item was tabled.
Section 24

APPROVAL OF THE MANAGEMENT AGREEMENT FOR EAGLE CREST CORPORATE EDUCATION CENTER AND BANQUET FACILITY BETWEEN EASTERN MICHIGAN UNIVERSITY AND MFS YPSILANTI HOLDINGS, LLC

Regent Hawks moved and Regent Fitzsimmons seconded that the Board of Regents approve the Management Agreement between the Board of Regents of Eastern Michigan University and MFS Ypsilanti Holdings LLC, owners of the Marriott Hotel at Eagle Crest. Further it was recommended that the Board authorize the Chair of the Board of Regents to sign the Agreement on behalf of Eastern Michigan University, and also to make non-material changes to the agreement.

Motion Carried

Section 25

APPROVAL OF SECOND AMENDED AND RESTATED JOINT OPERATING AGREEMENT BETWEEN EASTERN MICHIGAN UNIVERSITY AND MFS YPSILANTI HOLDINGS, LLC

Regent Clack moved and Regent Parker seconded that the Board of Regents approve the Second Amended and Restated Joint Operating Agreement between the Board of Regents of Eastern Michigan University and MFS Ypsilanti Holdings LLC, owners of the Marriott Hotel at Eagle Crest. Further it was recommended that the Board authorize the Chair of the Board of Regents to sign the Agreement on behalf of Eastern Michigan University, and also to make non-material changes to the agreement.

Motion Carried

Section 26

APPOINTMENT OF BOARD OF REGENTS AD-HOC COMMITTEE ON NEGOTIATIONS

In accordance with the Eastern Michigan University Board of Regents By-Laws, Article V, Section 2, Special Committees may be authorized or appointed by the Chairperson of the Board at his or her discretion.
Chairman Wilbanks announced the appointment of an Ad-Hoc Committee on Negotiations to work with the President and her team on negotiations for the remaining employment contracts this year. This appointment is effective immediately and will conclude when the contracts are approved by the members of the Board of Regents.

Regent Mike Morris, will serve as Chair of the Ad-Hoc Committee on Negotiations. In addition, Board of Regents Vice Chair Francine Parker will serve on the Committee along with Regent James Stapleton.

Chairman Wilbanks called for any further business to be brought before the Board. There being none, the meeting was adjourned at 5:10 p.m.

Respectfully submitted,

Vicki Reaume
Vice President and Secretary to the Board of Regents
EMERITUS FACULTY STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Faculty Status to seven (7) former faculty members listed on the attached report.

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 nomination for this individual has received the support of the department head, the dean of the college, and the Provost and Vice President.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
EASTERN MICHIGAN UNIVERSITY
EMERITUS FACULTY STATUS RECOMMENDATION
June 19, 2012

Jeffrey L. Duncan
Professor, Department of English Language and Literature from 1971-2012
(41 years)

Doctoral       University of Virginia
Masters        University of Virginia
Baccalaureate  Long Beach State College

Robert O. Holkeboer
Professor, Department of English Language and Literature from 1971-2012
(41 years)

Doctoral       Ohio University
Masters        Ohio University
Baccalaureate  Calvin College

Sarah Huyvaert
Professor, Department of Teacher Education from 1986-2012
(25 years)

Doctoral       Indiana University
Masters        Indiana University
Baccalaureate  Indiana University

Russell R. Larson
Professor, Department of English Language and Literature from 1970-2012
(42 years)

Doctoral       University of Michigan
Masters        University of Michigan
Baccalaureate  University of Michigan

Sheila M. Most
Professor, Department of English Language and Literature from 1971-2012
(41 years)

Doctoral       Northwestern University
Masters        Northwestern University
Baccalaureate  Eckero College
M. Gaie Rubenfeld

Associate Professor, School of Nursing from 1986-2012
(26 years)

Masters  Ohio State University
Baccalaureate  Hartwick College

Alida S. Westman

Professor, Department of Psychology from 1972-2012
(40 years)

Doctoral  Cornell University
Masters  Washington State University
Baccalaureate  Washington State University
EMERITUS FACULTY STATUS RECOMMENDATION

The Department of English Language and Literature recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: JEFFREY DUNCAN

Current Status/Rank at EMU: PROFESSOR

Date of Hire at EMU: 1971         Retirement Date: AUGUST 31, 2012

Number of Years at EMU: 41        (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/Staff/Student Directory.

Home Address:

Home Telephone:

Name of Spouse:

Degree(s)/Institutions/Year:

Baccalaureate: Long Beach State College, 1961

Masters: University of Virginia, 1962

Doctoral: University of Virginia, 1965

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

Department Head                  Date

Provost                          Date

Date Submitted to Board of Regents

Please forward this completed form to: Nicki Banush

Academic Affairs, 106 Welch Hall

8/3/04
21 May 2012

To All Whom It May Concern:

I am writing to request Emeritus faculty status for Dr. Jeffrey Duncan, who is retiring this year after 41 years of service at Eastern Michigan University. Professor Duncan has been an exceptional asset to the English Department, as the attached c.v. attests. He has won numerous awards for both his scholarship and his artistic endeavors as a playwright from EMU, the National Endowment for the Arts, the Woodrow Wilson Foundation, and others. As a writer/producer/actor, Professor Duncan continues to contribute to the intellectual and artistic culture of the Ypsilanti-Ann Arbor area and we are proud of his accomplishments.

The Department of English Language and Literature values Dr. Duncan’s contributions to both the department and the university, and has voted unanimously to recommend him for Emeritus status.

If I can provide further information, please do not hesitate to contact me.

Yours sincerely,

Mary K. Ramsey
Professor and Department Head
English Language and Literature
EASTERN MICHIGAN UNIVERSITY
Division of Academic Affairs

EMERITUS FACULTY STATUS RECOMMENDATION

The Department of **English Language and Literature** recommends the awarding of *Emeritus Faculty Status* for the following retiring/retired faculty member:

Name of Faculty Member: Robert Holkeber

Current Status/Rank at EMU: Professor

Date of Hire at EMU: 8/26/1971  
Retirement Date: August 31, 2012

Number of Years at EMU: 41  
(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/Staff/Student Directory.

Home Address:

Home Telephone:  
E-Mail Address:

Name of Spouse:

Degree(s)/Institutions/Year:  
Baccalaureate: A.B. Calvin College, 1965

Masters: Ohio University, 1967

Doctoral: Ohio University, 1971

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**

**Department Head**  
**Date**

**Dean**  
6-19-12  
**Date**

**Provost**  
**Date**  
**Date Submitted to Board of Regents**

Please forward this completed form to:  
Nicki Banush  
Academic Affairs, 106 Welch Hall

8/3/04
21 May 2012

To All Whom It May Concern:

I am writing to request Emeritus faculty status for Dr. Robert Holkeboer, who is retiring this year after 41 years of service at Eastern Michigan University. His roles at EMU have been as varied as his many talents, including eight years as director of the Honors College, which he created in 1984. Before returning to the English faculty, Dr. Holkeboer served as Associate Vice President for Graduate Studies and Research (2000-2007). In addition, he served as Special Assistant to the President, Director of Research Development, and Dean of the Graduate School. As both an administrator and teacher, Dr. Holkeboer was involved with the Undergraduate Symposium and Graduate Research Fair, for which service he is honored with a named scholarship in the Department of English Language and Literature.

A fine scholar, Dr. Holkeboer is the author of many scholarly books, articles, and reviews, and has translated works in five languages. His studies at the Sorbonne as a Fulbright Advanced Research Scholar, as well as his American Council on Education fellowship speak to his numerous gifts and abilities. The English Department values Dr. Holkeboer’s contributions to both the department and the university and voted unanimously to recommend him for Emeritus status.

If I can provide further information, please do not hesitate to contact me.

Yours sincerely,

Mary K. Ramsey
Professor and Department Head
English Language and Literature
Robert Holkeboer is Professor of Comparative Literature at Eastern Michigan University, where he served as Associate Vice President for Graduate Studies and Research (2000-2007). He was Director for eight years of the EMU Honors College, which he created in 1984, and later served as Special Assistant to the President, Director of Research Development, Dean of the Graduate School, and Associate Vice President for Graduate Studies and Research. He holds the Ph.D. in Comparative Literature from Ohio University (1971).

He is the author of many articles, reviews, and translations of works in five European languages. His books include:

- *Creative Agony: Why Writers Suffer* (Rhodes-Fulbright International Library, 1986), winner of EMU’s Scholarly Achievement Award in 1987
- *Right From the Start: Managing Your College Success* (Wadsworth, 1994), now in its 4th edition
- *The College Success Reader* (Houghton Mifflin 1998)

Dr. Holkeboer was a Fulbright Advanced Research Scholar at the Sorbonne in Paris (1967-68) and an American Council on Education (ACE) Fellow at Florida State University (1992-93).

He spent three years in the film industry as a screenwriter and actor. His acting credits include *The Sergeant* (featuring Rod Steiger, Warner Brothers), *Blue Collar* (with Richard Pryor, Columbia Pictures), as well as leading roles in over 40 stage productions.

His wife Paola (deceased) was an epidemiologist and general physician. He has two children: John Holkeboer, a sound engineer and professional jazz bassist, and Maja Fontichiaro, a veterinarian.
EMERITUS FACULTY STATUS RECOMMENDATION

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

Name of Faculty Member: Sarah Huyvaert

Current Status/Rank at EMU: Professor

Date of Hire at EMU: Fall 1986  Retirement Date: 1/3/12

Number of Years at EMU: 25  (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/Staff/Student Directory.

Home Address:

Home Telephone:  E-Mail Address:

Name of Spouse:

Degree(s)/Institutions/Year: Baccalaureate: Indiana University 1969
Masters: Indiana University 1973
Doctoral: Indiana University 1982

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

Department Head  Date  Dean  Date

Provost  Date  Date Submitted to Board of Regents  June 19, 2012

Please forward this completed form to: Nicki Banush
Academic Affairs, 106 Welch Hall

8/3/04
Emeritus Faculty Status Recommendation for
Dr. Sarah Huyvaert

Dr. Sarah Huyvaert joined the Teacher Education Department at Eastern Michigan University in 1986 with a Ph.D. from Indiana University. Sarah's professional experience prior to coming to EMU including teaching elementary school in Indiana and university teaching experience at Indiana University and Texas A&M University.

In her 25 years at EMU, Dr. Huyvaert has been a major contributor to the Department of Teacher Education. Sarah was the first professor hired in the newly formed educational technology area with a doctoral degree in educational technology. Some of her other accomplishments in her 25 years at EMU were:

- was one of the first professors at EMU to design, develop, and teach an online course;
- wrote the IBM proposal to establish the first computer lab in the College of Education;
- was co-director of the State of Michigan funded Center for Training Effectiveness;
- was the evaluator for three U.S. Department of Education projects (Star Schools Project, McNair Scholars Program and The Emergency Management for Higher Education Program);
- presented a series of workshops to judges and other court personnel that was supported by the Michigan Supreme Court;
- presented Michigan Department of Education funded workshops on grant writing to teachers throughout Michigan; and
- wrote several books, including: Learning in Schools: Time is of the Essence, Reports From the Classroom, and Computer Managed Instruction

Sarah Huyvaert performed very well in all three of the faculty performance areas of teaching, research, and service during her 25 years at Eastern Michigan University and is deserving of the status of Emeritus Professor of Teacher Education.

Donald H. Bennion, Head
Department of Teacher Education
EMERITUS FACULTY STATUS RECOMMENDATION

The Department of **English Language and Literature** recommends the awarding of **Emeritus Faculty Status** for the following retiring/retired faculty member:

Name of Faculty Member: **Russell Larson**

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

Date of Hire at EMU: **1970**  
Retirement Date: **August 31, 2012**

Number of Years at EMU: **42**  
(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/Staff/Student Directory.

Home Address:

Home Telephone:  
E-Mail Address:  

Name of Spouse:  

Degree(s)/Institutions/Year:  
Baccalaureate: **University of Michigan, 1963**  
Masters: **University of Michigan, 1969**  
Doctoral: **University of Michigan, 1971**

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

**Department Head**  
Date  
Dean  
Date

**Provost**  
Date  
Date Submitted to Board of Regents

Please forward this completed form to: **Nicki Banush**  
Academic Affairs, 106 Welch Hall

8/3/04
21 May 2012

To All Whom It May Concern:

I am writing to request Emeritus faculty status for Dr. Russell Larson, who is retiring this year after 42 years of service at Eastern Michigan University. Before being named Interim Assistant Vice President for Academic Human Resources, Professor Larson ably served as Department Head of English Language and Literature for seven successful years; in my first year at EMU, he has been a source of excellent counsel for one coming new to the job and the university.

A three-time graduate of the University of Michigan, Professor Larson also served as Director of Writing Programs in the English Department, Director of First-Year Writing, and Site Director for the Eastern Michigan Writing Project, to name but a few of his official roles within the department and the university more broadly. The number of committees and task forces he has led or worked on is far too large to list them separately.

The English Department values Dr. Larson’s contributions to both the department and the university, and voted unanimously to recommend him for Emeritus status.

If I can provide further information, please do not hesitate to contact me.

Yours sincerely,

Mary K. Ramsey
Professor and Department Head
English Language and Literature
Russell Larson  
Brief Biography

B.A. University of Michigan  
M.A. University of Michigan  
Ph.D. University of Michigan

English Language and Literature  
English Language and Literature  
English Language and Literature

Instructor  University of Toledo  1965-1968
Instructor  EMU  1970-1971
Assistant Professor  EMU  1971-1977
Associate Professor  EMU  1977-1982
Professor  EMU  1982-present

Department Head, English Language and Literature  1999-2006
Interim Assistant Vice President for Academic Human Resources  2009-2010

Other Positions Held:

Director, Freshman Writing Program in English
Director, Writing Programs in English
Site Director, Eastern Michigan Writing Project

Multiple articles and conference presentations
The Department of English Language & Literature recommends the awarding of Emeritus Faculty Status for the following retiring/retired faculty member:

Name of Faculty Member: SHEILA M. MOST

Current Status/Rank at EMU: PROFESSOR

Date of Hire at EMU: AUGUST 26, 1971 Retirement Date: AUGUST 31, 2012

Number of Years at EMU: 41 (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/Staff/Student Directory.

Home Address:

Home Telephone: E-Mail Address:

Name of Spouse:

Degree(s)/Institutions/Year: Baccalaureate: ECKERO COLLEGE, B.A. WITH HONORS 1965
Masters: NORTHWESTERN UNIVERSITY, M.A. 1966
Doctoral: NORTHWESTERN UNIVERSITY, PH.D. 1969

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.

Recommenced by (please print) Date

Department Head Date Dean Date

Provost Date Date Submitted to Board of Regents

Please forward this completed form to: Nicki Banush
Academic Affairs, 106 Welch Hall 8/3/04
21 May 2012

To All Whom It May Concern:

I am writing to request Emerita faculty status for Dr. Sheila Most, who is retiring this year after 41 years of service at Eastern Michigan University. Professor Most has been a highly valued member of the English Department throughout her time here. Originally trained in English, German, and Linguistics, Professor Most retrained to teach in our children’s literature program, where she has been wildly successful. Students highly valued her teaching, for which she won a Michigan Teaching Excellence Award.

An excellent department and university citizen, Professor Most was active in multiple facets of campus life. She augmented her excellent teaching of multicultural children’s literature with her own experiences as a world traveler, bringing both stories and artifacts from far-flung countries into her classrooms.

The Department of English Language and Literature values Dr. Most’s contributions to both the department and the university, and has voted unanimously to recommend her for Emerita status.

If I can provide further information, please do not hesitate to contact me.

Yours sincerely,

Mary K. Ramsey
Professor and Department Head
English Language and Literature
EMERITUS FACULTY STATUS RECOMMENDATION

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

Name of Faculty Member: M. Gaie Rubenfeld

Current Status/Rank at EMU: Associate Professor

Date of Hire at EMU: August 1986 Retirement Date: April, 2012

Number of Years at EMU: 26 (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/Staff/Student Directory.

Home Address:

Home Telephone: E-Mail Address:

Name of Spouse:

Degree(s)/Institutions/Year: Baccalaureate: BS Nursing Hartwick College, Oneonta, N.Y.

Masters: M.S. Nursing, The Ohio State Univ., Columbus, Ohio

Doctoral: 

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

Department Head Date Dean Date

Provost Date Date Submitted to Board of Regents

Please forward this completed form to: Nicki Banush Academic Affairs, 106 Welch Hall

8/3/04
April 12, 2012

Board of Regents
Eastern Michigan University

Re: Recommendation for Emeritus Status for
Professor M. Gaie Rubenfeld, R.N., M.S.
Associate Professor Nursing

Dear Regents:

After 26 years of outstanding service to the School of Nursing, Professor M. Gaie Rubenfeld has elected to retire. This will be a significant loss to the School of Nursing. Professor Rubenfeld has demonstrated exceptional achievements over those 26 years. Based on those achievements, Professor Rubenfeld is being nominated for Emeritus status. Below is only a brief description of how she not only meets but exceeds all of the criteria set forth in the EMU Policy for “Honorary Emeritus Status for Meritorious Service”.

Documentation of her 26 years can be found both in her curriculum vita and her personnel file with the EMU Office of Academic Human Resources. When Professor was offered the position in the School of Nursing (then the Department of Nursing) it was clear she would be a major asset to the School. Her academic experience at two other nationally known universities (Ohio State University and The Catholic University of America) brought a wealth of new ideas to facilitate growth in the School and the nursing curriculum.

Professor Rubenfeld has demonstrated a substantive record of scholarship. She is the primary author of four textbooks on Critical Thinking in Nursing and has twice won the American Journal of Nursing’s Book of the Year Award for those publications. Those texts have been translated into three different languages over the years. She has authored or co-authored almost two dozen peer reviewed articles, editorials, and book chapters during her tenure at EMU. She also won the EMU Faculty Scholarly/Creative Activity Award in 2006 for her scholarship endeavors.

Professor Rubenfeld has demonstrated outstanding teaching and/or educational contributions. She won the “Outstanding Teacher Award” in 1998 and the EMU “Teaching Excellence Award” in 1993. Her students consistently rank her in the highest categories on student evaluations and her office hours are always filled with students seeking her input and guidance. Her ability to provide exceptional mentoring to her students is evidenced by how many nursing graduates maintain regular contact with her after graduation.
Professor Rubenfeld has participated in numerous service activities over her tenure at the EMU. She has chaired all contractually identified committees (Personnel, Finance, and Instructional/Curriculum) in the School at one time or another. Within the School she spearheaded the undergraduate Curriculum Transformation Committee, co-chaired the Task Force to explore Laboratory Simulation for Nursing Students, and co-chaired the recent Task Force to bring the undergraduate curriculum in line with the American Association of Colleges of Nursing (AACN) new accreditation standards. She has served on multiple University committees from Faculty Council, to Budget Council, to chairing the Academic Policies Committee, to Bargaining Council. Professionally she co-chaired the Eta Rho Chapter Newsletter committee for EMU’s chapter of Sigma Theta Tau, International, nursing honor society.

Professor Rubenfeld has disseminated her knowledge in teaching and scholarship locally, regionally, nationally and internationally over her tenure at EMU. She is more than worthy of this honor and award. Thank you for your deliberations in awarding the status of Professor Emerita to Professor M. Gaie Rubenfeld. The faculty and I wholeheartedly support this award.

Respectfully,

Martha Tanicala, Ed.D., R.N.
Associate Professor
The Department of Psychology recommends the awarding of Emeritus Faculty Status for the following retiring/reired faculty member:

Name of Faculty Member: Alida S. Westman

Current Status/Rank at EMU: Professor of Psychology

Date of Hire at EMU: Feb 1972   Retirement Date: August 31, 2012

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/Staff/Student Directory.

Home Address: ____________________________________________________________

Home Telephone: ___________________________ E-Mail Address: ___________________________

Name of Spouse: ___________________________

Degree(s)/Institutions/Year: Baccalaureate B.S. Washington State Univ 1966
Masters: M.S. Washington State Univ 1968
Doctoral: Ph.D. Cornell University 1971

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: ____________

Department Head: ___________________________ Date: ____________

Dean: ______________________________________ Date: ____________

Provost: ___________________________ Date: ____________

Date Submitted to Board of Regents: ____________

Please forward this completed form to Nicki Banush Academic Affairs, 106 Welch Hall

8/3/04
May 24, 2012

Members of the Board of Regents:

Dr. Alida Westman joined the EMU Psychology Department as an Assistant Professor in 1972. She received her BS and MS degrees from Washington State University and earned her PhD from Cornell University in 1971. She held memberships in various professional organizations such as the American Psychological Association, the American Psychological Society, the Society for Research in Child Development, and the Society for the Scientific Study of Religion.

Dr. Westman was a valued member of our department. Not only did she teach an array of courses, such as Sensation and Perception, History and Systems in Psychology, Child Psychology, The Psychology of Aging, Death and Dying and the Psychology of Religion, she also published prolifically in various psychological journals. Since she represented our department as a member of the Honors program, she mentored many of our undergraduate honors students. Many of her students made presentations at the Undergraduate Symposium. She mentored many of our graduate students, and even mentored some of our doctoral students in our clinical PHD program despite the fact that she was not a clinician herself. She took on mentoring responsibilities outside her initial areas of expertise because she reasoned it would provide an opportunity for her to learn new things, and her methodological skills would be beneficial to students who had interests in diverse content areas.

Dr Westman’s service activities were extensive. She was always a willing volunteer for events such as Explore Eastern. She served as secretary to the Faculty Senate for many years. She served as a reviewer for multiple psychological journals and texts, for papers submitted to conferences, and for the College and University’s Human Subject Review Committees. As stated, she represented our department to the Honors College and served as a judge for the selection of Presidential Scholars at EMU. She also represented our department at the Midwestern Psychological Association.

Dr. Westman was the first recipient of EMU’s Junior Faculty Award for Teaching and Commitment to Students. These awards were first given in 1977. Other awards bestowed upon her were memberships in Ph Beta Kappa, Phi Kappa Phi, Sigma Kappa Phi, and Sigma Xi.

Throughout her history, Dr. Westman displayed a high level of commitment to her students, her profession, and her colleagues. She will be missed. The Psychology
Department requests that the Board of Regents grant her emeritus status in honor of her years of service and dedication.

Sincerely,

Department of Psychology
Carol R. Freedman-Doan, Ph.D., Department Head
cfreedman@emich.edu
ACADEMIC AFFAIRS ADMINISTRATIVE/PROFESSIONAL
APPOINTMENTS/TRANSFERS

ACTION REQUESTED

It is recommended that the Board of Regents approve (2) Administrative/Professional appointments and (2) Administrative/Professional transfers at the rank and effective date shown on the attached listing.

FISCAL IMPLICATIONS

The salary would be absorbed in the 2012-2013 personnel budget.

ADMINISTRATIVE RECOMMENDATION

The proposed action has been reviewed and is recommended for Board approval.
# ADMINISTRATIVE PROFESSIONAL HIRING REPORT

<table>
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<th>Name</th>
<th>Effective Date</th>
<th>Salary</th>
<th>Rank</th>
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<td>Peterson, Jay</td>
<td>5/16/2012</td>
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<td>Director, Physician’s Assistant Program</td>
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<td>Tidwell, Michael</td>
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<td>$195,000</td>
<td>Dean, College of Business (includes tenure at the rank of Professor in Management)</td>
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## TRANSFERS

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<tr>
<td>Nation, Richard</td>
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<td>Croxall, Colleen</td>
<td>5/1/2012</td>
<td>$102,367</td>
<td>Interim Director, School of Health Sciences</td>
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</table>
It is recommended that the Board of Regents approve (1) retirement for the reporting period February 1, 2012 through April 30, 2012.

STAFF SUMMARY

The (1) retirement is a Caucasian female.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Provost and Vice President

Date: 6/4/12
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<tr>
<th>Name</th>
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FACULTY APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve seventeen (17) new faculty appointments for the 2012-2013 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

Of the seventeen (17) appointments, ten (10) are female and seven (7) are male.

FISCAL IMPLICATIONS

The salary would be absorbed in the 2012-2013 personnel budget.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Provost and Vice President

Date: 6/4/12
NEW FACULTY APPOINTMENTS

Sadaf Ali (Communication, Media & Theatre Arts)
Assistant Professor effective August 29, 2012 at an academic year base salary of $55,000.

Education
Ph.D. Wayne State University, In Progress
M.A. Columbia College – Chicago, 2002
B.A. University of Illinois at Chicago, 2000

Xiangdong Che (School of Technology Studies)
Assistant Professor effective August 29, 2012 at an academic year base salary of $61,800.

Education
Ph.D. Wayne State University
M.S. Bowling Green State University
MEng Zhejiang University (China)
BEng Zhejiang University (China)

Michelle Hersh (Biology)
Assistant Professor effective August 29, 2012 at an academic year base salary of $60,089.

Education
Ph.D. Duke University, 2009
A.B. Bryn Mawr College, 2000

Heather Hutchins-Wiese (School of Health Sciences)
Assistant Professor effective August 29, 2012 at an academic year base salary of $63,000.

Education
Ph.D. Purdue University
M.S. University of Connecticut
B.S. University of Connecticut

Sandra Jackson (Music & Dance)
Assistant Professor effective August 29, 2012 at an academic year base salary of $56,000.

Education
M.M. New England Conservatory of Music, 1995
B.M. Bachelor of Music, 1989
**Ingo Janser (Chemistry)**
Assistant Professor effective August 29, 2012 at an academic year base salary of $59,974.

**Education**
- Ph.D. RWTH Aachen University (Germany), 2005
- Dipl. University of Karlsruhe (Germany), 2002

**Eddia McDade (School of Nursing)**
Assistant Professor effective August 29, 2012 at an academic year base salary of $70,000.

**Education**
- Ph.D. University of Michigan, In Progress
- M.S.N. University of Michigan, 2011
- B.S.N. Eastern Michigan University, 2003

**Rusty McIntyre (Psychology)**
Assistant Professor effective August 29, 2012 at an academic year base salary of $58,600.

**Education**
- Ph.D. Texas Christian University, 2004
- M.S. Texas Christian University, 2001
- B.S. Northern Michigan University, 1997

**Beverly Mihalko (School of Health Sciences)**
Assistant Professor effective August 29, 2012 at an academic year base salary of $63,000.

**Education**
- Ph.D. Wayne State University, 2010
- M.P.H. University of Michigan, 1982
- B.S. Eastern Michigan University, 1974

**Micah Murphy (Marketing)**
Assistant Professor effective August 29, 2012 at an academic year base salary of $104,000.

**Education**
- Ph.D. Florida Atlantic University, In Progress
- M.A. Western Michigan University, 2008
- B.A. Michigan State University, 1993
**Chong Oh (Computer Information Systems)**
Assistant Professor effective August 29, 2012 at an academic year base salary of $100,000.

**Education**
- Ph.D. University of Utah, In Progress
- B.S / M.S. Brigham Young University, 2000

**Barbara Patrick (Political Science)**
Assistant Professor effective August 29, 2012 at an academic year base salary of $63,000.

**Education**
- Ph.D. Mississippi State University, 2007
- M.P.A. Mississippi State University, 2003
- B.A. Rust College, 2001

**Yaman Roumani (Computer Information Systems)**
Assistant Professor effective August 29, 2012 at an academic year base salary of $100,000.

**Education**
- Ph.D. Kent State University, In Progress
- M.S. Temple University, 2008
- M.B.A. Indiana University of Pennsylvania, 2006
- B.S. Indiana University of Pennsylvania, 2005

**Theresa Saunders (Leadership & Counseling)**
Assistant Professor effective August 29, 2012 at an academic year base salary of $60,200.

**Education**
- Ed.D. University of Southern California
- B.M. Boston University

**James Saunoris (Economics)**
Assistant Professor effective August 29, 2012 at an academic year base salary of $66,000.

**Education**
- Ph.D. University of Kentucky, In Progress
- M.S. University of Kentucky, 2010
- M.S. Illinois State University, 2007
- B.S. Illinois State University, 2005
Sarah Shea (School of Social Work)
Assistant Professor effective August 29, 2012 at an academic year base salary of $63,000.

Education
Ph.D. Smith College, 2011
M.S.W. New York University, 2004
A.B. Duke University, 1999

Christina Wall (School of Technology Studies)
Assistant Professor effective August 29, 2012 at an academic year base salary of $63,500.

Education
Ph.D. Eastern Michigan University, In Progress
M.S. Eastern Michigan University, 2007
B.S. Florida Institute of Technology, 1998
RECOMMENDATION

FACULTY REAPPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents accept the report from the Division of Academic Affairs pertaining to the reappointment of 107 probationary faculty members for the 2012-2013 academic year.

STAFF SUMMARY

The 107 probationary faculty members listed on the attachment have been reappointed for the 2012-2013 academic year.

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.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Provost and Vice President

Date: 6/4/12
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RECOMMENDATION

FACULTY TENURE APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2012 fall semester, for twenty-one (21) faculty members.

STAFF SUMMARY

The twenty-one (21) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2012 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 on the attached page meets the general contractual requirements for tenure, as well as the specific performance standards, which have been defined in his/her respective department evaluation document.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Provost and Vice President

6/4/12
<table>
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It is recommended that the Board of Regents accept and place on file the report entitled Promotion of Faculty Members effective Fall 2012.

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-one (51) 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.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

LECTURER PROMOTIONS

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the report entitled Promotion of Lecturers for 2012-2013.

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 six (6) lecturers 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.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Provoest and Vice President

Date

6/4/12
<table>
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BOARD OF REGENTS  
EASTERN MICHIGAN UNIVERSITY  

RECOMMENDATION

STAFF APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 14 staff appointments for the reporting period of April 15th, 2012 through May 31st, 2012.

STAFF SUMMARY

Of the 14 appointments, 8 (57 percent) are females, 6 (43 percent) are males. Demographics of the total group indicate 11 Caucasians (79 percent) and 3 African American (21 percent).

FISCAL IMPLICATIONS

The salaries are part of the University’s 2011-2012 budget as approved by the Board of Regents.

ADMINISTRATIVE RECOMMENDATION

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

6/19/12

University Executive Officer

Date
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STAFF SEPARATIONS/RETIREMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 5 separations and retirements for the reporting period of April 15th, 2012 to May 31st, 2012.

STAFF SUMMARY

Of the 5 separations and retirements there are 4 (80 percent) females and 1 (20 percent) males. Demographics of the total group indicate 2 Caucasians (40 percent), 2 African American (40 percent) and 1 Asian (20 percent).

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date 6/19/12
<table>
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<tr>
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<td>I A Womens Bktball</td>
<td>9/1/2010</td>
<td>5/31/2012</td>
<td>BL</td>
<td>F</td>
<td>TERM PERSONAL</td>
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<td>12</td>
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<td>5/31/2012</td>
<td>BL</td>
<td>F</td>
<td>TERM PERSONAL</td>
</tr>
</tbody>
</table>
It is recommended that the Student Affairs Committee Agenda for June 19, 2012 and the Minutes of April 17, 2012 be received and placed on file.

STAFF SUMMARY

At the April 17, 2012 meeting the Committee received the second part of a report on the transition to Residence Life and Residential Services, a presentation on Student Photovoice and closing remarks from SAC members and introductions of the new members.

The June 19, 2012 agenda includes introductions of new SAC members, a presentation on Samples of Student Engagement: Leadership, Services and Activities, and reports on the Minor Alcohol Exemption Bill and Undocumented Students.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

__________________________       June 4, 2012
University Executive Officer       Date
1. Approval of April 17, 2012 Meeting Minutes
   Regent Fitzsimmons

2. Introduction of new Student Affairs Committee Members
   Bernice Lindke

3. Sample of Student Engagement: Leadership, Services & Activities
   - Student Volunteerism: Local & Out-of-State
     Katie Holgreve Resende
   - EMU Leadershape
     Jasmina Camo-Biogradlija
   - Greek Standards & Assessment Program & Greek Awards
     Casey Jordan
   - EMU After Dark/Lounge Series
     Gregg Costanzo
   - Ted-xEMU
     Gregg Costanzo

4. New Business
   - Minor Alcohol Exemption Bill (Medical Amnesty)
     Bernice Lindke/Gloria Hage

5. Old Business
   - Undocumented Students
     Regent Fitzsimmons

6. Announcements
SAMPLE OF STUDENT ENGAGEMENT: LEADERSHIP, SERVICE AND ACTIVITIES

Introduction:

- According to Astin’s (1999) theory of student involvement, a more highly involved student has higher persistence rates and is more likely to graduate. Astin (1999) described an “involved” student as “one who... devotes considerable energy to studying, spends much time on campus, participates actively in student organizations, and interacts frequently with faculty members and other students”. Additionally, “students who ... participate in extracurricular activities of almost any type are less likely to drop out”.

- General Education LBC requirements and credit

- Five degrees of separation – how ideas manifest through participation and spread to other areas.

1. Alternative Breaks

- 1 minute history of Alternative Breaks at EMU
  - 20th year of ASB at EMU

- This year’s Alternative Break Experiences
  - 7 sites, 68 participants in ASB
  - Issues participants worked with included: refugee resettlement, trail restoration, animal rights and conservation, HIV/AIDS prevention and harm reduction, disaster relief, joyful experiences for children with life-threatening illnesses, camp experiences for campers of all abilities.

- Impact
  - Number of ASB participants over time
  - Impact on participants and/or sites, possible photos or video
  - Dana Hasty’s vision from a LeaderShape camp was to do an international alternative spring break.

2. EMU LeaderShape

- 1 minute history of leadership at EMU and what it is
  - 1979 started leadership weekend camp
  - 2001 sent students to Natl. LeaderShape to “check-it out”
o 2002 EMU did its first EMU-based LeaderShape session

- 11 years of LeaderShape at EMU
  o 5 minute snippet of LeaderShape 2012 video

- Impact
  o Number of EMU LeaderShape graduates
  o Number of faculty/staff cluster facilitators
  o Some of the visions that have come to fruition
  o Ending with FASTforWARD vision to lead into Greek Life

3. Greek Standards and Assessment Program and Greek Awards

- History of GSAP
  o Developed by a group of students in 2005-06 based on a recommendation from a report by The Franklin Square Group, a group of College and University Presidents and Fraternity and Sorority Executive Directors, named “A Call for Values Congruence.”
  o 7 years in existence to hold fraternities and sororities to a higher standard of excellence

- 5 GSAP areas

- Impact
  o Number of chapters that have participated in GSAP
  o Number of faculty/staff/alumni who have served as evaluators
  o Winners from 2012 Awards given at Greek Awards Ceremony on April 18, 2012
  o GSAP overall winners
  o Individual winners - include Pat Seick who won the 2012 IFC Individual Character Award, as lead in to the Lounge Series

4. EMU After Dark/Lounge Series

- A series of consistent, late night events designed to offer an alcohol-free alternative, provide an engaging social activity for students, provide experiences for students that will prepare them for adult socialization.

- in addition to bi-annual Snack and Studies, off-campus excursions, art happens events, guest speakers and artists and other major campus events, we aim to offer a late night event every Thursday and Friday night on campus.
• The series includes Friday night movies, Sky Lounge, Laugh Lounge, Lyric Lounge, and Storytellers Lounge.

• Impact
  o Number of late night programs and attendance over the course of 4 years.
  o Pat Sieck from Greek Award/how he made his way into Storyteller’s Lounge and then into TEDxEMU

5. TEDxEMU
• TED is a nonprofit organization committed to ideas worth spreading. It is a clearinghouse that offers free knowledge and inspiration from the world’s most inspired thinkers.
  o The program is designed to give communities, organizations and individuals the opportunity to stimulate dialogue through TED-like experiences at the local level.
  o A suite of short, carefully prepared talks, demonstrations and performances on a wide range of subjects to foster learning, inspiration and wonder - and to provoke conversations that matter.

• TEDxEMU took place on March 9, 2012. It featured innovative and effective approaches to student success and student engagement. These included holistic approaches to wellness, student voices & leadership, student learning, diversity & inclusion, collaboration, and technology based approaches to services. Connect to Pat Sieck, possible video or images.

• Impact
  o 34% of the presenters and performers were students. Over 50% of the attendees were students.
  o Participant Feedback
  o Next year’s date
MEMBERS PRESENT

Regents: Beth Fitzsimmons, Floyd Clack, Mike Morris

Administration: Melissa Ginotti

Students: Mallory Apel, Allison Barkel, Kristopher Bolds, Jeffrey Chicoine, Brittany Galloway, Aijalon McClintock, Jelani McGadney, Thanh (Jimmy) Nguyen, Samantha Stamper, Shanita Williams

GUESTS

Administration: Sarah Ayers, Clyde Barnett, Duke Beard, Ruby Beckermann, Marney Buss, Cliff Camp, Dave Carroll, Jayne Carroll, Jophie Tan Chen, Carlos Costa, Kiana Daniels, Brian Fitzgerald, Perry Francis, Matt Gill, Shalonda Harris Casanova, Robert Heighes, Katie Holdgreve-Resende, David Jacques, Ann Klaes, Brian Kulpa, Greg Millard, Glenna Frank Miller, Jeff Nesmith, Zara Northover, Charnessa Paige, Carl Powell, Nicholas Rachowicz, Gretchen Sanchez, Lewis Savage, Kyle Sutherland, Colleen Tompkins, Kathy Walz, Jessica Williams, Casey Wooster, Jessica Young

Students: Kody Klein

Regent Fitzsimmons convened the meeting at 2:01 p.m. Minutes of the February 21, 2012 meeting were approved as presented.

Transition to Residence Life and Residential Services: Part II

Part Two of the report on Residence Life and Residential Services was presented and the new Residence Life Living Learning Communities (LLCs) were highlighted. Living-learning communities include students living in theme-based halls or on specified floors. They also include a cluster of residents taking academically aligned classes with a residential component. The goal is to integrate academic content with daily interactions among students, faculty and staff who live and work in these programs. Mission and Vision statements have been developed and staff is working on strengthening Residence Life programming.

Student Photovoice

The Wellness Center and Greek Life have collaborated on a project called Student Photovoice that uses a concept called the Photo-novella as a tool to generate greater awareness and discussion around important issues in the EMU Fraternity and Sorority community. Students present photographs and narratives to the community to provide a student perspective of the issues affecting them and to create dialogue as to how to address their concerns. The topics are chosen by the students. "If you really knew me" was the topic for the third year of the project.

Closing Remarks from SAAC Members and Introductions of New Members

The out-going Student Affairs Advisory Council members reported on the impact that being on this Board meant to their growth as young leaders and reflected on their accomplishments. Additionally, they discussed issues that still need to be addressed, as well as the roadblocks they encountered. Library funding, a community garden, Academic Advising and the new calendar launching were some of the highlights. The new 2012-13 Student Affairs Advisory Council was introduced and is excited about their chance to make a difference at EMU.

The meeting adjourned at 2:45 p.m.

Respectfully submitted,

Cathie McClure
Student Affairs Committee Recording Secretary
RECOMMENDATION

ATHLETIC AFFAIRS COMMITTEE

ACTION REQUESTED
Working agenda for June 19, 2012 and April 17, 2012 minutes to be received and placed on file.

STAFF SUMMARY
- The minutes for the April 17, 2012 meeting
- Annual EMU Sports Program Review
- 2012-13 Athletic Department Budget
- Head Women's Basketball Coach, Tory Verdi
  Contract Recommendations
- Good News from Athletics

FISCAL IMPLICATIONS
To be determined

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

Derrick L. Gragg, Ed.D.
Director of Intercollegiate Athletics

Date: June 19, 2012
BOARD OF REGENTS

ATHLETIC AFFAIRS COMMITTEE
Tuesday, June 19, 2012
201 Welch Hall
9 a.m.

AGENDA

A. Approval of the April 17th, 2012 Minutes

B. Annual EMU Sport Program Review

C. 2012-13 Athletic Department Budget

D. Salvatore Verdi, Head Women’s Basketball Coach Contract Recommendation

E. Good News from Athletics
The Athletic Affairs Committee meeting was called to order at 1:00 pm, by Regent Mike Hawks.

Dr. Gragg introduced:

**Kaitlyn Vencek, Volleyball Student-Athlete**, MAC SAAC representative, President of EMU's SAAC group (PowerPoint included in the Board information.)

**Mid-American Conference Updates** - Temple University is leaving the MAC to join the Big East Conference, effective immediately. The negotiated exit fee for Temple to leave the Mid-American Conference is $6 million.

**2012 MAC Football Divisional Alignment**: East Division: Akron, Bowling Green, Buffalo, Kent State, UMass, Miami, Ohio West Division: Ball State, Central Michigan, Eastern Michigan, Northern Illinois, Toledo, Western Michigan. Since 2007, the MAC has operated under a 13-member football membership model.

**2012 Football Schedule** – For the second consecutive year, the football team will play six (6) home games at Rynearson Stadium. The homecoming game will be held on October 6 versus Kent State University:

- Thursday, Aug. 30 ...................... at Ball State
- Saturday, Sept. 8 .............. ILLINOIS STATE
- Saturday, Sept. 15 ...................... at Purdue
- Saturday, Sept. 22 ...................... at Michigan State
- Saturday, Sept. 29 ...................... OPEN
- Saturday, Oct. 6 ...................... KENT STATE
- Saturday, Oct. 13 ...................... TOLEDO
- Saturday, Oct. 20 ...................... ARMY
- Saturday, Oct. 27 ...................... at BGSU
- Thursday, Nov. 1 ...................... at Ohio, 6 pm ET (ESPNU)
- Saturday, Nov. 10 ...................... CMU
- Saturday, Nov. 17 ...................... at WMU
- Friday, Nov. 23 ...................... NIU, TBD (ESPNU/ESPN3*)
Good News from Athletics

Eastern Michigan University fall and winter revenue-generating sports programs have been extremely successful this season, ranking as the third-best combined winning percentage for the football, volleyball, men's and women's basketball programs since joining the Mid-American Conference in the 1976-77 academic year. Eastern has posted a .593 winning percentage during the 2011-12 season between the four revenue-generating sports, while coming out victorious in 62.50 percent of their MAC competitions which ranks first in its history.

The EMU football team recorded its first season with a .500 or better overall record (6-6) since 1995 when the Eagles went 6-5 overall. Not only was it the Green and White's first season boasting a winning percentage of .500 percent or better in more than 16 years, but it was also EMU's first .500 or better season (4-4) in MAC play since 2004 when it went 4-4, matching the 2011 conference record. The 2011 season marked a turning point for Eastern's Head Football Coach Ron English as he had a combined two wins overall during his first two seasons (2009-10).

As for the indoor fall-competing Eagles, the women's volleyball team carried its success from 2010 over to 2011 by notching a 21-11 overall record, while going 9-7 in the MAC. The 21-11 mark ranks as the eighth-best winning percentage since the Green and White joined the league. The .656 winning percentage is the fourth-highest in Head Coach Kim Berrington's tenure at the helm of the EMU volleyball squad, while the .563 percent winning percentage in conference tilts ranks as her seventh-best since taking the reigns.

The Eagles won their MAC West Division after going 9-7 overall in conference play. In his first season, Head Coach Rob Murphy led the Green and White to its first winning season in Mid-American Conference play since the 1997-98 season, while earning the fifth seed in the men's MAC Tournament. Murphy was also named the MAC Coach of the Year, as well as being named the National Association of Basketball Coaches (NABC) Co-Coach of the Year for District 14 in Division I.

On the women's side of the court, the Eagles had an extremely successful season posting a 23-9 record overall, good for a .719 winning percentage, while boasting their second-best record in conference history by notching a 13-3 mark in MAC games. The only time EMU posted a better conference record was in 2005-06 when it went 15-1 in conference play on its way to a MAC West Division championship. Eastern made its second NCAA Tournament appearance in program history after winning the MAC Tournament by defeating Central Michigan University in a 72-71, last-second win. Tavelyn James and Natachia Watkins were named to the MAC All-Tournament Team, and James was selected as the tournament's Most Valuable Player. Desyree Thomas dished out 10 assists and recorded four steals while playing the entire game at point guard. James, Redditt and Watkins also played the entire 40 minutes in the final game.
Tavelyn James

Individually, Tavelyn James set multiple records for EMU. A native of Detroit, Mich., James led the Eagles in scoring with 23.8 points per game, while also ranking first on the team in field goals made, three-pointers made, free-throws made, steals and minutes played. She ranked third in the nation in scoring average, and also ranked among the top-20 in the country in free throw percentage (19th) and 42nd in three-point field goals made. The WBCA Honorable Mention All-American selection finished her career as Eastern Michigan's all-time scoring leader, and ranked second in MAC history with 2,470 career points. She also holds the EMU career records for three-point field goals made (291) and games played (129). James ranks third in conference history in field goals made, three-point field goals made and scoring average. Tavelyn was also selected to the WBCA Division I Coaches' All-America honorable mention team. Tavelyn was only the third EMU player in history to earn WBCA All-American accolades.

James was also recently named the recipient of the Frances Pomeroy Naismith Award, which is presented annually to the nation's most outstanding NCAA Division I female basketball player who stands 5-foot-8 tall or under and attends a NCAA Division I institution. Additionally, she was selected the 2012 Mid-American Conference Player of the Year, the first EMU women's basketball player to earn the distinguished honor. She was been named MAC Player of the Week six times this season. The senior scored in double digits in 110 of her 129 career games, including 54 games of 20 points or more.

19th Annual Student-Athlete Academic Honors Banquet

On last night, the 19th annual Student-Athlete Academic Awards banquet was held at the student center ballroom where 198 upper-class student-athletes were honored for their academic achievements. Student-athletes with a 3.0 to 3.49 gpa received honors awards. Those with a 3.5 to 3.79 gpa received high honors awards and those with a 3.8 to 4.0 received highest honor awards. This is outstanding. Thanks go to Erin Burdis and Ann Pierson for all their hard work on helping our students achieve such great results.

Men's Basketball:

Captured our first-ever MAC West Division championship. Head Coach Rob Murphy named MAC Coach of the Year as well as District 14 Co-Coach of the Year in Division I by the National Association of Basketball Coaches. Coach Murphy received the NABC Award at this year’s Final Four in New Orleans.
Wrestling:

The Eastern Michigan University wrestling team scored 49 points for a third place finish at the 2012 Mid-American Conference Championships Sunday, March 4, on the campus of Ohio University. This was the program's highest MAC finish since 1999. Seven out of 10 EMU wrestlers earned top-four finishes including Jared Germaine (125 lbs.) and Phillip Joseph (174 lbs.), who earned automatic bids to the NCAA Championships. The Eagles' seven place winners eclipsed the 2006-07 teams' mark of six and were just one shy the 1995-96 teams' eight placers. A third place finish was also good for the team's highest finish since the 1995-96 squad captured the MAC team championship.

Men's Swimming:

Men's Mid-American Conference Swimmer of the Year, Jacob Hanson, competed in three events, the 100 and 200-yard backstrokes and the 200-yard individual medley events at the NCAA Championships, March 23-25 and finished seventh in the finals of the 200 backstroke.

Athletics Development

We currently have 4,040 alumni-athletes coded in our system. Each one is solicited at least twice year for athletics and for their college. Additionally, a number of former athletes appear on the top prospect lists for both the Athletic Department and the Colleges. Former athletes give back to the university at twice the participation rate as non-athletes. Regent Hawks asked “are there any questions for Dr. Gragg?”

Regent Hawks asked for a motion to approve the February 21, 2012. Motion made and approved.

Athletic Affairs Committee adjourned at 1:16pm.

Respectfully submitted,

Karen A. Hansen
Administrative Secretary
Intercollegiate Athletics

Minutes, April 17, 2012
Eastern Michigan University
Department of Intercollegiate Athletics
Student-Athlete Grade Report

Winter 2012
## WINTER 2012 ACADEMIC PERFORMANCE OVERVIEW

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<tr>
<th>Description</th>
<th>2012 GPA</th>
<th>2011 GPA</th>
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<tbody>
<tr>
<td>Overall Athletic Department Winter 2012 Cumulative GPA:</td>
<td>3.177</td>
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<tr>
<td>Overall Athletic Department Winter 2012 GPA:</td>
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<td>Women's Winter 2012 GPA:</td>
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</table>

- Highest Male WINTER 2012 Team GPA: Baseball (3.302)
- Highest Female WINTER 2012 Team GPA: Women's Cross Country (3.635)
- Total Number of 4.0 Semester GPA's: 28
- Team with Most Number of 4.0 Semester GPA's: Women's Softball (4)
- Number of student-athletes above a 3.0 Semester GPA: 294 (61.8%)
- Total Number of Teams with a 3.0 GPA: 15 (78.9%)
- Total Number of Teams with a 3.0 Cumulative GPA: 14 (73.7%)
- Total Number of Teams Who Increased Their GPA from WINTER 2011: 11 (57.9%)
- Total Number of Teams Who Increased Their Cumulative GPA from WINTER 2011: 10 (52.6%)
### WINTER 2012 TEAM ACADEMIC PERFORMANCE

#### TEAM RANK

<table>
<thead>
<tr>
<th>Winter 2012 Semester GPA</th>
<th>Women's Winter 2012 Semester GPA</th>
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<tbody>
<tr>
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#### Men's Cumulative GPA

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#### Women's Cumulative GPA

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TEAM GRADE POINT AVERAGE COMPARISON

WINTER 2012 Team GPA Increase/Decrease Compared to WINTER 2011 Team GPA

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WINTER 2012 Team Cumulative GPA Increase/Decrease Compared to WINTER 2011 Team Cumulative GPA

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## WINTER 2012 GRADE REPORT BY SPORT (MEN)

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### WINTER 2012 GRADE REPORT BY SPORT (WOMEN)

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### First Team All-MAC (26)
- Terefe Ejigu
- Victoria Voronko
- Rachel Laquaniello
- Ashley Mason
- Haley Stein
- Briana Emig
- Kelly Hendricks
- Terefe Ejigu
- Chris Scott
- Rosie White
- Shantavia Williams
- Kate Wolanin
- Jeffrey Craig
- Troy Esentan
- Jacob Hanson
- Franco Petrone
- Andrew Saunders
- Tavelyn James
- Terefe Ejigu
- Joshua George
- Cole Sanseverino
- Donald Scott
- Beverly Elcock
- Jessica Richards
- Brent Ohrman
- Sam Ott

### Second Team All-MAC (25)
- Daryl Smith
- Courtney Calka
- Brad Ohrman
- Jessie Godlewski
- Cameron Bolton
- Grzegorz Kalinowski
- Meghan Powers
- Mike Fisher
- Brian Moore
- Michael Swain
- Nino Mebuke
- Miriam Westerink
- Brian Churchill-Smith
- Cameron Bolton
- Harry Dixon
- Chris Hall
- Grzegorz Kalinowski
- Jarius Saunders
- Chris Scott
- Daryl Smith
- Beverly Elcock
- Lydia Gomez-Diaz
- ReJeana Marigna
- Asia Rawls
- Shantavia Williams
- Ben Magsig

### Third Team All-MAC (7)
- Garrett Hoskins
- Justin Cudworth
- Latarius Thomas
- Marlon Pollard
- Paige Redditt
- Natchia Watkins
- Darrell Lampley

### All-MAC Freshman Team (4)
- Emily Dzik
- Bianca Rossi
- Angela Vultaggio
- Megan Crawshaw

### MAC Athlete of Week (22)
- Morgan Churchwell
- Victoria Voronko (2)
- Terefe Ejigu (2)
- Sarah Johnson (2)
- Jared Dalga
- Meredith Fairbairn
- Briana Emig
- Aaron Sulzer
- Shantavia Williams
- Nino Mebuke
- Andrew Novak
- Terefe Ejigu
- Brian-Churchill-Smith
- Shannon Warner (2)
- Shantavia Williams (2)
- Lydida Gomez-Diaz
- M. Golf
- W. Golf
- W. Golf
- W. Golf
- Wrestling
- W. Indoor Track
- W. Tennis
- M. Swimming
- Wrestling
- W. Outdoor Track
- M. Golf

### MAC West Division Athlete of Week (23)
- Rachel Laquaniello (Sept. 6)
- Marcus English (Sept. 12)
- Haley Stein (Sept. 26)
- Kristen Baker (Oct. 17)
- Javoriki Greene (Oct. 24)
- Brad Ohrman (Nov. 14)
- Demarius Reed (Nov. 21)
- Darrell Lampley (Nov. 21, Feb. 27)
- Ben Magsig (Feb. 29)
- Steve Weber (Feb. 29, May 7)
- Jenna Ignowski (Feb. 29)
- Lindsay Rich (April 3)
- Brent Ohrman (April 9)
- Ryan Lavoie (April 9)
- Joe Battistelli (April 17)
MAC Scholar Athlete of Week (15)
Paige Roback (Sept. 23)
Rachel Laquaniello (Sept. 30)
Jay Karutz (Oct. 9)
Marlon Pollard (Oct. 28)
Terefe Ejigu (Nov. 3)
Alex Gillett (Nov. 17)
Briana Emig (Dec. 7, Jan. 18)
Aaron Sulzer (Jan. 11)
Natachia Watkins (March 15)
Jenna Ignowski (March 21)
Brent Ohrman (April 4)
Terefe Ejigu (May 16)

Honorable Mention Academic All-MAC (38)
Lincoln Hansen
Scott MacLeod
Bobby McFadden
Jaron Reese
Julius Shelby
Dominique Sherrer
Kristen Baker
Jaylyn Bohl
Mike Curby
Tyler Capen
Jake Heyblom
Aaron Lawson
Matt Zavislak
Michele Gingher
Lily Gaesser
Samantha Nameth
Christina Nunez-Wood
Samanta Partridge
Jackie Swartz
Vanessa Weidnet
ReJeana Margina
Natalie Webb
Brittany Cassar
Shawn Ciaramella
Camille Cicchini
Amanda Fuller
Kristina Kurkmilis
Ashley Quinton
Tracie Tamashiro
Stacie Wood
Nino Mebuke
Marcela Rivero
Mariya Toncheva
Miriam Westerink
Derek East
Corey Crossan
Alyssa Kwon

Academic All-MAC (36)
Courtney Calka
Tiffany Kincaid
Rachel Quantance
Harry Dixon
Terefe Ejigu
Austin Hendrix
Grzegorz Kalinowski
Haley Stein
Corey Phillips
Wes Schroeder
Aaron Sulzer
Kevin Douglas
Troy Esentan
Gus Everson
Michael Kinross
Ricky Linder
Gilles Renard
Andrew Saunders
Wesley Blassneck
Briana Emig
Danielle Hulvey
Natachia Watkins
Terefe Ejigu
Joshua George
Grzegorz Kalinowski
Meghan Powers
Kate Wolanin
Meredith Fairbairn
Sarah Johnson

W. Cross Country
Football
Volleyball
Football
M. Cross Country
Football
W. Swimming
Wrestling
W. Indoor Track
M. Swimming
Softball
M. Outdoor Track

CoSIDA First Team Academic All-District (2)
Bo Kinder
Brent Ohrman

CoSIDA Third Team Academic All-District (1)
Stephanie Clarke

College Football Performance Awards (5)
Justin Cudworth - H.M. Linebacker of the Week (Sept. 5)
Tyrese Russell - H.M. Tight End of the Week (Nov. 6)
Alex Gillett - H.M. QB of the Week (Nov. 14)
Garrett Hoskins - H.M. Tight End of the Week (Nov. 14)
Demarius Reed - H.M. Punt Returner of the Week (Nov. 21)

Ray Guy Award Candidate (1)
Jay Karutz

US Women’s Pan Am Games Team Selection (1)
Tavelyn James
<table>
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<tr>
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<th>Sport</th>
<th>Name</th>
<th>Team</th>
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<td>W. Basketball</td>
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<td>NWCA All-Academic Team</td>
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<td>Wrestling</td>
<td>Aaron Sulzer</td>
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<td>National Society of Collegiate Scholars</td>
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<td>M. Golf</td>
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<td>Phil Steele's Postseason All-MAC Teams</td>
<td>Football</td>
<td>Justin Cudworth (2nd team)</td>
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<tr>
<td></td>
<td>Football</td>
<td>Garrett Hoskins (2nd team)</td>
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<td>Football</td>
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<td>Football</td>
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<td>M. Swimming</td>
<td>Jacob Hanson</td>
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<td>M. Outdoor Track</td>
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<td>M. Outdoor Track</td>
<td>Donald Scott</td>
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<td>W. Outdoor Track</td>
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<td>MAC Team Championships (2)</td>
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<td>W. Basketball</td>
<td>Tavelyn James</td>
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<td>Natachia Watkins</td>
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<td>Football</td>
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<td>Buck Smith</td>
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<td>M. Basketball</td>
<td>Rob Murphy</td>
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<td>Rob Murphy</td>
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<td>CollegeSwimming.com Women's Mid-Major All-America (1)</td>
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<td>Jacob Hanson</td>
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CollegeSwimming.com Women’s Mid-Major Honorable Mention
All-America (2)
Jessie Godlewski W. Swimming & Diving
Jacquelyn Swartz W. Swimming & Diving

CollegeSwimming.com Men’s Mid-Major Honorable Mention
All-America (5)
Troy Esentan M. Swimming & Diving
Franco Petrone M. Swimming & Diving
Michael Swain M. Swimming & Diving
Mike Fisher M. Swimming & Diving
Brian Moore M. Swimming & Diving

National Soccer Coaches Association of America
• Tied for the 10th-best academic performance by an NCAA Division I institution

Individual Honors

Detroit Sports Commission’s Top 10 Amateur Sports Moments
• The accolades continue to pour in for Eastern Michigan University Head Football Coach Ron English following the Eagles’ best season in more than 16 years. On Tuesday, Dec. 13, the Detroit Sports Commission recognized the third-year head coach’s success by selecting his 2011 Mid-American Conference Coach of the Year honor as one of its Top 10 Amateur Sports Moments of 2011.

Tavelyn James W. Basketball
Invited to preseason camp with the WNBA’s Minnesota Lynx
Broke the EMU women’s career scoring record with a 38-point effort against Michigan to give her 1,935 points. James passed former EMU guard Laurie Byrd (1978-82) who scored 1,899 in her illustrious Hall of Fame career. She later became the 11th player in MAC history to score 2,000 points in a career

Jabar Westerman Football
No. 2 pick overall in the CFL Draft by the BC Lions

Latarrius Thomas Football
Free agent signee by the NFL’s Indianapolis Colts

Bridger Buche Football
Mini-camp tryout with NFL’s San Diego Chargers

Brad Ohrman Football
Mini-camp tryout with NFL’s Detroit Lions

Willie Williams Football
Mini-camp tryout with NFL’s Philadelphia Eagles

Team Honors

Football
The Eagles, who finished the season with a 6-6 overall mark and a 4-4 record in MAC play, snapped a 15-year streak of losing seasons. Coach English’s team finished nationally in the top 50 statistically in five categories to go along with eight top five rankings in the MAC
RECOMMENDATION

FISCAL YEAR 2012-2013 DEPARTMENT OF INTERCOLLEGIATE ATHLETICS BUDGET

ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file the recommended fiscal year 2012-2013 Department of Intercollegiate Athletics General Fund Operating Budget and the Game Guarantee designated fund projections for the fiscal years 2012-2013, 2013-2014 and 2014-2015.

STAFF SUMMARY

The fiscal year 2012-2013 Department of Intercollegiate Athletics General Fund Operating Budget is summarized by sport on Attachment 1 and by expenditure category on Attachment 2. The Game Guarantee projections for the next three years are included in Attachments 3, 4, and 5.

FISCAL IMPLICATIONS

The 2012-2013 Department of Intercollegiate Athletics General Fund Operating budget is incorporated within the recommended University's 2012-2013 General Fund Operating Budget.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer  
Date  
6/19/12
Eastern Michigan University
(Athletic Affairs Committee - June 19, 2012)

Proposed 2012-13 Intercollegiate Athletics Budgets

Attachment 1 - Preliminary General Fund Operating Budgets by Sport/Organization Code
Attachment 2 - Preliminary General Fund Operating Expense Budget by Account Code
Attachment 3 - FY2013 Game Guarantee Projections
Attachment 4 - FY2014 Game Guarantee Projections
Attachment 5 - FY2015 Game Guarantee Projections

June 19, 2012
## Eastern Michigan University

### Intercollegiate Athletics

#### FY13 Preliminary General Fund Operating Budget (by Organization)

### Intercollegiate Athletics Preliminary Revenue Budget

<table>
<thead>
<tr>
<th>Org#</th>
<th>Organization Description</th>
<th>FY12 Budget</th>
<th>FY13 Budget</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>103500</td>
<td>Rent</td>
<td>10,000</td>
<td>10,000</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Corporate sponsorships</td>
<td>75,000</td>
<td>275,000</td>
<td>200,000</td>
</tr>
<tr>
<td></td>
<td>Game receipts</td>
<td>163,000</td>
<td>272,000</td>
<td>109,000</td>
</tr>
<tr>
<td></td>
<td>Other sports receipts</td>
<td>110,000</td>
<td>110,000</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>NCAA sponsor distributions</td>
<td>1,000,000</td>
<td>1,100,000</td>
<td>100,000</td>
</tr>
<tr>
<td></td>
<td>Guarantee and contracts</td>
<td>90,000</td>
<td>100,000</td>
<td>10,000</td>
</tr>
</tbody>
</table>

Intercollegiate Athletics Revenue Total 1,448,000 1,867,000 419,000

### Intercollegiate Athletics Preliminary Expense Budget

<table>
<thead>
<tr>
<th>Org#</th>
<th>Organization Description</th>
<th>FY12 Budget</th>
<th>FY13 Budget</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>103000</td>
<td>Intercollegiate athletics</td>
<td>188,000</td>
<td>188,000</td>
<td>0</td>
</tr>
<tr>
<td>103150</td>
<td>Other events</td>
<td>21,500</td>
<td>21,500</td>
<td>0</td>
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<tr>
<td>103200</td>
<td>Sports information</td>
<td>224,155</td>
<td>225,711</td>
<td>1,556</td>
</tr>
<tr>
<td>103250</td>
<td>Strength and conditioning</td>
<td>158,218</td>
<td>159,393</td>
<td>1,175</td>
</tr>
<tr>
<td>103300</td>
<td>Academic advising</td>
<td>384,636</td>
<td>387,823</td>
<td>3,187</td>
</tr>
<tr>
<td>103550</td>
<td>Equipment maintenance</td>
<td>179,862</td>
<td>181,915</td>
<td>2,053</td>
</tr>
<tr>
<td>103600</td>
<td>Training room</td>
<td>458,761</td>
<td>463,059</td>
<td>4,298</td>
</tr>
<tr>
<td>103650</td>
<td>Sports information</td>
<td>21,000</td>
<td>21,000</td>
<td>0</td>
</tr>
<tr>
<td>103700</td>
<td>Administration</td>
<td>835,059</td>
<td>838,650</td>
<td>3,591</td>
</tr>
<tr>
<td>103800</td>
<td>Promotions</td>
<td>354,216</td>
<td>333,278</td>
<td>(20,938)</td>
</tr>
<tr>
<td>103950</td>
<td>Maintenance</td>
<td>297,283</td>
<td>299,454</td>
<td>2,171</td>
</tr>
<tr>
<td>104100</td>
<td>Cheerleaders</td>
<td>21,000</td>
<td>21,000</td>
<td>0</td>
</tr>
<tr>
<td>104250</td>
<td>Baseball</td>
<td>306,318</td>
<td>307,673</td>
<td>1,355</td>
</tr>
<tr>
<td>104425</td>
<td>Men's football</td>
<td>901,897</td>
<td>942,577</td>
<td>40,680</td>
</tr>
<tr>
<td>104450</td>
<td>Men's and Women's Swimming</td>
<td>306,564</td>
<td>358,462</td>
<td>51,898</td>
</tr>
<tr>
<td>104650</td>
<td>Men's Track and Field</td>
<td>223,169</td>
<td>274,622</td>
<td>51,453</td>
</tr>
<tr>
<td>104700</td>
<td>Wrestling</td>
<td>213,955</td>
<td>216,257</td>
<td>1,302</td>
</tr>
<tr>
<td>104900</td>
<td>Women's Basketball</td>
<td>739,149</td>
<td>779,125</td>
<td>39,976</td>
</tr>
<tr>
<td>104990</td>
<td>Women's Golf</td>
<td>135,130</td>
<td>135,856</td>
<td>725</td>
</tr>
<tr>
<td>105000</td>
<td>Women's Gymnastics</td>
<td>196,514</td>
<td>198,189</td>
<td>1,675</td>
</tr>
<tr>
<td>105050</td>
<td>Women's Softball</td>
<td>245,488</td>
<td>246,816</td>
<td>1,328</td>
</tr>
<tr>
<td>105100</td>
<td>Women's Swimming</td>
<td>90,892</td>
<td>91,784</td>
<td>892</td>
</tr>
<tr>
<td>105150</td>
<td>Women's Tennis</td>
<td>117,377</td>
<td>117,944</td>
<td>567</td>
</tr>
<tr>
<td>105200</td>
<td>Women's Track</td>
<td>237,222</td>
<td>238,650</td>
<td>1,428</td>
</tr>
<tr>
<td>105250</td>
<td>Women's Volleyball</td>
<td>275,005</td>
<td>276,908</td>
<td>1,903</td>
</tr>
<tr>
<td>105350</td>
<td>Women's Soccer</td>
<td>214,445</td>
<td>215,630</td>
<td>1,185</td>
</tr>
<tr>
<td>105450</td>
<td>Women's Crew</td>
<td>240,419</td>
<td>241,538</td>
<td>1,119</td>
</tr>
</tbody>
</table>

Expense Total 10,311,959 10,542,457 230,498

Revenues less Expenses (8,863,959) (8,675,457) 188,502

Marketing Initiatives 250,000 200,000 (50,000)

Total Including Marketing Initiatives (9,113,959) (8,875,457) 238,502
## Eastern Michigan University
### Intercollegiate Athletics
#### FY13 Preliminary General Fund Operating Expense Budget (by Account)

### Intercollegiate Athletics Preliminary Expense Budget by Account

<table>
<thead>
<tr>
<th>Account #</th>
<th>Account Description</th>
<th>FY12 Budget</th>
<th>FY13 Budget</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1020</td>
<td>Ranked faculty summer</td>
<td>16,208</td>
<td>16,208</td>
<td>0</td>
</tr>
<tr>
<td>1030</td>
<td>Ranked faculty spring</td>
<td>8,912</td>
<td>8,912</td>
<td>0</td>
</tr>
<tr>
<td>1210</td>
<td>Administrative professionals</td>
<td>638,139</td>
<td>641,330</td>
<td>3,191</td>
</tr>
<tr>
<td>1230</td>
<td>Professional technical</td>
<td>479,843</td>
<td>487,041</td>
<td>7,198</td>
</tr>
<tr>
<td>1240</td>
<td>Athletic coaches</td>
<td>3,363,856</td>
<td>3,698,654</td>
<td>324,798</td>
</tr>
<tr>
<td>1280</td>
<td>Clerical/secretarial</td>
<td>116,782</td>
<td>118,857</td>
<td>1,075</td>
</tr>
<tr>
<td>1310</td>
<td>Food/maintenance</td>
<td>70,012</td>
<td>71,712</td>
<td>1,700</td>
</tr>
<tr>
<td>1400</td>
<td>Overtime</td>
<td>63,000</td>
<td>63,000</td>
<td>0</td>
</tr>
<tr>
<td>1500</td>
<td>Temporary</td>
<td>59,000</td>
<td>59,000</td>
<td>0</td>
</tr>
<tr>
<td>1600</td>
<td>Miscellaneous personal services</td>
<td>84,130</td>
<td>84,130</td>
<td>0</td>
</tr>
<tr>
<td>1710</td>
<td>Graduate assistant</td>
<td>131,496</td>
<td>131,496</td>
<td>0</td>
</tr>
<tr>
<td>1840</td>
<td>College work study</td>
<td>723</td>
<td>723</td>
<td>0</td>
</tr>
<tr>
<td>1870</td>
<td>Regular student</td>
<td>70,000</td>
<td>70,000</td>
<td>0</td>
</tr>
<tr>
<td>2500</td>
<td>Fringe benefits</td>
<td>1,747,959</td>
<td>1,805,196</td>
<td>57,237</td>
</tr>
<tr>
<td>30008</td>
<td>SS&amp;M</td>
<td>3,956,899</td>
<td>3,882,398</td>
<td>(73,501)</td>
</tr>
<tr>
<td>9000</td>
<td>Transfers</td>
<td>(493,000)</td>
<td>(493,000)</td>
<td>0</td>
</tr>
</tbody>
</table>

### Intercollegiate Athletics Expense Total

- FY12: 10,311,959
- FY13: 10,542,457
- Variance: 230,498
### Eastern Michigan University

#### 2012-13 Athletics Game Guarantee Projections

<table>
<thead>
<tr>
<th>Revenue Source</th>
<th>Amount</th>
<th>Expenditure</th>
<th>Net Revenue</th>
<th>Margin</th>
<th>% to General</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Football</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Michigan State</td>
<td>650,000</td>
<td>(130,000)</td>
<td>(520,000)</td>
<td>573,000</td>
<td>57,300</td>
</tr>
<tr>
<td>Purdue</td>
<td>760,000</td>
<td>(150,000)</td>
<td>(610,000)</td>
<td>573,000</td>
<td>57,300</td>
</tr>
<tr>
<td>Total Football</td>
<td>1,410,000</td>
<td>(280,000)</td>
<td>573,000</td>
<td>57,300</td>
<td>515,700</td>
</tr>
<tr>
<td><strong>Men's Basketball</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TBA</td>
<td>TBA</td>
<td>(130,000)</td>
<td>(130,000)</td>
<td>468,000</td>
<td>468,000</td>
</tr>
<tr>
<td>Syracuse</td>
<td>100,000</td>
<td>(4,000)</td>
<td>(96,000)</td>
<td>468,000</td>
<td>468,000</td>
</tr>
<tr>
<td>Total Basketball</td>
<td>200,000</td>
<td>(304,000)</td>
<td>464,000</td>
<td>468,000</td>
<td>411,399</td>
</tr>
<tr>
<td>Total Game Guarantee</td>
<td>1,610,000</td>
<td>(1,134,000)</td>
<td>466,000</td>
<td>57,300</td>
<td>411,399</td>
</tr>
</tbody>
</table>

#### General Athletics Spending of Game Guarantee Net Revenues

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Womens basketball - Tournament/exhibition games</strong></td>
<td>5,000</td>
</tr>
<tr>
<td>Nutrition station</td>
<td>100,000</td>
</tr>
<tr>
<td>Department support</td>
<td>0</td>
</tr>
<tr>
<td>MAC membership dues</td>
<td>100,000</td>
</tr>
<tr>
<td>Marketing - transfer to President's Office</td>
<td>200,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>405,000</td>
</tr>
<tr>
<td>Surplus/(shortfall) - fiscal year total</td>
<td>6,399</td>
</tr>
<tr>
<td>NCAA Distribution expected in FY13</td>
<td>160,000</td>
</tr>
<tr>
<td>June 30, '13 balance</td>
<td>(74,408)</td>
</tr>
</tbody>
</table>

* June 30, 2012 balance includes Temple's withdrawal from MAC ($300k)
### Eastern Michigan University
#### 2013-14 Athletics Game Guarantee Projections

**June 30, '13 balance** (74,408)

<table>
<thead>
<tr>
<th>Revenue Source</th>
<th>Amount</th>
<th>Expenditure</th>
<th>Revenue</th>
<th>Margin</th>
<th>% to General</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Football</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Penn State</td>
<td>0</td>
<td>Incremental travel costs</td>
<td>(150,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rutgers</td>
<td>850,000</td>
<td>MAC Bowl costs</td>
<td>(130,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Army</td>
<td>150,000</td>
<td>Howard University</td>
<td>(400,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TBA</td>
<td>1,000,000</td>
<td>Coaches - comp incr. (09-10)</td>
<td>(247,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Buyout of Penn State game</td>
<td>(250,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Football</strong></td>
<td>2,000,000</td>
<td></td>
<td>(1,177,000)</td>
<td>823,000</td>
<td>82,300 740,700</td>
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<tr>
<td><strong>Men's Basketball</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TBA</td>
<td>200,000</td>
<td>TBD home game</td>
<td>(20,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Exhibition games</td>
<td>(4,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Coaches compensation</td>
<td>(55,301)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Incremental budget</td>
<td>(30,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Temporary help</td>
<td>(35,000)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Basketball</strong></td>
<td>200,000</td>
<td></td>
<td>(144,301)</td>
<td>55,699</td>
<td>13,925 41,774</td>
</tr>
<tr>
<td><strong>Total Game Guarantee</strong></td>
<td>2,200,000</td>
<td></td>
<td>(1,321,301)</td>
<td>878,699</td>
<td>90,225 782,474</td>
</tr>
</tbody>
</table>

**General Athletics Spending of Game Guarantee Net Revenues**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women's Basketball -- Tournament/exhibition games</td>
<td>5,000</td>
</tr>
<tr>
<td>Nutrition station</td>
<td>100,000</td>
</tr>
<tr>
<td>Department support</td>
<td>0</td>
</tr>
<tr>
<td>MAC membership dues</td>
<td>100,000</td>
</tr>
<tr>
<td>Marketing -- transfer to President's Office</td>
<td>200,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>405,000</td>
</tr>
<tr>
<td>Surplus/(shortfall) - fiscal year total</td>
<td>377,474</td>
</tr>
<tr>
<td>June 30, '14 balance</td>
<td>303,066</td>
</tr>
</tbody>
</table>

---

**June 10, 2012**
Eastern Michigan University
2014-15 Athletics Game Guarantee Projections

<table>
<thead>
<tr>
<th>Revenue Source</th>
<th>Amount (Revenue)</th>
<th>Expenditure</th>
<th>Net Revenue</th>
<th>Allocation of Margin</th>
</tr>
</thead>
<tbody>
<tr>
<td>June 30, '14 balance</td>
<td>303,000</td>
<td></td>
<td>303,000</td>
<td>0%</td>
</tr>
</tbody>
</table>

| Football | 1,750,000 | (777,000) | 973,000 | 97,300 | 876,700 |
| Florida | 850,000 | MAC Bowl costs | (130,000) | |
| Like Opponent | 250,000 | HBCU or IAA | (400,000) | |
| Michigan State | 650,000 | Coaches - comp incr. (09-10) | (247,000) | |

| Men's Basketball | 200,000 | (149,301) | 50,699 | 12,675 | 38,024 |
| TBD | 200,000 | TBD home game | (25,000) | |
| Exhibition games | 4,000 | (65,301) | |
| Coaches compensation | 30,000 | |
| Incremental budget | 30,000 | |
| Temporary help | 35,000 | |

| Total Game Guarantee | 1,950,000 | (926,301) | 1,023,699 | 109,975 | 913,724 |

<table>
<thead>
<tr>
<th>General Athletics Spending of Game Guarantee Net Revenues</th>
</tr>
</thead>
<tbody>
<tr>
<td>Womens Basketball -- Tournament/exhibition games</td>
</tr>
<tr>
<td>Nutrition station</td>
</tr>
<tr>
<td>Department support</td>
</tr>
<tr>
<td>MAC membership dues</td>
</tr>
<tr>
<td>Marketing -- transfer to President's Office</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>

| Surplus/(Shortfall) - fiscal year total | 468,724 |
| June 30, '15 balance | 761,790 |

June 19, 2012
RECOMMENDATION

ACTION REQUESTED

Approval of the employment agreement for Head Women's Basketball Coach, Salvatore Verdi.

STAFF SUMMARY

Coach Verdi’s contract is for a term of five years. Pursuant to Board Policy 3.1.1.2, employment agreements in excess of three years must be approved by the Board of Regents.

FISCAL IMPLICATIONS

Yes, including

- Annual base compensation of $165,000;
- $5,000 for radio show appearance;
- $500 per month automobile stipend; and
- standard fringe benefits and incentives. (See attached.)

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Gloria A. Hage
General Counsel

Date

June 19, 2012
EASTERN MICHIGAN UNIVERSITY

ATHLETIC COACH EMPLOYMENT AGREEMENT

This Employment Agreement made this 26th day of April, 2012, by and between the Board of Regents of Eastern Michigan University (hereinafter the "University") of Ypsilanti, Michigan and Salvatore P. Verdi (hereinafter the "Employee"). It is subject to the approval of the Board of Regents.

RECITALS

A. University needs the services of an athletic coach to coach University's varsity Women's Basketball team; and

B. Employee represents that he meets University's qualifications for the position and is available for employment in this capacity by University.

TERMS

In consideration of the mutual covenants, promises and conditions in this Contract, University and Employee agree as follows:

1.0 Employment

1.1 Subject to the conditions stated in this Agreement, University employs Employee as Head Women's Basketball Coach at University, and Employee agrees to and accepts the terms and conditions for employment outlined in this Agreement.

1.2 Employee shall work under the immediate supervision of the Athletic Director of University ("Athletic Director") or the Director's designee, and shall confer with the Director on all matters requiring administrative and technical decisions. Employee shall be under the general supervision of the President of the University. Athletic Director shall annually conduct a performance evaluation of Employee, which shall be reduced to writing and placed in Employee's personnel file. Employee will be eligible for a Base Salary increase, usually effective July 1 of each year, consistent with the University's program of annual salary adjustments for employees in his classification.

1.3 Employee shall manage and supervise the University's Women's Basketball Team ("Team"), and perform such other duties in the intercollegiate athletic program of University as may be assigned. University reserves the right to reassign Employee to duties other than as head coach of the Team, while retaining the salaries and benefits stated herein, so long as the duties to which he is assigned are consistent with his education, skills, and experience.
2.0 Term.

2.1 Employee's appointment as Head Women’s Basketball Coach shall commence on April 26, 2012 and continue for a period of five (5) years until April 25, 2017, unless sooner terminated as provided for herein.

2.2 Each season the Team wins 20 games, the term of this Agreement shall automatically be extended by one year.

2.3 This employment in no way grants Employee a claim to tenure in employment, or any years of employment attributable to tenure within University.

3.0 Compensation.

3.1 In consideration for Employee's faithful, diligent, and successful performance of the services set forth in this Agreement, the University agrees to provide the following salary and fringe benefits to Employee during the term of this Agreement.

3.1.1 Salary. University shall pay Employee an annual Base Salary of $165,000, paid pursuant to the normal university payroll procedures (currently semi-monthly) in full payment for the satisfactory performance of all duties required under this Agreement, less any applicable state and federal tax deductions or deductions authorized in writing by Employee.

3.1.2 The University agrees to make all necessary arrangements, including financial, for a radio show during the term of this Agreement. For his appearance on this radio show, Employee shall be annually paid $5,000, less applicable withholding.

3.1.3 Fringe Benefits. University shall provide Employee with the same fringe and other benefits (e.g. health insurance, vacation, sick, etc.), as may be amended from time to time, as provided to non-bargained for administrative employees.

3.1.4 University shall provide the Employee with a monthly stipend up to $500 per month for an automobile (which would be deducted from the Women’s Basketball operating budget). Employee shall use the automobile for the purpose of conducting University business. Upon termination of this Agreement, Employee shall immediately return the automobile to the local dealer. University shall provide assistant coaches with a monthly stipend up to $350 per month for an automobile, under the same terms and conditions as Employee.

3.1.5 Incentives. During the term of this Agreement Employee shall be entitled to receive each of the following bonuses and incentives. (each of which shall be treated separately). All amounts
are gross and will be less applicable withholding.

A. Each season that the Team is champion or co-champion of its Mid American Conference (MAC) Division, University shall pay Employee a bonus of $5,000.

B. Each season the Team is the MAC Regular Season Champion or the MAC Tournament champion, University shall pay Employee a bonus of $7,500. If Team wins both, University shall pay a single bonus in the amount of $12,500.

C. Each season the Team receives an at-large invitation to compete in the National Collegiate Athletic Association (NCAA) Tournament, University shall pay Employee a bonus of $7,500.

D. University shall pay Employee a bonus of $7,500 for each win by Team in the NCAA Tournament.

E. Each season that the Team receives an invitation to the Post Season Women’s National Invitation Tournament (WNIT), the University shall pay Employee a bonus of $5,000.

F. University shall pay Employee a bonus of $2,500 for each win by the Team in the WNIT Tournament.

G. Each season Employee is named “Coach of the Year” in the Mid-American Conference, the University shall pay Employee a bonus of $5,000.

H. Each season Employee is named National Coach of the Year by the Associated Press, ESPN, CBS and/or Fox Sports, University shall pay Employee a bonus of $15,000.

I. Each season the University determines that paid attendance for home Women’s basketball games averages between 3,000 and 3,999, University shall pay Employee a bonus of $15,000. Each season the University determines that paid attendance for home Women’s basketball games averages between 4,000 and 4,999, University shall pay Employee a bonus of $20,000. Each season the University determines that paid attendance for home Women’s basketball games averages between 5,000 and 5,999, University shall pay Employee a bonus of $25,000. Each season the University determines that paid attendance for home Women’s basketball games averages 6,000 or more, University shall pay Employee a bonus of $35,000.
J. Each season the Team finishes in the top four (top 4 seed) of the Mid-American Conference, the University shall pay employee a bonus of $2,500.

K. Each season the Team is ranked in the Top 25 of AP or ESPN Coaches poll at any time during the season, the University shall pay a bonus of $2,500. This bonus is payable only one time per season.

L. Each season the team is ranked in the Top 10 of ESPN mid-major poll at any time during the season, the University shall pay a bonus of $5,000.

Bonuses for the achievements set forth in this Section 3.1.4 shall be paid on or before May 1 of each year of this Agreement.

3.1.6 Tickets. University shall annually provide Employee, without charge, up to ten (10) reserve tickets to each home Women’s basketball game, up to four (4) tickets to each home football game and up to four (4) reserve tickets to each Men’s basketball game. University shall annually provide assistant coaches, without charge, up to six (6) reserve tickets, and as many recruiting tickets as necessary, to each home Women’s basketball game.

3.1.7 Final Four Tickets. To the extent eight or more tickets are made available to the University for the NCAA Tournament Women’s Basketball Semi-Final and Championship games, University shall provide Employee, at a charge to Employee of their face value, four (4) tickets to the NCAA Tournament Women’s Basketball Semi-Final and Championship games.

3.1.8 Moving Expenses. University shall reimburse Employee up to $10,000 for documented moving expenses related to Employee and his family relocation to Michigan. Employee will be eligible for reimbursement only for documented expenses that are submitted within 12 months of the commencement of employment. University shall reimburse assistant coaches up to $3,000 each, subject to the same conditions.

3.1.9 Temporary Housing. University will provide Employee with up to six months rent free housing at University’s Westview Apartments. The value of this housing will be included on Employee’s W-2 tax form for the applicable year. University will provide assistant coaches with up to two months rent free housing at University’s Westview Apartments. The value of the housing will be included on assistant’s W-2 tax form for the applicable year.

3.1.10 University shall provide Employee and Program staff with appropriate computer support and video editing equipment, as provided to other similarly situated employees.
4.0 Employee's Duties.

4.1 In consideration of the annual salary and other benefits, Employee promises and agrees as follows:

4.1.1 Faithfully and conscientiously perform all duties related to the establishment, direction and development of an educationally sound and competitive athletic program, and to perform all duties prescribed herein and assigned by University's Board of Regents, President, Athletic Director, and Assistant Athletic Director within the budget allocated.

4.1.2 Plan, direct, and implement all phases of a varsity intercollegiate athletic program, including recruitment of academically and athletically qualified students, developing competitive schedules, budget preparation and supervision for programs, conduct practice sessions, conditioning programs, clinics, public relations activities, and fund raising. Attendance is expected at staff meetings, community events, and other appropriate athletic activities.

4.1.3 Devote full-time, attention, and energy to the duties of head coach as required herein, to the promotion of the University's Athletic program; and to avoid any business or professional activities or pursuits that would prevent Employee from devoting full time to performance of the duties under this Agreement, or that would embarrass University or detract in any manner from the duties outlined herein;

4.1.4 Know, recognize and comply with the laws, policies, rules, and regulations governing University and its employees ("University Rules"), the rules of the National Collegiate Athletic Association (or any successor association) and its applicable divisions (including, without limitation, the Constitution and By-Laws of the NCAA) ("the NCAA rules"), and the rules of the Mid American Conference, or any successor conference ("Conference Rules"), in each case as in effect and interpreted by the applicable body from time to time (the University Rules, the NCAA rules, and the Conference Rules are hereinafter sometimes referred to collectively as the "Governing Rules"), to supervise and ensure that the assistant coaches and any other employees for which Employee is administratively responsible comply with the Governing Rules and to immediately advise the Athletic Director if Employee becomes aware of or has cause to believe violations have occurred or will occur. Coach will also use his best efforts to ensure student-athlete compliance with the Governing Rules. The Employee will cooperate fully with the University efforts to establish, educate, investigate and enforce these Governing Rules. The University agrees that it will provide relevant updates and training to Employee and his staff regarding NCAA rules.
4.1.5 If the Employee is determined by the NCAA, the Conference, or the University to have committed a violation of the Governing Rules, whether while employed by the University or during prior employment at another NCAA member institution, the Employee may be subject to disciplinary or corrective action as set forth in the applicable provisions of the above-referenced rules and/or this Agreement. Further, if Employee is determined by the NCAA, the Conference or the University to have committed or been aware of and not reported a major violation of the Governing Rules, or to have intentionally and knowingly committed any other type of violation of Governing Rules, or committed repeated violations of Governing Rules, whether while employed by the University or at another NCAA member institution, the employment of employee may be terminated as provided in Sections 6.0 and 6.1.4 of this Agreement. Further, if it is determined by the NCAA, the Conference, or the University that a major violation of the Governing rules has been committed in the Women’s Basketball Program during the term of this Agreement, the Employee’s employment may be terminated as provided in Section 6.0 and 6.1.4 of this Agreement.

4.1.6 Develop programs and procedures with respect to the evaluation, recruitment, training, and coaching of student athletes to compete successfully while assuring the welfare of student athletes;

4.1.7 Observe and uphold all academic standards, requirements, and policies of University;

4.1.8 Encourage student athletes to perform to their highest academic potential, obtain the highest grades possible and graduate.

4.2 It is further agreed that Employee will not receive outside compensation (including but not limited to income, annuities, sports camps, housing benefits, complimentary ticket sales, television and radio programs, and endorsement or consultation contracts with athletic footwear, apparel or equipment manufacturers) without prior written consent of the President, or Athletic Director, which consent shall not be unreasonably withheld and shall disclose to University all outside compensation Employee receives and the source of such compensation. Reports regarding outside compensation must be made on an annual basis in conjunction with the annual performance evaluation. The document must include information concerning athletically related outside income for the previous contract period.

4.3 Employee shall maximize radio and television coverage favorable to University, but shall receive remuneration for such appearances, for any endorsements, or public presentations only upon securing prior written consent as noted in Section 4.2, or as otherwise compensated by the University as contained in Section 3.1.2 of this Agreement.

4.4 Summer Camps. Employee shall have the right to operate a summer women’s basketball camp, in accordance with the policies and
practices of the University for the operation of camps, which are subject to amendment. Employee may use the University trademark to promote the camp. Employee shall operate the camp as an independent contractor and not as an employee of EMU. Employee shall reimburse the University for use of the Rec IM Building, Dining Facilities and Residence Halls. Employees must procure insurance for all liabilities related to the camp and must practice sound accounting principles in their management of the camp. Priority for scheduling is determined by the University.

5.0 Travel.

Employee shall conduct such travel within the allotted budget as is necessary to carry out duties as Head Women’s Basketball coach, and Employee shall be entitled to reimbursement for transportation and per diem expenses at the rate provided to non-represented administrative employees. University will reimburse Employee for travel for his spouse and children, one time annually, to the NCAA Tournament, if Team receives a bid (automatic or invitation) to the Tournament and spouse and children travel to watch the Team. The value of this reimbursement will be included on Employee’s W-2 tax form for the applicable year.

University agrees to reimburse Employee and assistant coaches for reasonable travel and related expenses to attend the NCAA Women’s Semi-Final and Championship games and the WBCA annual convention in accordance with policies and procedures related to University employee travel.

6.0 Termination for Just Cause.

6.1 University has the right to terminate this Agreement for Just Cause, in which case prior to termination but subject to the provisions concerning suspension, Employee shall be given notice and an opportunity to be heard. In addition to its meaning in University documents related to faculty, and its normally understood meaning, the term "just cause" shall be understood to include, but not be limited to, all of the following:

6.1.1 A deliberate or serious violation of the duties set forth in this Agreement or refusal or unwillingness to perform such duties in good faith and to the best of Employee's abilities, which includes in addition to the usual and customary coaching activities, recruiting, assisting duly authorized alumni, booster club and University Development Foundation activities and cooperating with the news media;

6.1.2 A violation by Employee of any of the other terms and conditions of this Agreement not remedied after fifteen (15) days written notice thereof to Employee;
6.1.3 Any conduct of Employee that constitutes moral turpitude, or which would bring public disrespect, contempt, or ridicule upon University, or failure to follow the high moral and ethical standards commonly expected of Employee as a leading representative of the Department of Intercollegiate Athletics at University;

6.1.4 A determination by the NCAA, the Mid-American Conference (MAC), or the University that the Employee has committed a major violation of the Governing Rules, has intentionally committed any other type of violation of the Governing Rules pursuant to Sections 4.1.4 and 4.1.5 of this Agreement, or that a major violation of Governing rules has occurred within the Women’s Basketball Program during the term of this Agreement.

6.1.5 Failure to positively represent University and University's athletic programs in private and public forums.

6.1.6 Engaging in criminal activity, or misuse of University funds or resources; and

6.1.7 Any conduct which violates the rights of student athletes as conferred by law or by the Governing Rules.

6.2 The Athletic Director shall have administrative authority to immediately suspend Employee on a pre-hearing basis from performance of some or all duties with or without salary payments permanently or temporarily for a period of up to one month without termination of this Agreement for cause set forth in this Section 6.0.

6.2.1 Employee shall have the procedural right, upon written request, for a review and hearing relative to any such suspension ordered by the Athletic Director. Any such hearing shall be governed by the normal University's grievance procedures provided for non-academic administrative employees, as now or hereafter amended, unless other procedures are agreed upon by the parties in lieu thereof.

6.3 Termination of this Agreement by University may occur only by decision of the President or his/her designee after five (5) days prior written notice of the charges against Employee and an opportunity for Employee to present evidence. Employee may seek/obtain the assistance of an attorney to aid in the production of evidence; however, such attorney may not actively participate in the proceeding.

6.4 In the event University terminates this Agreement for just cause prior to the end of this Agreement, all obligations of University to make further payments and/or to provide other consideration hereunder shall cease on the termination date specified in the notice of termination.
6.5 In no case shall University be liable to Employee for any
liquidated damages, or loss of any collateral business opportunities or
any other benefits, or income from any other sources.

7.0 Termination Without Cause.

7.1 Notwithstanding any other provision of this Agreement, this
Agreement shall terminate automatically if Employee dies or becomes
totally or permanently disabled as defined, by University benefit
programs, if applicable. Any such termination shall not be reason for
payment of any liquidated damages set forth below. Employee will,
however, receive all benefits to which he would otherwise be entitled
as a result of such death or disability.

7.2 At any time after commencement of this Agreement, University
may terminate this Agreement without cause by giving written notice to
Employee.

7.2.1 In the event University terminates this Agreement without
cause, University shall pay to Employee, as liquidated damages, an
amount equal to twelve (12) months of Employee's annual Base Salary as
specified in Section 3.1.1 or the remaining portion of the salary
amount which would have been due Employee from the date of early
termination of the Agreement through the Agreement expiration date,
whichever is less, to be paid at University's option in one lump
sum or on a monthly basis prorated over the remainder of the term of
the Agreement. Acceptance of this amount will constitute full
settlement of any claim that Employee has or may have against
University and any and all of its related entities, their regents,
directors, officers, employees and agents. University's obligation in
the event of a termination without cause will be limited to the amount
set forth in this paragraph. University shall not be liable for any
opportunities or any other compensation, benefits, income, or any
amounts from any sources that might ensue as a result of University's
termination of this Agreement without cause.

7.2.2 The parties have bargained for and agreed to the
foregoing liquidated damages provision, giving consideration to the
fact that Employee may lose certain benefits, supplemental compensation
or outside compensation relating to his employment at University, which
damages are extremely difficult to determine with certainty, or fairly
or adequately. The parties further agree that payment of such
liquidated damages by University and acceptance thereof by Employee
shall constitute adequate and reasonable compensation to Employee for
damages and injury suffered because of such termination by University.
The foregoing shall not be, nor be construed to be, a penalty.

7.2.3 Notwithstanding the liquidated damages provisions,
Employee agrees to mitigate University's obligations to pay liquidated
damages by making reasonable and diligent efforts to obtain employment.
After Employee obtains such new employment, University's financial obligations under this Agreement, including liquidated damages, shall be offset by the amount of the salary obtained in his new employment.

7.3 Employee recognizes that the promise to work for University for the entire term of this Agreement is of the essence of this Agreement. Employee also recognizes that University is making a highly valuable investment in Employee's employment by entering into this Agreement and that University's investment would be lost if Employee were to resign or otherwise terminate employment with University before the end of the contract term. Nonetheless, it is agreed that at any time after commencement of this Agreement, Employee may terminate this Agreement by giving written notice to University.

7.3.1 In the event Employee terminates this Agreement without cause, Employee or a third party shall pay to University, as liquidated damages, an amount equal to six (6) months of Employee's annual salary, to be paid within thirty (30) days after the effective date of termination. University shall not be liable for the loss of any collateral business opportunities or any other benefits, or income from any sources that might ensue as a result of Employee's termination of this Agreement without cause. This provision shall not apply if there is less than two years remaining on the Agreement, in which case there shall be no payment.

7.3.2 The parties have bargained for and agreed to the foregoing liquidated damages provision, giving consideration to the fact that University will incur administrative, recruiting and resettlement costs in obtaining a replacement for Employee, in addition to potentially increased compensation costs if Employee terminates this Agreement prior to its expiration, which damages are extremely difficult to determine with certainty. The parties further agree that the payment of such liquidated damages by Employee and acceptance thereof by University shall constitute adequate and reasonable compensation to University for the damages and injury suffered by it because of such termination by Employee. The foregoing shall not be, nor be construed to be, a penalty.

8.0 Outside Employment.

Employee agrees not to personally, or through any agent actively seek, negotiate for, or accept other full-time or part-time employment of any nature during the term of this Agreement without first having obtained written consent from the Athletic Director and from the President of University.

9.0 Personal Services.

9.1 Employee represents to have special, exceptional, and unique knowledge, skill, and ability as a Head Women's Basketball coach which, in addition to the future development of coaching experience at
University as well as University's special need for continuity in its Team Sport program, will render Employee's services unique. Employee recognizes that the loss of Employee's services to University, without University's approval and release, prior to the expiration of the term of this Agreement or any renewal thereof, would cause an inherent loss to University which cannot be estimated with certainty, or fairly or adequately compensated by money damages.

9.2 Employee therefore agrees, and specifically promises, not to accept employment, under any circumstances, as a women’s basketball coach at any institution of higher education, or for any women’s basketball team participating in any professional league or conference in the United States or elsewhere, requiring performance of duties prior to the expiration date of the term of this Agreement or any extension thereof, without first obtaining a written release of this Agreement or a negotiated settlement thereof in writing accepted by Employee and the President of the University.

9.3 Employee agrees that University shall have the right, in addition to any other rights which University may possess, to obtain an injunction by appropriate judicial proceedings to prevent Employee from performing coaching activities or other related services in violation of this Agreement, for any person, institution, firm, corporation or other entity; and against any other breach of this Agreement. Employee also agrees to indemnify and hold University harmless for its costs in any injunction proceeding including court costs and attorney's fees.

10.0 Relationship Between the Parties.

The relationship between Employee and University shall be determined solely by the terms and conditions of this Agreement. This Agreement is solely between Employee and University and does not create third party rights in any person.

11.0 Governing Law.

This Agreement shall be governed by and construed under the laws of the State of Michigan, the courts of which shall be the forum for any lawsuits arising from or incident to this Agreement.

12.0 Severability.

If any provision of this Agreement shall be determined to be void, invalid, unenforceable or illegal for any reason, it shall be ineffective only to the extent of such prohibition and the validity and enforceability of all the remaining provisions shall not be affected thereby.

13.0 Entire Agreement: Modification.
This Agreement contains all the terms between the parties and may be amended only in writing signed by both parties.

Employee and the authorized representative(s) of University have executed this Agreement on this 26th day of April, 2012.

EASTERN MICHIGAN UNIVERSITY

By: Derrick L. Gregg, Director
    Intercollegiate Athletics

By: Salvatore Verdi
    Head Women's Basketball Coach

By: Susan W. Martin
    President
RECOMMENDATION

MONTHLY REPORT
EDUCATIONAL POLICIES COMMITTEE

ACTION REQUESTED

It is requested that the Educational Policies Committee Agenda for June 19, 2012 and the Minutes of the April 17, 2012 meeting be received and placed on file.

SUMMARY


FISCAL IMPLICATIONS

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

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
Provost and Vice President

Date

6/4/12
Minutes  (Regent Sidlik)

Monthly Report  (Rhonda Longworth)

Consent Agenda Items
Emeritus Faculty Recommendations  (Rhonda Longworth)
Academic Affairs Administrative/Professional Appointments/Transfers  (David Woike)
Academic Retirements/Separations  (David Woike)
Faculty Appointments  (David Woike)
Faculty Reappointments  (David Woike)
Faculty Tenure Appointments  (David Woike)
Faculty Promotions  (David Woike)
Lecturer Promotions  (David Woike)

Regular Agenda Items
Charter Schools Board Appointments  (Malverne Winborne)
Renewal of Charter School Contracts for Great Lakes Academy and Academy for Business and Technology  (Malverne Winborne)
Authorization to Process new Charter School Applications  (Malverne Winborne)
Institutional Accreditation Process  (Rhonda Longworth)
Program Deletions  (Rhonda Longworth)
Program Approval: Physician's Assistant Program  (Rhonda Longworth)

Discussion Topic
EDUCATIONAL POLICIES COMMITTEE MINUTES

April 17, 2012
2:00 p.m. – 2:45 p.m.
205 Welch Hall

Attendees: (seated at tables) J. Carroll, C. Karshin, R. Longworth, M. Nair, Regent Parker, Provost Schatzel, Regent Sidlik (Chair), M. Winborne, D. Woike

Guests: (as signed in) T. Fulton, D. Mielke, G. Ward

Regent Sidlik convened the meeting at 2:06 p.m.

Report and Minutes (Section 14)

Regent Sidlik requested that the Educational Policies Committee Agenda for April 17, 2012 and the Minutes of the February 21, 2012 meeting be received and placed on file.

Dr. Rhonda Longworth continued with the monthly report of University Objectives.

University Objective – Program Sustainability and Review
The President’s Council is currently reviewing the remaining nine programs planned for deletion. These programs will be submitted to the Regents for their approval at the June meeting; one addition (Physician Assistant program) will also be presented for approval in June.

University Objective – New Programs
Murali Nair, Dean of the College of Health and Human Services and Christine Karshin, Director, School of Health Promotion and Human Performance provided an update about the Physician Assistant (PA) Program. Regent Sidlik questioned enrollment limits established in the PA program, and possibly building capacity into the program. The Board does not want qualified students turned away from the program. The Board fully supports the program and will provide the additional faculty and facility space to get this program to this desired level. Dr. Karshin explained that the clinical rotations and accreditation demands influence the number of students in a cohort. Forty students per cohort is the standard in Michigan and around the nation.

In February, EMU representatives met with staff at St. Joseph’s Mercy Hospital, Ann Arbor, to discuss partnering to accommodate the PA Clinical Rotations. There is a follow up meeting schedule for May 24, 2012. In addition to St. Joseph’s Mercy, there is interest in partnering with other health systems in the area. St. Joseph’s Mercy will provide 49 of the 50 clinical rotations, and will help in finding a facility for the inpatient pediatric clinical rotation. Dr. Karshin and Dean Nair were encouraged by the Regents to reach out to other health systems/hospitals for clinical rotation partnerships.

Jay Pederson has been named as Program Director (named as director, but not officially hired). He has 10 years PA experience, and also has academic experience as a faculty member at the University of Toledo.

Diane Jones, and LaWaun Hance, both physician assistants for 25 years, were recently hired as consultants to the EMU PA program. They provide assistance in preparing the conditional accreditation application and subsequent site visit.

The next steps are to hire a medical director, and clinical coordinator/faculty member. Regent Parker requested to review the medical director requirements. The program curriculum will be considered by the EMU input system in the next 2-3 weeks, to Provost Schatzel in May, the President’s Council for their June meeting, then to the Board at the June meeting.
University Objective – Retention, Graduation and Academic Probation Rates
There were no changes to the data since the February Board meeting.

University Objective – Headcount and Enrollment Data
Because of the potential impact of changes in Federal Financial Aid regulations, the spring/summer terms are now classified as one summer semester. Currently Summer A up 3% from spring 2011. Fall is up by 6% over Fall 2011. Provost Schatzel says these fall numbers are very tentative.

Emeritus Faculty Status (Section 8)

Rhonda Longworth, Interim Associate Provost and Associate Vice President for Academic Programming and Support, recommended that the Board of Regents grant Emeritus Faculty Status to three (3) former faculty members: Dr. Krishnaswamy Rengan, Professor, Department of Chemistry; Dr. Lynn Rocklage, Professor, Department of Special Education; and Dr. John L. Waltman, Professor, Department of Management.

2012-2013 Sabbatical Leave Awards (Section 15)

Dr. James Carroll, Interim Associate Provost and Associate Vice President for Research and Administration and Interim Dean of the Graduate School, recommended that the Board of Regents accept and place on file the Report on 2012-2013 Sabbatical Leaves as shown on the listing provided to the Board.

Summer 2012, Fall 2012, and first round of Winter 2013 Faculty Research and Creative Activity Fellowships (Section 16)

Dr. James Carroll, Interim Associate Provost and Associate Vice President for Research and Administration and Interim Dean of the Graduate School, recommended that the Board of Regents accept and place on file the Report on the Summer 2012, Fall 2012, and first round of Winter 2013 Faculty Research and Creative Activity Fellowships as shown on the listing provided to the Board.

Summer 2012 Undergraduate Research Stimulus Program Awards (Section 17)

Dr. James Carroll, Interim Associate Provost and Associate Vice President for Research and Administration and Interim Dean of the Graduate School, recommended that the Board of Regents accept and place on file the Report on Summer 2012 Undergraduate Research Stimulus Program Awards as shown on the listing provided to the Board.

Adoption of Public School Academy Board of Director Method of Selection Resolution (Section 18)

Malverne Winborne, Director, Charter Schools, recommended that the Board of Regents adopt the resolution outlining a revised method of selecting board of directors of public school academies, schools of excellence and strict discipline academies as provided to the Board.

Special Topic Discussion “Charter Schools Update on Phase I Application Process”

The Phase I applications for new Charter Schools were submitted during March. The Charter Schools office received 21 new applications. It is currently reviewing the applications for recommendations to proceed to the Phase II application. Charter Schools’ goal is to approve four to five new charter schools.

Special Topic Discussion “Professional Model of Advising”

Dr. Longworth provided an update on Advising. She acknowledged the concerns of Student Government President Jelani McGadney, and his role in helping to identify the key challenges with student advising. The following items are, or will be, implemented to improve student advising:
1. Comprehensive review of the catalog; it will be the standard for advising.
2. Eliminate the department level generation of advisor sheets; they will only be generated from the catalog.
3. Develop course planning guide; tells when courses are offered in the departments by semester.
4. University-wide master scheduling; tells when courses are offered for the entire university.

Also under consideration are note-taking and client management systems for consistency in communication from first contact as a prospect through admission, attendance, graduation, and alumni status. Dr. Longworth explained that her subcommittee worked on an advising communication schedule with students to keep them on track to graduation. A timeline for graduation in four years was developed and is being communicated to incoming freshman through FastTrack.

Committee Assignments and Follow-Up

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<th>Rhonda Longworth:</th>
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<td>• Written work plan for Advising</td>
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<th>Murali Nair &amp; Christine Karshin</th>
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<td>• Regent Parker requested to review the medical director requirements</td>
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Regent Sidlik thanked those in attendance, and adjourned the meeting at 3:03 p.m.

Respectfully submitted,

Robertta Goffeney, Administrative Secretary
Academic Affairs
RECOMMENDATION

APPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS

ACTION REQUESTED
It is recommended that the Board of Regents appoint Carolyn Neal, John Shumate and Marcella Bell to three-year terms on the Board of Directors of the Academy for Business and Technology; Mary Packard to a three-year term on the Board of Directors of Ann Arbor Learning Community; Rosilee Hurst to a two-year term and Elizabeth Ochalek and Kecia Harper to a three-year term on the Board of Directors of Gaudior Academy; Fredrick Cheek, Thomas Riutta and Alyssa Stewart to three-year terms on the Board of Directors of Grand Blanc Academy; Sandra Rolle and Ethan Vinson to three-year terms and Lennox Reid, Bettie Shaw-Henderson and Rashun Washington to two-year terms on the Board of Directors of Great Lakes Academy; Angela Polk, Deborah Nowlin-Swartz and Vera Hurt to three-year terms on the Board of Directors of Hope Academy; Misha Helvey to a three-year term on the Board of Directors of Commonwealth Community Development Academy and Rumell McDowell to a three-year term on the Board of Directors of the Dr. Joseph F. Pollack Academic Center of Excellence (PACE). These board appointments are ratifications of recent exigent appointments made by the Charter Schools Office and approved by Chairman Wilbanks on June 4, 2012.

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.

Academy for Business and Technology
Marcella Bell is a parent of three children who attend ABT. She has earned a Bachelor of Business Administration in Marketing major/Management minor from Baker College of Allen Park, MI graduated in 3/2011. She is a previous employee of Ford Motor Company in both Flat Rock and Monroe, MI from 1997-2007.

Carolyn Neal is currently serving on the Board of ABT. She has been employed at Blue Cross and Blue Shield of Michigan since 1979 where she is currently a senior clerk in claims membership administration. She has attended Detroit College of Business and Wayne County Community College. Neal has a child attending the Academy for Business and Technology.
John Shumate is retired from Chrysler Corporation, having worked for 44 years. He worked on the line, performed material functions, and later served as a team leader for a maintenance crew of five workers. During that time he earned an associates degree in Science and English from a community college. He is a proud veteran of the United States Navy from 1969-1971. He volunteers at St. Bonaventure and St. Peter Claver church.

Ann Arbor Learning Community
Mary Packard is currently serving on the AALC Board since 2009. She is a speech language therapist. She has been employed in her field at Wayne State University, the University of Michigan, Ann Arbor Public Schools and is currently working at Pediatric Therapy Associates. She earned a Bachelor of Arts degree in psychology, speech and hearing sciences, from the University of Michigan in 1986 and a Master of Science degree in communicative disorders from the University of Michigan in 1987. Packard is a member of the American Speech-Language-Hearing Association and Teachers of English to Speakers of Other Languages. In addition, she is a parent advocate in special education.

Commonwealth Community Development Academy
Misha Helvey is presently serving on the Commonwealth Board. She is vice president of sales and marketing for Real Times Media in Detroit. Previous to this position, she was a senior account manager for Radio One, Inc. in Detroit, where she worked for 10 years. She has served on the Commonwealth Academy Board of Directors since 2002. Helvey is a member of the Founders Society of the Detroit Institute of Arts, Corporation for Artistic Development, the Adcraft Club of Detroit, and a lifetime member of the NAACP. In 1991 she was awarded the Minority Business Award sponsored by WDIV-TV4. She earned a Bachelor of Science degree in nursing from Michigan State University in 1985.

Gaudior Academy
Kecia Harper-Edmond is a CAD support technician at AKT Peerless in Farmington Hills. She was employed as a CAD operator at Testing Engineers and Consultants, Inc. in Troy and Atwell-Hicks in Ann Arbor. Harper-Edmond attended Wayne County Community College and the Electronic Servicing Institute in Taylor. She is seeking reappointment to the Gaudior Academy Board of Directors.

Rosielee Hurst currently is employed as an Administrative Analyst for the State of Michigan; Department of Human Services. She previously worked as a Second Step Consultant for Detroit Public School; Department of Student Support Program. Hurst earned a Master of Arts in Social Foundation of Education as well as a Bachelor of Science degree in Social Work both from Eastern Michigan University.

Elizabeth Ochalek presently works as a Senior Actuarial/Financial Analyst for UAW Retiree Medical Benefits Trust in Detroit, MI. She did Post-Graduate studies for CFP exam at Oakland University, Master of Business Administration in Finance Concentration at University of Detroit, Post-Graduate studies for CPA exam at Walsh College of Accountancy and Bachelor of Arts in Elementary Education, Math/Music from Michigan State University. Ochalek was in the MSU Alumni Association, was the Treasurer for GM Affinity Goup of Women and fund raiser for Pediatric Cancer Survivor Scholarships for Beaumont Foundation.

Grand Blanc Academy
Fredrick Cheek is the President/CEO of YMCA of Greater Flint camp Copneconic in Fenton, MI. Cheek has a Bachelor of Science in Recreation Administration from Western Michigan University with a minor in Gerontology. He is a member of the Association of Professional Directors of YMCAs and has a Senior Director Certification at YMCA. He was a former Vice President & Treasurer, Certified Director of the American Camping Association.

Thomas Riutta is a retired school superintendent who has worked for the Lakeville Community School District, Gibraltar Schools, Linden Community Schools, Almont Community Schools, Allen Park Public Schools and Mt. Morris Public Schools. Riutta earned a Bachelor of Science degree in education at Ball State University in Muncie, Indiana in 1962 and a Master of Arts degree in community school education from Eastern Michigan University in 1968. Riutta resides in Brighton. He is seeking reappointment to the Grand Blanc Academy Board.

Alyssa Stewart has served on the GBA Board since 2009. She is a Math Instructor for Mott Community College/Baker College in Flint, MI. She has earned degrees of Master of Arts in Mathematics from Oakland University, Rochester, MI and Bachelor of Science in Computer Information Systems Technology from Purdue University in West Lafayette, IN.

Great Lakes Academy
Lennox Reid is currently a maintenance technician at Spring Lake Village Apartments in Pontiac, MI. He is honorably discharged from the U.S. Air Force. He has a diploma for HVAC certification from Interactive College of Technology in Chamblee, GA.

Sandra Rolle has served on the GLA Board since 2009. Rolle is the Owner/Director of Precious Child Learning Center. She has a Bachelor of Arts in Education Management from Norfolk State University, as well as Associate degrees in General Education and Early Childhood Development from Oakland Community College. She is a member of the National Associate of Female Executives, Black Professional and Business Women-Southfield Chapter, Child Care Council of Michigan-Pontiac Chapter, and Welcome Missionary Baptist Church.

Bettie Shaw-Henderson has retired after 36 years from Deputy Director of Michigan Rehabilitation Services for the State of Michigan. She has earned both her Master of Arts in Guidance & Counseling and Bachelor of Science in Criminal Justice & Psychology from University of Detroit, MI.

Ethan Vinson served on the GLA Board since 2009. He is a law partner at Cummings, McClorey, Davis & Acho, P.L.C., in Livonia, MI. He received a Juris Doctorate Degree from University of Detroit School of Law. He earned both his Master and Bachelor degrees in Political Science at Western Michigan University.

Rashun Washington has an Accelerated Bachelor of Administration from Baker College graduated in 2012. She has worked as an underwriter from 1997-2003 for Flagstar Bank in Troy, MI and from 2003-2008 for PMI Group, Inc., in Troy, MI. She has served on the Board for PCO Great Lakes Academy from 2010-2012.

Hope Academy
Angela Polk is a Program Manager for Ford Motor Company Fund in Dearborn, MI. She earned a Master of Community Development degree from University of Detroit Mercy as well as a Bachelor of Science in Humanities degree from Lawrence Technological University. Polk is a
Board Director of West Grand Boulevard Collaborative and of Virginia Park Community Investment Associates, Inc.

Vera Hurt is a retired Science School Teacher from Chandler Park Academy in Detroit Public School System as well as Palm Beach County Florida School System. She has earned a Master of Education Degree and a Bachelor of Science Degree from Wayne State University. Also she has Post-Graduate Studies from both Wayne State University and Eastern Michigan University as well as an ESOL Certificate from Florida Atlantic University.

Deborah Nowlin-Swartz is a parent of a child who attends Hope Academy. She currently works as a Performance Evaluation Specialist at Blue Cross and Blue Shield of Michigan in Detroit, MI since 1978. She has her high school diploma from Southeastern High School in Detroit, MI.

Dr. Joseph F. Pollack Academic Center of Excellence (PACE)
Rumell McDowell has served on the PACE Board since 2009. He is an Executive Loan Officer for Capital Mortgage Funding in Southfield, MI. He attended St. Clair County Community College-Math & Science, Wayne State University-Pre Med/Liberal Arts and College for Creative Studies-Graphic Communications/Creative Writing. He is a Church Regional Deacon and a Christian disciple of the Detroit Church of Christ.

FISCAL IMPLICATIONS
None.

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

_________________________________________  __________________________
University Executive Officer                        Date
Provost and Vice President
RECOMMENDATION

REISSUANCE OF CHARTER – ACADEMY FOR BUSINESS AND TECHNOLOGY (K-12)

REISSUANCE OF CHARTER – GREAT LAKES ACADEMY (K-7)

ACTION REQUESTED

It is recommended that the Eastern Michigan University Board of Regents reissue the charter for Academy for Business and Technology and authorize the president of the University to execute a new five-year contract which will expire July 1, 2017.

Furthermore, it is recommended that the Eastern Michigan University Board of Regents reissue the charter for Great Lakes Academy and authorize the president of the University to execute a new five-year contract which will expire July 1, 2017.

Accompanying this recommendation are profiles of Academy for Business and Technology and Great Lakes Academy.

SCHOOL SUMMARY

Academy for Business and Technology

The Academy for Business and Technology is housed in two buildings, an elementary school (K-5) and a secondary school (6-12). The secondary school was the first authorized by the Board of Regents in 1997 and operated in Dearborn Heights. In 2005 the academy relocated to Melvindale, Michigan. This school has a special emphasis on business and technology, while it continues to align its course offerings with the State of Michigan’s curriculum (Grade Level Content Expectations).

The Academy for Business and Technology Secondary (ABTS) School made great strides in the area of academic performance during school year 2010-2011. The academy served a total of 372 students. Ninety-five percent of the 2011 graduates have gone on to pursue advanced studies in either community colleges or universities, while one has committed to serving this nation in the armed forces. The other graduates have joined Michigan's workforce.

The Academy for Business and Technology Elementary (ABTE) School in Dearborn, opened in 2003 and currently operates a grade K-5 elementary campus. The academy’s curriculum is aligned with state standards. In 2010-2011, 357 students were enrolled.
This school, continues to meet federal (No Child Left Behind Act) and state (EducationYES!) guidelines for satisfactory progress in student academic performance. ABTE continues to achieve these educational goals, while working with a student population many of whom are from households where English is the second language.

During the 2010-2011 school year, Academy for Business and Technology Elementary received a grade of “A” on its Michigan Education YES! report card.

**Great Lakes Academy**

Great Lakes Academy (GLA) was initially authorized in 1997 as a K-3 grade school in Pontiac, Michigan. It is currently a K-7 school with an enrollment of 250 students during the 2010-2011 school year.

With nearly 100 percent of Great Lakes Academy’s students classified as low income, this school provides a rich educational environment that is intimate, safe and nurturing. Great Lakes Academy’s integrated curriculum includes extracurricular activities and character/ethics building. The academy recognizes that the training of a child at home in conjunction with the school is crucial to success. At Great Lakes Academy, the parents and faculty join together to promote solid instruction with character-building principles. According to the latest Michigan Department of Education official academic results (2010-2011), Great Lakes Academy met the federal measure of success (Adequate Yearly Progress) and the state measure of success (Education YES!).

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

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

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University Executive Officer  
Provost and Vice President
RECOMMENDATION

AUTHORIZATION TO PROCESS NEW CHARTER SCHOOL APPLICATIONS

ACTION REQUESTED:

It is recommended that the Board of Regents grant Regents Thomas W. Sidlik and/or Francine Parker the authority and responsibility to take such action and execute such documents necessary to ensure the EMU Charter Schools Office can process new charter school applications during the time between regularly scheduled Board of Regents meetings.

STAFF SUMMARY:

In response to new Michigan charter school law allowing for additional charter schools to be authorized by governing boards of state public universities, the EMU Charter Schools Office solicited new charter school applications from March 1, 2012 to April 2, 2012. The Charter Schools Office is now in the process of reviewing and evaluating the applications. To keep the application review process on schedule and to keep the Board of Regents well informed of the progress, it will be necessary to have Board of Regents’ interaction and approval at various stages of the process. Hence, this recommendation will authorize Regents Thomas W. Sidlik and/or Francine Parker to act on the Board of Regent’s behalf between regularly scheduled Board of Regents meetings when full board interaction is not possible.

FISCAL IMPLICATIONS:

There are no fiscal implications.

ADMINISTRATIVE RECOMMENDATION:

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

_________________________________________                               _____________
University Executive Officer        Date
Provost and Vice President
RECOMMENDATION

ACTION REQUESTED

It is recommended that the Board of Regents approve the adoption of the Open Pathway process for institutional accreditation from The Higher Learning Commission (HLC) of the North Central Association of Colleges and Schools (NCA). The University would be moving from the Academic Quality Improvement Program (AQIP) process to The Open Pathway process for documenting actions and success in meeting institutional criteria for accreditation.

SUMMARY

HLC is an independent corporation and one of two commission members of the NCA, which is one of six regional institutional accreditors in the United States. The Higher Learning Commission accredits degree-granting post-secondary educational institutions in the North Central region of which Eastern Michigan University is a part.

The Commission currently offers two programs for maintaining accreditation: the Program to Evaluate and Advance Quality (PEAQ) and the Academic Quality Improvement Program (AQIP). In September 2012, the Commission begins a three-year transition during which PEAQ will be replaced by two new Pathway options. Universities will be asked to select or re-affirm their process choice.

The Open Pathway process best suits EMU’s institutional profile and our commitment to continued quality improvement.

FISCAL IMPLICATIONS

There are no fiscal implications as a result of this transition.

ADMINISTRATIVE RECOMMENDATION

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

_______________________________________   __________________________
University Executive Officer                            Date
Provost and Vice President
RECOMMENDATION

DELETION OF ACADEMIC PROGRAMS

ACTION REQUESTED
It is recommended that the Board of Regents approve the deletion of five existing degree programs: the Secondary Education Computer Science Major, the Graduate Certificate in Artificial Intelligence, the Master of Arts in Mathematics - Computer Science, the Master of Science in Physical Education Pedagogy - Interdisciplinary Adapted Physical Education Concentration, and the Master of Arts in Sociology - Family Specialty Concentration.

SUMMARY
The Secondary Education Computer Science Major, the Graduate Certificate in Artificial Intelligence, the Master of Arts in Mathematics - Computer Science, the Master of Science in Physical Education Pedagogy - Interdisciplinary Adapted Physical Education Concentration, and the Master of Arts in Sociology - Family Specialty Concentration are being recommended for phase-out effective fall, 2012, as part of the Program Sustainability Review process.

FISCAL IMPLICATIONS
None.

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

______________________________   __________________________
University Executive Officer                            Date
Provost and Vice President
RECOMMENDATION

NEW ACADEMIC PROGRAMS

ACTION REQUESTED

It is recommended that the Board of Regents approve a new Academic Program: Master of Science in Physician Assistant Studies

SUMMARY

Upon approval, Eastern Michigan University’s Physician Assistant (PA) Program will be a two-year graduate professional program that emphasizes basic medicine and clinical methods. Program graduates will be prepared for certification and licensure to practice as extenders to practicing physicians. Initial cohort of students would begin the PA program in 2014.

Program graduates will earn a Master of Science in Physician Assistant Studies. EMU’s program will seek to obtain provisional accreditation and ultimately full accreditation by the Accreditation Review Commission on Education for the Physician Assistant (ARC-PA), allowing graduates to sit for the Physician Assistant National Certifying Examination (PANCE) which is required by most states for licensure to practice.

FISCAL IMPLICATIONS

The initial year of program implementation will be funded out of existing funds already allocated by the Board of Regents to support new program development. Subsequent years of the program will be incorporated into the annual operating and capital budgets of the University that are submitted to the Board of Regents for approval.

ADMINISTRATIVE RECOMMENDATION

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

_______________________________________   __________________________
University Executive Officer                            Date
Provost and Vice President
RECOMMENDATION

ENROLLMENT INNOVATION AND GROWTH

ACTION REQUESTED

It is recommended that the Board of Regents approve an enrollment innovation and growth plan that provides direction for Eastern Michigan University to grow student credit hours and thrive by supporting students from admissions to graduation via a highly innovative, responsive, and student-centric admissions process to an affordable and active educational pathway supportive of their successful degree completion. This action also welcomes Eastern alumnae and their children to come home to Michigan with a legacy award for an in-state tuition differential grant.

Highlighted in this action is Eastern Michigan University’s continued and vigorous commitment to supporting community college transfers and their institutions as well as providing a global and innovative educational environment that embraces international initiatives and leading-edge technology-enabled learning platforms.

STAFF SUMMARY

COME HOME TO EASTERN – COME HOME TO MICHIGAN!
This will establish a new award to welcome home Eastern alumnae to the Eastern family and to come home to Michigan. Eastern Michigan alumnae and their children (including step or adopted children) will receive a tuition differential award for the difference between in-state and out-of-state tuition. Come home to the Eastern family and back to Michigan again! This initiative builds upon efforts of the Governor and the MEDC to bring Michigan’s legacy of talent back to our state. This award echoes the VET CONNECT tuition differential award for the difference between in-state and out-of-state tuition approved on October 20, 2009 for in-state tuition for any non-resident veterans who have been honorably discharged or medically separated from service with at least one year of service.

EASTERN’S “FOR YOU” ADMISSIONS – The Office of Admissions will enhance and streamline the student admissions process directly aimed at providing highly responsive and simplified admissions for all students – whether first-time, transfer, or graduate – and ensure a quick and timely response focused on the needs of the student. Also, Eastern Michigan undergraduate students seeking to add to their outstanding Eastern Michigan education through pursuit of a graduate degree at Eastern will be supported by a specialized application process that further streamlines the process and timeliness of their admissions decision. In addition, other qualified graduates of Michigan universities should be supported by a process that streamlines the process and timeliness of their admissions decision. Additionally, the use of the Common Application will be evaluated as a means to enhance and extend admissions access and responsiveness to additional students seeking the quality and relevance of an Eastern Michigan undergraduate degree.
COMMUNITY COLLEGE PARTNERSHIPS AND TRANSFER STUDENTS – Eastern Michigan will continue its strong commitment to support four year degrees for transfer students and their goal of an affordable degree that maximizes the education received and credits earned at our partner community colleges. This will further support and encourage Eastern Michigan’s dedicated and broad-based collaboration with community colleges including articulation agreements that support transfer students entering Eastern with 84-92 credits fully transferable toward their Eastern degree.

ONLINE AND INTERNATIONAL STUDENTS – We will expand and open Eastern to students from around the world inviting them to live and learn on our campus and to provide pioneering, innovative, and technology-enabled learning platforms that extend access to a quality Eastern education beyond the physical classroom, spanning time-zone and geographic boundaries, and recognizing the complex demands on the modern student as they juggle their personal and professional lives while in pursuit of their educational goals.

ACADEMIC PROGRAMS – Eastern will create new academic programs (example would be the Physician Assistant program) to meet Michigan societal needs and increase capacity in existing programs to meet high market demand (examples of such high-demand programs would be the BSN in Nursing and the MS in Speech Pathology). Eastern seeks to serve our students and our State by offering sustainable degree programs responsive to market demand.

FISCAL IMPLICATIONS

The establishment of the alumnae legacy tuition differential award may result in a slight reduction in revenues due to granting out-of-state tuition differentials to alumnae and/or their children. However, any such reduction will be offset by an increase in enrollment by alumnae and their children. Streamlining admissions and allocating resources to serve our community college transfer students, online and international students and meet market demand in high-demand programs may require some investment of funds that will be offset by subsequent increased enrollment.

ADMINISTRATIVE RECOMMENDATION

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

___________________________________________ ________________________
University Executive Officer    Date
RECOMMENDATION

FINANCE, AUDIT & INVESTMENT COMMITTEE

ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file the minutes from the April 17, 2012 Finance, Audit, and Investment Committee meeting, the Working Agenda for the June 19, 2012 meeting, and the Informational Reports and Financial Updates.

STAFF SUMMARY

April 17, 2012
Agenda items discussed at the April 17th, 2012 Finance, Audit, and Investment Committee meeting included: financial updates on general fund revenue and expenses through March 31, 2012, auxiliary fund revenue and expenses through March 31, 2012, grants and contracts through February 29, 2012, FY12 fundraising collected through April 15, 2012, and cash and investments through March 31, 2012. In addition, an update on Information Technology initiatives was reported. The Committee also reviewed recommendations to the Board regarding:

- 2012-13 Rates for Room, Board and Apartments
- OMB Circular A-133 Supplementary Financial Reports for the year ended June 30, 2011
- Modifications of Board Policy on Red Flags Rules

June 19th, 2012 Meeting Agenda
Agenda items will include an Informational Report and Financial Updates as of May 31, 2012. The Committee also will review recommendations to the Board for:

- 2012-13 Tuition and Fees
- 2012-13 General Fund Operating Budget
- 2012-13 Auxiliary Fund Operating Budget
- 2012-13 Capital Budget and 3 year Capital Plan
- Board Policy on Gramm-Leach-Bliley Act (New Business)
- Board Policy on Fraud (New Business)
- Board Policy on Policy and Procedures (New Business)

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer Date
Eastern Michigan University
Finance, Audit, and Investment Committee
Meeting Minutes
April 17, 2012

The meeting was called to order by Regent Morris at 3:00 PM.

Section 19  Recommendation  Monthly Reports – Finance, Audit, and Investment Committee, Informational Reports and Financial Updates

A motion was made and seconded to accept the minutes from the February 21, 2012 Board of Regents meeting.

John Lumm presented the financial updates in a power-point presentation format.

Total General Fund Revenue and Expenditures (Slide 1)
The FY12 total general fund revenue budget is $283.1 million. The actual revenue received through March 31, 2012 is $222.0 million. The actual expenses through March 31, 2012 are $219.9 million. This is right on track. CFO Lumm commented that this year’s forecast is expected to be within 1% of budget. Although, it is expected that revenues will be down, in relation to budget, by $4 - $8 million; expenses will also be down $4 - $5 million.

General Fund – Full Year Forecast (Slide 2).
The two primary revenue variables are Spring Enrollment and Investment Income.

This year’s expenditure under-runs include; Personnel Cost (delay in filling positions), lower energy usage, divisional under-runs, financial aid, select project spending deferrals, and one-time designated and parking actions.

The General Fund has had minimal surplus the past three years; FY11 - $0.4M, FY10 - $1.3M, and FY09 - $1.6M

Total Auxiliaries Fund Operating Budget (Slide 3)
The FY12 total auxiliaries fund operating budget is $40.7 million. Through March 31, 2012, revenues are $34.8 million, while expenses are $31.0 million. This is expected given the cycle of the spending patterns throughout a year. It is expected that the Auxiliary Fund will be on track to budget.

Grants and Contracts (Slide 4)
Through February 2012, $7.5 million of grants and contracts have been awarded. $9.3 million had been awarded through February 2011. The total awards for FY11 were $12.5 million.

Fundraising (Cash and Gifts-in-kind) (Slide 5)
As of April 15, 2012, $10.3 million has been received compared to $4.0 million for the same time frame last year. This is partially due to two large donations. $9.3 million of the $10.3 million received this year is cash. Gift-in-kind make up the remaining $1.0 million. The FY12 fundraising goal is $9.5 million. This goal has already been exceeded by $0.8 million with 2 ½ months remaining in the fiscal year. Last year’s fundraising total was $5.1 million. Regent Parker mentioned she would like to see the number of donors along with a goal for the number of donors on this report.
Cash and Investments (Slide 6)
As of March 31, 2012, Eastern has $76.2 million in cash and investments. This includes - $19.0 million or 25% in cash & short-term investments, $15.1 million or 20% in intermediate-term investments, and $42.1 million or 55% in long-term investments. In addition, the long-term pool is dispersed into - $28.8 million or 69% in fixed income, $11.1 million or 26% in domestic equities, and $2.2 million or 5% in international equities. This is all consistent with the University’s investment policy.

The portfolio return as of March 31, 2012 was $2.4M, same as the budget at that time. This turnaround is good compared to September 30, 2011, when actual returns were trailing budget by $2.7 million.

Information Technology (Slide 7)
-Computer Security Audit
  - Final report conducted by ANX eBusiness has been submitted.
  - Significant improvement since 2007 especially, in data encryption and security awareness.

-Network Infrastructure Upgrades
  - Installation of the new switch equipment in Pease, Quirk, Sill, 611 Cross, and Eagle Crest Clubhouse is complete.

-Wireless Update
  - Design for expanded wireless is complete for Owen, Halle, Student Center, Alexander, Sill, and Strong

-Voice over Internet (VoIP)
  - Scheduled FY12 conversion includes Halle and Porter.

-Programming to support single Summer term
  - Extensive programming and testing has been completed.

-Staff return to Halle Library
  - IT staff has returned to their Halle Library offices; student computer lab has reopened; student print center has re-opened.

Section 20: Recommendation 2012-13 Rates for Room, Board, and Apartments
It is recommended that the Board of Regents approve a 4.95% increase for all residence halls, meal plans, and apartments.
Section 21:  Recommendation  OMB Circular A-133 Supplementary Financial Reports for the year ended June 30, 2011

It is recommended that the Board of Regents receive and place on file the OMB Circular A-133 Supplementary Financial Reports for year ended June 30, 2011.

Section 22:  Recommendation  Revisions to Red Flags Rules Policy

It is recommended that the Board of Regents approve revisions to the University’s Red Flags Rules policy.

Meeting was adjourned at 3:35 p.m.
BOARD OF REGENTS
Eastern Michigan University
201 Welch Hall
(734) 487-2410

Tuesday, June 19, 2012
3:00 PM

FINANCE, AUDIT & INVESTMENT COMMITTEE

REGULAR AGENDA

Section: 23 Recommendation: Informational Reports and Financial Updates
- Minutes from April 17, 2012
- June 19, 2012 Finance and Audit Committee Agenda

Section: 24 Recommendation: FY2012-13 Tuition and Fees

Section: 25 Recommendation: FY2012-13 General Fund Operating Budget

Section: 26 Recommendation: FY2012-13 Auxiliary Fund Operating Budget

Section: 27 Recommendation: FY2012-13 Capital Budget and 3-year Capital Plan

Section: 29 Recommendation: Board Policy on Gramm-Leach-Bliley Act (New Business)

Section: 30 Recommendation: Board Policy on Fraud (New Business)

ACTION REQUESTED

It is recommended that the Board of Regents approve a 3.95% increase in tuition and fees for the 2012-2013 academic year. The current and recommended tuition and fee rates are detailed below and on the attachment.

<table>
<thead>
<tr>
<th>Residents</th>
<th>2011-2012</th>
<th>2012-2013</th>
<th>Increase per SCH</th>
<th>Percent Increase</th>
<th>FYES FY12</th>
<th>FYES FY13</th>
<th>Percent Increase</th>
</tr>
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<tbody>
<tr>
<td>Undergraduate</td>
<td>$246.95</td>
<td>$256.70</td>
<td>$9.75</td>
<td>3.95%</td>
<td>$8,683</td>
<td>$9,026</td>
<td>3.95%</td>
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<tr>
<td>Masters</td>
<td>$431.95</td>
<td>$449.00</td>
<td>$17.05</td>
<td>3.95%</td>
<td>$11,405</td>
<td>$11,855</td>
<td>3.95%</td>
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<td>Doctoral</td>
<td>$497.00</td>
<td>$516.65</td>
<td>$19.65</td>
<td>3.95%</td>
<td>$8,675</td>
<td>$9,018</td>
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<tr>
<td>Non-Residents</td>
<td>$727.35</td>
<td>$756.10</td>
<td>$28.75</td>
<td>3.95%</td>
<td>$23,095</td>
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<tr>
<td>Masters</td>
<td>$851.45</td>
<td>$885.10</td>
<td>$33.65</td>
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<td>$21,473</td>
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<td>Doctoral</td>
<td>$959.80</td>
<td>$997.75</td>
<td>$37.95</td>
<td>3.95%</td>
<td>$16,080</td>
<td>$16,716</td>
<td>3.95%</td>
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</table>

STAFF SUMMARY

For the past three years, Eastern's tuition and fee increases have been 3.8%, 0%, and 3.65% - an average of 2.5%, the lowest among Michigan's 15 public Universities. With the recommended increase for fiscal year 2012-13, it is expected that Eastern will remain Michigan's leader in tuition restraint with the smallest increase over the four year period of any of the public universities.

The increase in undergraduate tuition is $9.75 a credit hour and for an Undergraduate taking 30 credits, the annual cost for tuition and mandatory fees would be $9,026.

FISCAL IMPLICATIONS

The recommended tuition and fee levels outlined above are incorporated in the 2012-2013 General Fund operating revenue budget recommended in Section 25.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.
**Mandatory, Program, and Elective Fees**

**Present 2011-12**

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<tr>
<td>General</td>
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<td>Technology</td>
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<td>Student Center</td>
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<td>Total per Credit Hour</td>
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**2012-13 Over 2011-12**

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<td>Mandatory fees (per SCH)</td>
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<td>$25.40</td>
</tr>
<tr>
<td>Technology</td>
<td>$12.00</td>
</tr>
<tr>
<td>Student Center</td>
<td>3.55</td>
</tr>
<tr>
<td>Total per Credit Hour</td>
<td>$40.95</td>
</tr>
</tbody>
</table>

**Percent Change**

<table>
<thead>
<tr>
<th>Fee Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration Fee (per semester)</td>
<td>1.85</td>
</tr>
<tr>
<td>Mandatory fees (per SCH)</td>
<td>0.48</td>
</tr>
<tr>
<td>Student Center</td>
<td>82.40</td>
</tr>
<tr>
<td>Total per Credit Hour</td>
<td>1.55</td>
</tr>
</tbody>
</table>

**Program fees - 300 level courses and above (per SCH)**

<table>
<thead>
<tr>
<th>Program</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sciences</td>
<td>$56.00-$65.55</td>
</tr>
<tr>
<td>Business</td>
<td>$56.00-$66.55</td>
</tr>
<tr>
<td>Technology</td>
<td>$49.25-$65.55</td>
</tr>
<tr>
<td>Education</td>
<td>$71.00-$84.20</td>
</tr>
<tr>
<td>Health and Human Services</td>
<td>$49.25-$65.55</td>
</tr>
<tr>
<td>Fine Arts</td>
<td>$49.25-$65.55</td>
</tr>
<tr>
<td>Nursing</td>
<td>$71.00-$84.20</td>
</tr>
<tr>
<td>Foreign Languages</td>
<td>$42.75-$56.00</td>
</tr>
<tr>
<td>Leadership / Counseling-Doctoral</td>
<td>$92.40-$100.00</td>
</tr>
<tr>
<td>Military Science</td>
<td>N/A</td>
</tr>
<tr>
<td>All Other courses</td>
<td>$39.50-$55.55-$82.40</td>
</tr>
<tr>
<td>Lab and Studio Fees</td>
<td>Various Amounts</td>
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**Elective fees**

<table>
<thead>
<tr>
<th>Fee Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application fees, online graduate</td>
<td>$25.00</td>
</tr>
<tr>
<td>Application fees, online undergraduate</td>
<td>$20.00</td>
</tr>
<tr>
<td>Application fees, paper graduate</td>
<td>$35.00</td>
</tr>
<tr>
<td>Application fees, paper undergraduate</td>
<td>$30.00</td>
</tr>
<tr>
<td>Credit by exam</td>
<td>1 SCH</td>
</tr>
<tr>
<td>Graduation</td>
<td>1 SCH</td>
</tr>
<tr>
<td>Installment</td>
<td>$36.00</td>
</tr>
<tr>
<td>Payment plan</td>
<td>$32.00</td>
</tr>
<tr>
<td>Late registration</td>
<td>$125.00</td>
</tr>
<tr>
<td>Late payment</td>
<td>$40.00</td>
</tr>
<tr>
<td>Late add fee</td>
<td>$125.00</td>
</tr>
<tr>
<td>Program adjustment - drop</td>
<td>$13.00</td>
</tr>
<tr>
<td>Transcript fee</td>
<td>$5.00</td>
</tr>
<tr>
<td>New student fee - transfer</td>
<td>$150.00</td>
</tr>
<tr>
<td>New student fee - freshmen</td>
<td>$300.00</td>
</tr>
<tr>
<td>New student fee - graduate</td>
<td>$100.00</td>
</tr>
<tr>
<td>Student teaching</td>
<td>$145.00</td>
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<tr>
<td>On-line course fee</td>
<td>$46.50</td>
</tr>
<tr>
<td>General Education</td>
<td>$14.50</td>
</tr>
</tbody>
</table>

**Weighted Avg. Increase of Elective Fees is 3.06%**

*General Education fee applies to 100 level courses in Mathematics, Communications, English, and Science*
RECOMMENDATION

FISCAL YEAR 2012-2013 GENERAL FUND OPERATING BUDGET

ACTION REQUESTED

It is recommended that the Board of Regents approve a 2012-2013 General Fund operating budget of $290.6 million. Revenues and expenditures are summarized on the attachment.

STAFF SUMMARY

The recommended 2012-13 General Fund operating budget is balanced with revenues and expenditures of $290.6 million. The 2011-12 General Fund operating budget adopted by the Board totaled $283.3 million.

Revenues include $209.6 million of tuition and fees, a $66.5 million state appropriation ($64.6 million base appropriation and $1.9 million in one-time funding), and $14.5 million of other revenues. The revenue budget reflects a 1% increase in student credit hours and the tuition and fee recommendations contained in Section 24.

The expenditure budget includes additional student advising resources and reflects a $2.0 million increase in University-sponsored financial aid. Over the last five years, Eastern's financial aid has grown by over 65% from $21.4 million in 2007-2008 to $35.7 million in 2012-2013. The recommended budget also includes $1.5 million in funding for new academic programs and initiatives to support continued enrollment growth.

The Board is requested to authorize $290.6 million in expenditures although $1.1 million is contingent upon achieving the 1% increase in student credit hours.

FISCAL IMPLICATIONS

Approval of the 2012-13 budget recommendation outlined above and on the attachment establishes the spending authorization for General Fund operations.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.
Eastern Michigan University  
General Fund Operating Budget  
Fiscal Years 2011-12, and 2012-13

<table>
<thead>
<tr>
<th></th>
<th>FY 2011-12 Budget</th>
<th>Recommended 2012-13 Budget</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuition and fees</td>
<td>205.0</td>
<td>209.6</td>
<td>4.6</td>
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<tr>
<td>State appropriation - base</td>
<td>64.6</td>
<td>64.6</td>
<td>0.0</td>
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<tr>
<td>State appropriation - incentives</td>
<td>0.0</td>
<td>1.9</td>
<td>1.9</td>
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<tr>
<td>Investment income</td>
<td>3.2</td>
<td>3.2</td>
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<tr>
<td>Athletics revenue</td>
<td>1.4</td>
<td>1.8</td>
<td>0.4</td>
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<tr>
<td>Other revenues</td>
<td>9.1</td>
<td>9.5</td>
<td>0.4</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td>283.3</td>
<td>290.6</td>
<td>7.3</td>
</tr>
<tr>
<td><strong>Expenditures and Transfers</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries</td>
<td>141.4</td>
<td>142.4</td>
<td>1.0</td>
</tr>
<tr>
<td>Benefits</td>
<td>49.9</td>
<td>53.3</td>
<td>3.4</td>
</tr>
<tr>
<td><strong>Total personnel costs</strong></td>
<td>191.3</td>
<td>195.7</td>
<td>4.4</td>
</tr>
<tr>
<td>Service, supplies and materials</td>
<td>35.1</td>
<td>37.8</td>
<td>2.7</td>
</tr>
<tr>
<td>Student financial aid</td>
<td>33.7</td>
<td>35.7</td>
<td>2.0</td>
</tr>
<tr>
<td>Utilities</td>
<td>5.7</td>
<td>5.2</td>
<td>(0.5)</td>
</tr>
<tr>
<td>Debt service</td>
<td>11.1</td>
<td>10.8</td>
<td>(0.3)</td>
</tr>
<tr>
<td>Asset preservation transfer</td>
<td>4.1</td>
<td>4.1</td>
<td>0.0</td>
</tr>
<tr>
<td>Distribution to foundation</td>
<td>1.9</td>
<td>1.8</td>
<td>(0.1)</td>
</tr>
<tr>
<td>Growth fund</td>
<td>1.0</td>
<td>1.0</td>
<td>0.0</td>
</tr>
<tr>
<td>President's discretionary fund</td>
<td>0.8</td>
<td>0.8</td>
<td>0.0</td>
</tr>
<tr>
<td>Net transfers</td>
<td>(1.4)</td>
<td>(2.3)</td>
<td>(0.9)</td>
</tr>
<tr>
<td><strong>Total Expenditures and Transfers</strong></td>
<td>283.3</td>
<td>290.6</td>
<td>7.3</td>
</tr>
<tr>
<td><strong>General Fund Surplus/(Shortfall)</strong></td>
<td>0.0</td>
<td>0.0</td>
<td></td>
</tr>
</tbody>
</table>
RECOMMENDATION

FISCAL YEAR 2012-2013 AUXILIARY ACTIVITIES OPERATING BUDGETS

ACTION REQUESTED

It is recommended that the Board of Regents approve a fiscal year 2012-2013 Auxiliary Activities operating budget of $42.1 million. Revenues, expenditures and transfers are detailed on the attachment.

STAFF SUMMARY

The recommended 2012-13 revenue budget for Auxiliary Activities of $42.1 million reflects the Room, Board, and Apartment rates previously approved by the Board on April 17, 2012.

The operating budget also reflects increased housing occupancy for Fall 2012. It is expected that the number of students living on campus this Fall in residence halls and university-owned apartments will increase by approximately 5% to over 3,600.

The Auxiliary Activities operating expenditure budget contains provisions for all necessary operating costs including direct costs, Auxiliary-specific debt service, and a transfer to the University’s General Fund for services received. Transfers to the Auxiliaries capital fund for asset preservation and new capital projects are budgeted at $3.8 million; major Auxiliary capital projects in fiscal year 2012-13 include a $2 million renovation of Best Hall, Westview apartment renovations, parking-related improvements, and student center furniture.

FISCAL IMPLICATIONS

Approval of the 2012-13 operating budget recommendation outlined above establishes the spending authorization for the auxiliary activities.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.
## Eastern Michigan University
### Auxiliary Fund Operating Budget
#### Fiscal Year 2012-2013

<table>
<thead>
<tr>
<th>(in millions)</th>
<th>Proposed Budget 11-12</th>
<th>Proposed Budget 12-13</th>
<th>Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dining</td>
<td>$14.5</td>
<td>$15.8</td>
<td>$1.3</td>
</tr>
<tr>
<td>Residence halls / apartment</td>
<td>15.5</td>
<td>16.8</td>
<td>1.3</td>
</tr>
<tr>
<td>All other auxiliary activities</td>
<td>10.7</td>
<td>9.5</td>
<td>-1.2</td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td>$40.7</td>
<td>$42.1</td>
<td>$1.4</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operations direct costs</td>
<td>$31.1</td>
<td>$30.9</td>
<td>$0.2</td>
</tr>
<tr>
<td>Debt service</td>
<td>2.6</td>
<td>2.5</td>
<td>0.1</td>
</tr>
<tr>
<td>Overhead to the general fund</td>
<td>4.1</td>
<td>4.9</td>
<td>-0.8</td>
</tr>
<tr>
<td><strong>Total Operating Expenses</strong></td>
<td>$37.8</td>
<td>$38.3</td>
<td>-$0.5</td>
</tr>
<tr>
<td><strong>Operating surplus, before capital</strong></td>
<td>$2.9</td>
<td>$3.8</td>
<td>$0.9</td>
</tr>
</tbody>
</table>

Copy of Auxiliary fund operating report for Regents.xls  5/29/2012
ACTION REQUESTED

It is recommended that the Board of Regents approve a fiscal year 2012-2013 University Capital budget of $21.7 million. A summary of 2012-13 capital spending by major project is included in Attachment 1. It is also recommended that the Board receive and place on file the three year capital plan for the years 2012-13 through 2014-15 (Attachment 2).

STAFF SUMMARY

The recommended University capital expenditure budget of $21.7 million for the 2012-13 fiscal year includes $8.5 million to complete Eastern’s Science Complex project. The Science Complex project will be completed on budget ($90 million total project cost) and on schedule (Fall 2012).

The five years from fiscal year 2008-09 through 2012-2013 represent a period of unprecedented capital investment at Eastern. Over the period, capital spending will exceed $210 million with two thirds of the spending (67%) for academic facility enhancements, 8% for housing improvements, 5% for IT Infrastructure, 4% for athletics facilities, with the balance (16%) for safety & security, energy savings, parking, and high priority asset preservation and infrastructure projects.

For fiscal year 2012-2013, the remaining recommended capital spending of $13.2 million reflects a balance of housing facility enhancements, classroom technology improvements, upgrades in wireless capability on campus and other IT infrastructure investment, and critical asset preservation projects as well as parking, safety and security, athletics facility and energy savings projects (Attachment 1).

Over the next three years (2012-13 through 2014-15), capital spending of $41.7 million is planned including significant investments in technology (classroom technology, campus wireless, IT infrastructure). The projects contemplated in the three-year capital plan are shown on Attachment 2.

FISCAL IMPLICATIONS

Approval of the budget recommendation outlined above establishes the University’s authorization for 2012-13 capital spending.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.
### Recommended 2012-13 Budget

<table>
<thead>
<tr>
<th>Project</th>
<th>Amount (in Millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Major Academic Facility Projects</td>
<td></td>
</tr>
<tr>
<td>Complete Science Complex Project</td>
<td>$8.5</td>
</tr>
<tr>
<td>Other Major Projects</td>
<td></td>
</tr>
<tr>
<td>Best Hall Renovation</td>
<td>$2.0</td>
</tr>
<tr>
<td>IT Infrastructure and VOIP</td>
<td>$1.9</td>
</tr>
<tr>
<td>Classroom Technology</td>
<td>$1.0</td>
</tr>
<tr>
<td>Campus Wireless</td>
<td>$0.9</td>
</tr>
<tr>
<td>Parking-Related</td>
<td>$0.9</td>
</tr>
<tr>
<td>Athletics Facility-Related</td>
<td>$0.9</td>
</tr>
<tr>
<td>Warner Renovations</td>
<td>$0.6</td>
</tr>
<tr>
<td>McKenny Renovations</td>
<td>$0.6</td>
</tr>
<tr>
<td>Energy Savings</td>
<td>$0.4</td>
</tr>
<tr>
<td>Apartments and Student Center</td>
<td>$0.3</td>
</tr>
<tr>
<td>Safety and Security</td>
<td>$0.3</td>
</tr>
<tr>
<td>High Priority Asset Preservation &amp; Infrastructure</td>
<td>$3.0</td>
</tr>
<tr>
<td>Contingency / Other</td>
<td>$0.4</td>
</tr>
<tr>
<td>Total</td>
<td>$13.2</td>
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<tr>
<td>Total 2012-13 Capital Expenditures</td>
<td>$21.7</td>
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</table>
## Proposed Three Year Capital Spending Plan

### (By Spending Category and Year)

#### FY 2012-13

<table>
<thead>
<tr>
<th>Spending Category</th>
<th>Capital Project</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Facilities</td>
<td>Science Complex</td>
<td>$8,500</td>
</tr>
<tr>
<td></td>
<td>Classroom Technology</td>
<td>$850</td>
</tr>
<tr>
<td></td>
<td>Classroom Technology</td>
<td>$850</td>
</tr>
<tr>
<td></td>
<td>Alexander PF&amp;E</td>
<td>$50</td>
</tr>
<tr>
<td></td>
<td>King - Faculty Office Phase 1</td>
<td>$600</td>
</tr>
<tr>
<td>Housing, Dining and Student Facilities</td>
<td>Best Hall (renov/locks)</td>
<td>$2,000</td>
</tr>
<tr>
<td>Parking and Roadways</td>
<td>Indoor Facility Additional Lot</td>
<td>$400</td>
</tr>
<tr>
<td>Parking (Aux.) Fund</td>
<td>Calwood/Mayhew Intersection</td>
<td>$26</td>
</tr>
<tr>
<td>Asset Preservation/Deferred Maintenance</td>
<td>ADA/Sidewalk/Landscaping</td>
<td>$450</td>
</tr>
<tr>
<td></td>
<td>Alexander Chiller</td>
<td>$320</td>
</tr>
<tr>
<td></td>
<td>Utility Tunnel/COS Cooling Tower</td>
<td>$410</td>
</tr>
<tr>
<td></td>
<td>Roof Replacement/Repair (Quirk, Siz, Alexander, Shiner, Raab)</td>
<td>$1,280</td>
</tr>
<tr>
<td>Energy Conservation</td>
<td>Alexander Lighting Retrofit</td>
<td>$425</td>
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<tr>
<td>Safety and Security</td>
<td>Additional Cameras and Southeast perimeter fence</td>
<td>$300</td>
</tr>
<tr>
<td>Information Technology (IT)</td>
<td>Network/Servers</td>
<td>$1,075</td>
</tr>
<tr>
<td></td>
<td>Campus Wireless (Phase 2)</td>
<td>$80</td>
</tr>
<tr>
<td></td>
<td>Voice Over Internet (VOIP)</td>
<td>$735</td>
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<tr>
<td></td>
<td>Phone Charging Kiosks</td>
<td>$15</td>
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<tr>
<td>Athletic Facilities</td>
<td>Women's Soccer and Tennis</td>
<td>$260</td>
</tr>
<tr>
<td></td>
<td>Women's Rowing (Shells)</td>
<td>$50</td>
</tr>
<tr>
<td></td>
<td>Ryeunorson Improvements</td>
<td>$125</td>
</tr>
<tr>
<td></td>
<td>Outdoor Improvements</td>
<td>$100</td>
</tr>
<tr>
<td></td>
<td>Convocation Center Scoreboard</td>
<td>$400</td>
</tr>
<tr>
<td></td>
<td>Warner - Gymnastics/Wrestling</td>
<td>$300</td>
</tr>
<tr>
<td>Eagle Crest, Contingency</td>
<td>Eagle Crest CC &amp; GC</td>
<td>$250</td>
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<tr>
<td></td>
<td>Contingency</td>
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<td></td>
<td>Total</td>
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<td>Total Capital</td>
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<td>Over/Under Target</td>
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#### FY 2013-14

<table>
<thead>
<tr>
<th>Capital Project</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classroom Technology</td>
<td>$850</td>
</tr>
<tr>
<td>Alexander PF&amp;E</td>
<td>$50</td>
</tr>
<tr>
<td>King - Faculty Office Phase 1</td>
<td>$600</td>
</tr>
<tr>
<td>Best Hall (renov/locks)</td>
<td>$2,000</td>
</tr>
<tr>
<td>Commons - Wise Room</td>
<td>$200</td>
</tr>
<tr>
<td>Brown Furniture</td>
<td>$100</td>
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<tr>
<td>Student Center Furniture</td>
<td>$75</td>
</tr>
<tr>
<td>Washer-Locker Room Upgrade</td>
<td>$300</td>
</tr>
<tr>
<td>Bowman Roosevelt Lot</td>
<td>$1,000</td>
</tr>
<tr>
<td>Green Lot #2</td>
<td>$500</td>
</tr>
<tr>
<td>Provision</td>
<td>$100</td>
</tr>
<tr>
<td>Provision</td>
<td>$100</td>
</tr>
<tr>
<td>Network/Servers</td>
<td>$2,500</td>
</tr>
<tr>
<td>Campus Wireless (Phase 3)</td>
<td>$1,800</td>
</tr>
<tr>
<td>Voice Over Internet (VOIP)</td>
<td>$650</td>
</tr>
<tr>
<td>Phone Charging Kiosks</td>
<td>$30</td>
</tr>
<tr>
<td>Convocation Center Provision</td>
<td>$100</td>
</tr>
<tr>
<td>Women's Rowing (Shells)</td>
<td>$50</td>
</tr>
<tr>
<td>Ryeunorson Improvements</td>
<td>$50</td>
</tr>
<tr>
<td>Soccer Bleachers</td>
<td>$40</td>
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<tr>
<td>Convocation Center Scoreboard</td>
<td>$600</td>
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<td>Total</td>
<td>$3,220</td>
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</table>

#### FY 2014-15

<table>
<thead>
<tr>
<th>Capital Project</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classroom Technology</td>
<td>$850</td>
</tr>
<tr>
<td>King - Faculty Office Phase 1</td>
<td>$600</td>
</tr>
<tr>
<td>Wise Hall (renov/locks)</td>
<td>$2,000</td>
</tr>
<tr>
<td>REC/IM (Phase 1)</td>
<td>$250</td>
</tr>
<tr>
<td>Snow Roof/Windows</td>
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<tr>
<td>King windows</td>
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<tr>
<td>King elevator</td>
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</tr>
<tr>
<td>Provision</td>
<td>$100</td>
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<tr>
<td>Provision</td>
<td>$100</td>
</tr>
<tr>
<td>Network/Servers</td>
<td>$2,500</td>
</tr>
<tr>
<td>Campus Wireless (Phase 4)</td>
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<tr>
<td>Phone Charging Kiosks</td>
<td>$30</td>
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<tr>
<td>Provision</td>
<td>$100</td>
</tr>
<tr>
<td>Provision</td>
<td>$100</td>
</tr>
<tr>
<td>Convocation Center Provision</td>
<td>$100</td>
</tr>
<tr>
<td>Women's Rowing (Shells)</td>
<td>$50</td>
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<tr>
<td>Ryeunorson Improvements</td>
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</tr>
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<td>Soccer Bleachers</td>
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<tr>
<td>Convocation Center Scoreboard</td>
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<td>Total</td>
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#### FY 2015-16

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<td>Snow Roof/Windows</td>
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<td>Network/Servers</td>
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<tr>
<td>Ryeunorson Improvements</td>
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#### Yearly Totals

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**May 31, 2012**
RECOMMENDATION

ACTION REQUESTED

It is recommended that the Board of Regents approve revisions to the Emeritus Staff Status Policy.

Chapter 3.4.2.4. (see attached information)

STAFF SUMMARY

The Emeritus Staff Status Policy has been revised and reflects an implementation change. Coordination of the honor remains in the Academic Affairs Division.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
UNIVERSITY POLICY STATEMENT

Retiring Administrative Professional (AP), Athletic Coaches (AC), Confidential Clerical (CC), Professional Technical (PT) or Clerical Secretarial (CS) staff members shall be eligible for emeritus staff status.

UNIVERSITY PRACTICE

Upon the recommendation of the University's President and the approval of the Board of Regents, a retiring Administrative Professional (AP), Athletic Coaches (AC), Confidential Clerical (CC), Professional Technical (PT) or Clerical Secretarial (CS) staff member who has served the University for at least fifteen (15) years, shall be granted emeritus staff status if they have had a continuous level of exemplary service and performance to the University community. The privileges granted to emeritus staff shall be set forth in the University's procedure manual.

RESPONSIBILITY FOR IMPLEMENTATION

The President of the University or his/her designee has the overall responsibility for implementation of this policy. The Executive Director of Human Resources Chief Human Resources Officer is responsible for the administration of this policy.

SCOPE OF POLICY COVERAGE:

This policy covers all Administrative Professional (AP), Athletic Coaches (AC), Confidential Clerical (CC), Professional Technical (PT) and Clerical Secretarial (CS) employees of the University.

Minutes of the Board of Regents: January 20, 1998, para. 5325M. November 30, 2004, para. 6345M.
UNIVERSITY POLICY STATEMENT

Retiring Administrative Professional (AP), Athletic Coaches (AC), Confidential Clerical (CC), Professional Technical (PT) or Clerical Secretarial (CS) staff members shall be eligible for emeritus staff status.

UNIVERSITY PRACTICE

Upon the recommendation of the University’s President and the approval of the Board of Regents, a retiring Administrative Professional (AP), Athletic Coaches (AC), Confidential Clerical (CC), Professional Technical (PT) or Clerical Secretarial (CS) staff member who has served the University for at least fifteen (15) years, shall be granted emeritus staff status. The privileges granted to emeritus staff shall be set forth in the University’s procedure manual.

RESPONSIBILITY FOR IMPLEMENTATION

The President of the University or his/her designee has the overall responsibility for implementation of this policy. The Executive Director of Human Resources is responsible for the administration of this policy.

SCOPE OF POLICY COVERAGE:

This policy covers all Administrative Professional (AP), Athletic Coaches (AC), Confidential Clerical (CC), Professional Technical (PT) and Clerical Secretarial (CS) employees of the University.
EMERITUS STAFF STATUS RECOMMENDATION

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

Name of Staff Member: ___________________________

Current Status of EMU: ___________________________

Date of Hire at EMU: ___________________________ Retirement Date: ___________________________

Number of Years at EMU: ___________ (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 Phone: ( ) ___________ Cell Phone: ( ) ___________

Email: ___________________________

Degree(s)/Institutions/Year: Baccalaureate: ___________________________

Masters: ___________________________

Doctoral: ___________________________

Please Attach a Statement of Support to this Form and Two Recommendation Letters.

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

Recommended by (please print) ___________________________ Date ___________________________

Supervisor ___________________________ Date ___________________________

Phone Number ___________________________ Email Address ___________________________

Dean or Vice President ___________________________ Date ___________________________

Date Submitted to Board of Regents Office ___________________________

Please forward this completed form to: Provost and Vice President of Academic Affairs

106 Welch Hall
EASTERN MICHIGAN UNIVERSITY
Division of Academic Affairs

EMERITUS STAFF STATUS RECOMMENDATION

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

Name of Staff Member: ________________________________________________________

Current Status at EMU: ________________________________________________________

Date of Hire at EMU: _______________ Retirement Date: __________________________

Number of Years at EMU: __________ (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: ______________________________________________________________________

Degree(s)/Institutions/Year: Baccalaureate: ________________________________________

Masters: ________________________________________________________________________

Doctoral: ______________________________________________________________________

Please Attach a Brief Statement of Support to this Form

Emeritus Staff status is contingent upon the approval of the Board of Regents. The above information will be kept on file at the EMU Foundation.

Recommended by __________________________ (please print) _______________________

Department Head and/or Supervisor __________________________ Date _______________________

Dean and/or Vice President __________________________ Date _______________________

Provost __________________________ Date __________________________

Date Submitted to Board of Regents __________________________

Please forward this completed form to: Nicki Banush
Academic Affairs, 106 Welch Hall

8/22/06
RECOMMENDATION

The Gramm Leach Bliley Act

ACTION REQUESTED

It is recommended that the Board of Regents adopt the attached policy establishing an Identity Theft Prevention Program at the University as required by Federal Law (Gramm-Leach-Bliley Act).

STAFF SUMMARY

Eastern Michigan University is considered to be a financial institution by the Federal Trade Commission (FTC) and as a result is required to adopt policies and procedures to comply with the Privacy and Safeguards Rules of the Gramm Leach Bliley Act (GLBA).

The Gramm Leach Bliley Act is a comprehensive federal law requiring all financial institutions to develop, implement, and maintain administrative, technical, and physical safeguards to protect the security, integrity, and confidentiality of customer information.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
BACKGROUND:
Institutions of higher education are considered financial institutions under the Gramm-Leach-Bliley Act (GLBA) Act for the purposes of this information safeguarding policy. Subtitle A of Title V of the Act limits the instances in which a financial institution may disclose nonpublic personal information about a consumer to nonaffiliated third parties, and requires a financial institution to disclose certain privacy policies and practices with respect to its information sharing with both affiliates and nonaffiliated third parties. Institutions of Higher Education are generally exempt from the notice provision because they already do so under the Federal Educational Rights and Privacy Act (FERPA).

UNIVERSITY STATEMENT:
The statutory and regulatory standards under GLBA are intended to “ensure the security and confidentiality of customer records and information; protect against any anticipated threats or hazards to the security or integrity of such records; and protect against unauthorized access to or use of such records or information that could result in substantial harm or inconvenience to any customer”. The University shall implement and maintain a written information security program that establishes the appropriate administrative, technical, and physical safeguards. In order to accomplish these objectives, GLBA requires the following:

- Designate one or more employees to coordinate the Information Security Program
- Assess risks to the security of customer information
- Design and implement safeguards to address risks, and test and monitor their effectiveness over time
- Adjust the program to address developments
- Employee training and oversight of service providers

RESPONSIBILITY AND IMPLEMENTATION:
Provost and Vice President, Chief Financial Officer, and Chief Information Officer

SCOPE OF POLICY COVERAGE:
All University employees that handle or have access to nonpublic personal information or oversee service providers with whom we share nonpublic personal information
RECOMMENDATION

Fraud Policy

ACTION REQUESTED

It is recommended that the Board of Regents adopt the attached policy on Fraud.

STAFF SUMMARY

Every organization is vulnerable to fraud and it is the responsibility of University leadership to establish effective financial controls, non-financial systems, and management oversight. Everyone in the University has a role to play in the prevention of fraud. Management will develop and communicate a fraud prevention program designed to facilitate the reporting and investigation of allegations of fraudulent activities.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
UNIVERSITY STATEMENT:

This policy is established to protect the assets and interests of the University, to increase overall fraud awareness, and to ensure a coordinated approach toward resolution of suspected fraud. The University must identify and promptly investigate all instances and allegations of fraudulent activities regarding University funds, documents, and equipment involving staff, faculty, students, vendors, agencies, or other parties. Good business practice dictates that suspected defalcation, misappropriation or other fiscal irregularities be promptly identified and investigated. It is everyone’s responsibility to report any possible fraudulent activity.

All persons found to have committed fraud relevant to University financial affairs shall be subject to disciplinary action, up to and including discharge, as well as investigation by law enforcement agencies when appropriate.

Fraud in any form will not be tolerated. This policy applies to all University employees and will be enforced without regard to past performance, position held or length of service.

Scope & Definition of Fraud:

Fraud generally involves a willful or deliberate act with the intention of obtaining an unauthorized benefit, such as money or property, by deception or other unethical means. All fraudulent acts are included under this policy and include but are not limited to such things as:

- Embezzlement, misappropriation or other financial irregularities
- Forgery or alteration of documents (checks, time sheets, contractor agreements, purchase orders, other financial documents, electronic files)
- Improprieties in the handling or reporting of money or financial transactions
- Misappropriation of funds, securities, supplies, inventory, or any other asset (including furniture, fixtures and equipment)
- Authorizing or receiving payment for goods not received or services not performed
- Authorizing or receiving payments for hours not worked

The President shall issue guidelines and procedures to implement this Board of Regent’s policy and revise them as appropriate.
UNIVERSITY PRACTICE:

University practices for implementing this policy include:
1. The development and enforcement of guidelines and procedures for a fraud prevention and disclosure program.
2. Effectively communicating with stakeholders to ensure that they are aware of the University’s fraud and fraudulent activities deterrent and detection program.
3. Exercising oversight to ensure that all new employees acknowledge awareness of the program and a periodic reminder to all existing stakeholders.

RESPONSIBILITY FOR IMPLEMENTATION:

The President shall issue guidelines and procedures to implement this Board policy and revise them as appropriate.

SCOPE OF POLICY COVERAGE:

All University stakeholders
RECOMMENDATION

Revisions to Policy on Policies

ACTION REQUESTED

It is recommended that the Board of Regents approve revisions to the University’s Policy on Policies.

STAFF SUMMARY

The revised policy is attached and has been changed to reflect the correct nomenclature currently used at the University.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.
**UNIVERSITY POLICY STATEMENT**

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; and c) mandates actions or constraints and articulates desired outcomes.

The University administration may enact statements of procedure which prescribe specific actions to be taken to conform to established University policies, allowing for the orderly implementation of those policies. Further, the University administration shall establish a uniform method and format for the enactment, publication and periodic review of University policies and procedures.

The University administration is authorized to enact, implement and enforce, without Board of Regents approval, appropriate executive orders, administrative policies and divisional, college, departmental, office or local operating rules and regulations. These administrative executive orders, policies, rules and regulations shall not conflict with University policy.

http://www.emich.edu/policies/chapter1/1-5_policy.pdf

**UNIVERSITY PRACTICE**

The Board of Regents has delegated authority to the president to manage the University and to implement University policies and procedures. While all University policies must be approved by the University's Board of Regents, University procedures are approved by the president's cabinet executive leadership team. Approved University policies are placed in the University's Policy Manual and approved University procedures are placed in the University's Procedures Manual. The president of the University shall be responsible for issuing and enforcing appropriate executive orders. The president and cabinet the executive leadership team shall be responsible for approving all administrative policies. The head of each university division shall be responsible for developing and implementing a process for the approval, implementation and enforcement of intra-divisional operating rules and regulations. Where an intra-divisional rule or regulation impacts the operations of another University division, college, department or office, appropriate notice of the rule or regulation shall be provided to the affected division, college, department or office.

**RESPONSIBILITY FOR IMPLEMENTATION**

The president, vice presidents, the executive leadership team, and other division heads shall be responsible for implementation of this policy.
SCOPE OF POLICY COVERAGE

This policy is applicable to the development, approval and implementation of all University policies and procedures, and all administrative executive orders, policies, rules and regulations.
RECOMMENDATION

ACTION REQUESTED

Termination of the July 1, 2001 Management Agreement Between Eastern Michigan University (EMU) and Eagle Crest Management Corporation and approval of revised Management Agreement between EMU and EAS.

STAFF SUMMARY

EAS is a wholly own non-profit subsidiary of Eastern Michigan University and through its subsidiary, Eagle Crest Management Corporation ("ECMC"), currently manages the University’s golf club and conference center pursuant to a management agreement dated July 1, 2001 (the “Management Agreement”). The University recently entered into an agreement with MFS Ypsilanti Holdings LLC, a Georgia limited liability company for the operation and management of the University’s conference center beginning July 1, 2012. EAS, as the sole shareholder of ECMC, recently approved the dissolution of ECMC effective as of June 30, 2012. The University has determined that EAS should continue to be involved in the operation and management of the University’s golf course. The Board of Regents authorizes the University’s President, Susan W. Martin, to take such action and execute such documents as shall be reasonably necessary to (i) terminate the Management Agreement between the University and ECMC; and (ii) to enter into a management agreement with EAS for the operation and management of the University’s golf course.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

Gloria A. Hage

Date
CERTIFIED RESOLUTIONS OF

EAGLE ADMINISTRATIVE SERVICES

The undersigned certifies that the following is a true and complete copy of resolutions duly adopted by the Board of Directors of Eagle Administrative Services (the “Company”) on June 18\textsuperscript{th}, 2012 which have not subsequently been amended or revoked:

WHEREAS, the Company through its subsidiary Eagle Crest Management Corporation (“ECMC”) currently manages Eastern Michigan University’s (the “University”) golf club and conference center pursuant to a management agreement dated July 1, 2001 (the “Management Agreement”);

WHEREAS, the University recently entered into an agreement with MFS Ypsilanti Holdings LLC, a Georgia limited liability company for the operation and management of the University’s conference center beginning July 1, 2012;

WHEREAS, the Company will continue to be involved in the operation and management of the University’s golf course.

NOW THEREFORE, the Company authorizes the Company’s Chair of the Board of Directors, Roy Wilbanks, to take such action and execute such documents as shall be reasonably necessary to enter into the management agreement for the operation and management of the University’s golf course.

FURTHER RESOLVED, that ECMC shall be dissolved effective as of June 30, 2012.

FURTHER RESOLVED, that the Company authorized the Secretary of the Board, Floyd Clack, to take such action and execute such documents as shall be reasonably necessary to effectively dissolve ECMC.

I, Floyd Clack, Secretary of the Company, hereby certify that the foregoing resolution was duly approved by the Board at a formal meeting, at which a quorum was present on the 18\textsuperscript{th} day of June, 2012.

Dated: June 18\textsuperscript{th}, 2012.

Floyd Clack, Secretary
Eagle Administrative Services
MANAGEMENT AGREEMENT
BY AND BETWEEN EASTERN MICHIGAN UNIVERSITY AND EAGLE ADMINISTRATIVE SERVICES

This Agreement is effective as of this 1st day of July, 2012, ("Effective Date"), by and between EASTERN MICHIGAN UNIVERSITY, a public body corporate established under the laws and Constitution of the State of Michigan (the "University"), and EAGLE ADMINISTRATIVE SERVICES, a Michigan nonprofit corporation ("EAS").

RECITALS

WHEREAS, the University is a state educational institution; and

WHEREAS, the University is committed to distinguishing itself as a comprehensive educational institution that prepares people and organizations to adapt readily to a changing world by providing an exceptional learning environment; applying new technologies to teaching, learning and research; expanding knowledge and providing leadership through research, contract learning and public service; and continually interpreting and responding to a changing regional, national and global society; and

WHEREAS, on April 17, 2012, the University entered into a Management Agreement for Eagle Crest Corporate Education Center and Banquet Facility with MFS Ypsilanti Holdings, LLC, a Georgia limited liability company (the "MFS Management Agreement") for the management of the CEC and the Banquet Facility, as those terms are described therein (the "CEC").

WHEREAS, the University has developed an eighteen hole, championship golf course and clubhouse on approximately 136 acres of land which is more particularly described in the attached Exhibit A (the "Golf Course Property"). The Golf Course Property is owned by the Charter Township of Ypsilanti, Michigan (the "Township") and leased to the University under a 99 year ground lease executed on September 26, 1986 (the "Ground Lease").

WHEREAS, the Golf Course Property includes a two-story clubhouse (the "Golf Clubhouse"). The lower (basement) level contains furnaces, storage areas, refrigerators and other support facilities. The first floor contains a grill, pro shop, locker rooms, restrooms, patio, hallways and other facilities related to operations. The second (upper) floor contains a kitchen, two connected dining rooms, patio, restrooms, hallways and related facilities that are all available to host banquets (some, but not all, associated with golf outings), smaller weddings, conferences and other events at which food and beverage are served, although the kitchen and related facilities are also used to support the grill operations on the first floor as well as for occasional food service for golf related events on the Golf Course; and

WHEREAS, the Golf Course Property (including the University’s leasehold interest therein), together with the golf course itself, the practice ranges, tees and greens, the maintenance facilities and the following areas of the Golf Clubhouse: complete lower level, complete first floor (including the grill, pro shop, locker rooms, restrooms, hallways and related areas) and any parts of the second floor that are not included in the Banquet Facility (as defined in the MFS Management Agreement), shall hereinafter be referred to as the "Golf Course" and
WHEREAS, EAS is a Michigan nonprofit corporation and wholly-owned subsidiary of the University, organized to provide management of certain entrepreneurial activities for the benefit of the University; and

WHEREAS, EAS has professional management experience and capabilities necessary for appropriate and cost-effective management of entrepreneurial activities; and

WHEREAS, EAS’ offices are located at the CEC; and

WHEREAS, the University has issued bonds to secure debt incurred in connection with the Golf Course. The current bonds are scheduled to mature in 2014.

NOW, THEREFORE, in consideration of the terms, conditions and covenants contained herein, the sufficiency of which consideration is hereby acknowledged, the parties agree as follows:

I. MANAGEMENT RESPONSIBILITIES OF EAS

1.1 General Responsibilities. EAS shall provide professional management services as specified in this Article I. EAS shall at all times endeavor to enhance the value of assets managed by EAS on behalf of the University and shall not negligently or intentionally cause any devaluation of such assets.

1.2 The CEC. EAS shall act as the University’s agent with respect to the MFS Management Agreement, will provide on-site oversight with respect to the MFS Management Agreement and will provide the University with prompt written notice of any potential violations of the MFS Management Agreement as a result of actions taken by any of MFS Ypsilanti Holdings, LLC’s directors, officers, employees, consultants, agents and representatives.

1.3 The Golf Course. EAS shall provide professional management services for the Golf Course.

1.4 Scope of Management Services. Management services shall include, but are not limited to:

a. Supervision of day-to-day operations of the Golf Course, including hiring, training, evaluating, disciplining and terminating personnel;

b. Benefits administration;

c. All financial services, including accounts payable, accounts receivable, payroll, purchasing of goods and services, tax information and budgeting;

d. Housekeeping and maintenance;

e. Routine and annual maintenance and enhancement of the Golf Course;
f. Greens fees, cart rentals, driving range fees, and all other services typically associated with golf club operations; and

g. Marketing and sales, including the coordination of such efforts as provided for in the MFS Management Agreement.

1.5 Receipt and Disbursement of Revenues and Expenses. EAS shall deposit Golf Course operating revenue and working capital advances into designated bank accounts and shall disburse funds, including ordinary operating expenditures, from such accounts, all in accordance with Sections 3.1 and 3.2 below.

1.6 Additional Covenants and Agreements. EAS agrees to be bound by and maintain the University’s compliance with any agreements entered into by the University with third parties, including the Second Amended and Restated Joint Operating Agreement dated April 18, 2012 by and between MFS Ypsilanti Holdings, LLC and the University (the “Second Amended Joint Operating Agreement”), the Management Agreement for Eagle Crest Corporate Education Center and Banquet Facility entered into by an between MFS Ypsilanti Holdings, LLC and the University (the “MFS Management Agreement”) and the Ground Lease dated as of April 8, 1990 by and between Ypsilanti Township, as landlord, and the University, as tenant (the “Ground Lease”).

II. ASSET MANAGEMENT

2.1 All liquid University assets assigned to the Golf Course will be assigned to EAS for custody in a University designated bank account for use in managing the Golf Course. EAS may make all payments on behalf of the Golf Course in order to effectively operate, maintain and improve these facilities, but only if each such payment is consistent with the terms of the Annual Business Plan or is otherwise approved by the University. Improvements to properties assigned to EAS shall be consistent with the improvements noted in the University’s capital or facilities plans and the Annual Business Plan.

2.2 The bank account(s) established and utilized by the University for operations of the Golf Course and the bank account(s) or other investment accounts established by EAS for the Golf Course operational/maintenance reserves and endowment reserves will bear the name of the University. Signatories on such accounts will be as follows:

a. Two signatures by the appropriate EAS management personnel and/or officers. If any checks drawn against this account are in excess of Ten Thousand Dollars ($10,000.00), one of the signatures must be by the Executive Director.

2.3 EAS will provide a periodic report of all revenue, expense, fund/reserve balances, endowment fund transfers, aging accounts receivable schedule, and bank statement reconciliations. Such report shall be provided annually unless the University advises EAS in writing that the reports should be provided more frequently. In the event that there are any Net Proceeds (as defined below) arising out of the operation of the Golf Course, such Net Proceeds shall be allocated by the University as follows:
a. First, Three Hundred Thirty Thousand and 00/100 ($330,000.00) Dollars annually with respect to payment of the current bonded indebtedness of the Golf Course;

b. Second, to an operating and/or capital improvement reserve fund to be maintained in an account in the name of the University but dedicated and restricted to operating expenses and/or capital improvements for, or asset enhancement of, the Golf Course.

2.4 The term “Net Proceeds” means the net profit derived from the operation of the Golf Course during the applicable fiscal year, determined on a cash basis, after paying all expenses related to the salaries, costs and expenses incurred in the management of the Golf Course that are payable during the fiscal year.

2.5 The University shall maintain, repair and replace assets according to standards established by the University’s physical plant, including: the exterior windows; the heating, ventilation and air conditioning equipment; and the electrical and plumbing systems. Based upon the mutual determination by the University and EAS that such repairs are necessary in order to alleviate any revenue stream interruptions, the University’s obligation to make such repairs shall be effective at such time as notice is given by EAS of the need for such repair.

2.6 All assets of the Golf Course remain assets of the University. These assets include, but are not limited to, physical property, cash, inventory, accounts receivable, etc. Likewise, all third party liabilities (other than EAS’s payroll and other internal obligations) remain those of the University, including but not limited to accounts payable, long term debt, equipment loans, etc. All assets and liabilities must be recorded on the University’s balance sheet. All revenue/expenses and fund balances must be reflected on the University’s income statement. EAS will assist to affect this outcome annually or the parties will work together to simplify the reporting process so as not to be unduly burdensome on EAS. Future property assets acquired by EAS on behalf of University shall be processed (tagged) within the University’s Fixed Asset System. Disposal (sale or abandonment) of any assets of the Golf Course must be liquidated in accordance with University policy.

III. EAS REPORTING RESPONSIBILITIES

3.1 External Audit. On an annual basis, EAS shall retain a firm of certified public accountants to perform an audit of EAS’s books, records and accounts. The certified public accountants must be approved by the University. The audit shall be conducted and reported separately from any audit performed for the University. Copies of all final reports, including the financial statements, opinion letter, management letter, internal control letter, and other documents prepared by the auditor, shall be furnished to the University Board of Regents no later than ninety (90) days after the end of the applicable fiscal year.

3.2 Access to Records. EAS agrees that its books, corporate records and accounts shall be made available upon request by the University at all reasonable times for inspection, audit and evaluation by the University. The University may specify additional financial information which EAS shall submit to the University on a periodic basis.
3.3 **Request for Special Audit.** If the University at any time determines that a special or immediate audit of the operations or accounts of EAS is necessary to determine compliance with this Agreement, the University shall have the right to perform or cause to be performed such an audit, at the University's expense. EAS agrees that its employees and agents will cooperate to the fullest extent possible and shall furnish any records maintained by EAS upon the request of such auditors.

3.4 **Annual Business Plan.** EAS shall submit, not less than sixty (60) days prior to the commencement of each fiscal year (each fiscal year beginning on July 1, unless otherwise determined by the University), a proposed operating and capital improvement budget for the upcoming year (the "Annual Business Plan"). The Annual Business Plan shall include such detail as the University may reasonably request, but at a minimum shall reflect the following:

   a. An Operating Budget for the Golf Course, including (i) an estimated profit and loss statement, (ii) a schedule of revenues, (iii) miscellaneous income, (iv) a schedule of special repairs, maintenance and operating expenses, and (v) the compensation of management personnel (broken down by position).

   b. A Capital Improvement Budget for the Golf Course, which shall reflect proposed capital improvements and the estimated costs of same.

   c. A Sales and Marketing Plan for the Golf Course which shall reflect (i) prior consultation with the Joint Oversight Committee as defined in the EMU/MFS Management Agreement and (ii) Three (3%) Percent of the Gross Revenues of the Golf Course for the upcoming year to be contributed to marketing of the Golf Course.

   d. An Organizational Structure Plan showing projected EAS personnel by position (with the names of the management personnel).

4.5 **Deficits.** If the Annual Business Plan shows a negative cash flow, the University will be responsible for contributing the resulting shortfall as and when needed to maintain the operation of the Golf Course in accordance with the Annual Business Plan.

4.6 **Operations.** Upon approval of the Annual Business Plan, EAS shall manage, operate, and maintain the Golf Course in accordance with the Annual Business Plan and adhere thereto, absent changes that make it impracticable to do so. Any changes that make it impracticable for EAS to adhere to the Annual Business Plan shall be reported to the University as soon as practical after they arise.

4.7 **Discounts.** EAS is vested with the discretion to discount published rates for the Golf Course in a manner that will optimize overall business performance; provided, that any standard discounts offered to students, faculty, staff or alumni of the University shall be subject to the approval of the University; and provided further, that any discounts given shall comply with the terms of the Second Amended Joint Operating Agreement.
4.8 **Annual Report.** EAS shall provide an annual report to the University within thirty (30) days of the close of each fiscal year, comparing operations, performance and capital improvements during such fiscal year to the Annual Business Plan. The annual report shall include a separate comparison of Annual Business Plan accomplishments relative to goals.

IV. REPRESENTATIONS, WARRANTIES AND COVENANTS

4.1 **Representations, Warranties and Covenants of the University.** In addition to those representations, warranties, and covenants contained in other provisions of this Agreement, the University hereby represents warrants and covenants the following:

a. **Due Organization.** The University is a Michigan public body corporate and institutional of higher education organized and established pursuant to Article VIII, Section 6 of the Michigan Constitution of 1963, and an organization in good standing under the laws of the State of Michigan with the requisite corporate power and authority to own, operate, lease and utilize its assets, properties and business.

b. **No Other Agreements.** This Agreement shall be the exclusive agreement for the provision of management services as to those assets, facilities and programs described herein.

c. **Power and Authority.** The execution, delivery and performance of this Agreement are within its corporate powers, have been duly authorized by all necessary corporate action and are not in contravention of any of the terms of its articles of incorporation or bylaws or any contract or undertaking to which it is a party or which it or its property may be bound or affected.

4.2 **Representations and Warranties of EAS.** In addition to those representations, warranties and covenants contained in other provisions of this Agreement, EAS hereby represents warrants and covenants the following:

a. **Due Incorporation and Organization.** EAS is a Michigan nonprofit corporation duly organized, existing and in good standing under the laws of the State of Michigan with the requisite power and authority to own, operate, lease and utilize its assets, properties and business.

b. **Absence of Undisclosed Liabilities.** Except to the extent reflected and reserved in the current financial statements, EAS has no known liabilities, obligations, or debts of any nature, whether accrued, absolute, contingent, or otherwise.

c. **Amendments to Articles of Incorporation and Bylaws.** EAS will not amend or otherwise alter its Articles of Incorporation or Bylaws, in any way that would materially alter its ability to perform the professional management services required by this Agreement without prior consent of
the University Board of Regents, which consent shall not be unreasonably withheld.

d. **No Merger, Conveyance of Substantial Assets or Dissolution.** During the term of this Agreement, EAS will not merge with any other corporation or convey any substantial part of its assets to any other corporation, partnership, or other entity without the consent of the University Board of Regents.

e. **Power and Authority.** The execution, delivery and performance of this Agreement are within its corporate powers, have been duly authorized by all necessary corporate action and are not in contravention of any of the terms of its Articles of Incorporation or Bylaws or any contract or undertaking to which it is a party or which it or its property may be bound or affected.

V. **TERM AND TERMINATION**

5.1 **Term.** The term of this Agreement (the “Term”) shall commence on July 1, 2012 and shall remain in effect for five (5) years thereafter (being six Fiscal Years inasmuch as the first and last Fiscal Years are partial calendar years). The Term shall automatically be extended for one (1) additional period of five (5) years unless terminated in accordance with Section 6.2.

5.2 **Termination.** This Agreement may be terminated as follows:

a. At any time by the mutual written consent of the parties.

b. By the University or EAS, with or without cause, by providing notice of the intent to terminate at least three hundred sixty (360) days before the end of the initial term.

c. By the University in the event EAS fails to perform any of the terms, conditions, or covenants of this Agreement for more than thirty (30) days after written notice of such default is mailed to EAS, provided however, that should any default occur which cannot reasonably be corrected within a thirty (30) day period, EAS shall have such additional time to correct said default as may be reasonably required so long as EAS promptly initiates and expeditiously carries out appropriate action to correct such default.

d. By the University, effective immediately, if EAS shall (i) become insolvent or file any other debtor proceedings; (ii) take or have taken against itself in any court pursuant to any statute either of the United States or of any State a petition in bankruptcy or insolvency or for reorganization or for the appointment of a receiver or trustee of all or a portion of EAS’s property or (iii) make an assignment for the benefit of creditors.
e. By the University, effective immediately, if EAS breaches a representation or warranty contained in Section 5.2.

5.3 **Transfer of Assets Upon Termination.** Upon termination, all monies and other things of value received by or being held by EAS for the benefit of the University or any of its constituent parts, shall immediately be transferred to the University or its designee.

VI. INDEMNIFICATION AND INSURANCE

6.1 **Indemnification by the University.** The University agrees to indemnify, save, and hold harmless EAS, its Board members, officers, employees and agents, against any and all claims, damages, liability and court awards including costs, expenses, and attorneys’ fees incurred as a result of property damage or physical injury (including death) caused by any negligent act or omission by the University or its employees, relating to the provisions of the Agreement.

6.2 **Indemnification by EAS.** EAS agrees to indemnify, save, and hold harmless the University, its Regents, Board members, officers, employees and agents, against any and all claims, damages, liability and court awards including costs, expenses, and attorneys’ fees, incurred as a result of property damage or physical injury (including death) caused by any negligent act or omission by EAS or its employees, agents or subcontractors, relating to the provisions of the Agreement.

6.3 **Insurance Coverage.** Each party agrees to maintain comprehensive general liability insurance, directors and officers insurance and such other insurance coverage as may be necessary or appropriate for liabilities which may arise in connection with their operations, in amounts acceptable to each party, either through commercial insurance or a reasonable self-insurance mechanism. Evidence of the insurance required by this Section will be reasonably provided to the other party upon request. Each party agrees to name the other party as an additional insured party in its commercial or self-insurance.

VII. MISCELLANEOUS PROVISIONS

7.1 **Independent Contractors.** In performing their respective responsibilities under this Agreement, the parties shall at all times be deemed and regarded as independent contractors. The employees of one party to this Agreement shall not be deemed the employees of any other party. Such other party shall neither exercise nor have any control over the mode and manner in which such employees perform services. Each party shall, on behalf of its employees who provide services under this Agreement, (i) pay or cause to be paid, all compensation and fringe benefits of such employees; (ii) withhold or cause to be withheld, all applicable federal, state and local taxes including F.I.C.A.; (iii) make or cause to be made, any and all required payments relating to such employees, including any unemployment compensation fund payments; and (iv) maintain or cause to be maintained, workers’ compensation fund insurance, as required under Michigan law. Additionally, EAS agrees that it will require any contractors or subcontractors who provide services on behalf of EAS to agree to perform the obligations set forth in clauses (i) through (iv) on their own behalf and on behalf of their employees, if any. Upon request, each
party shall provide the other with satisfactory evidence of compliance with the requirements of this Section.

7.2 **Entire Agreement.** This Agreement and any other agreement referred to herein constitute the entire agreement between the parties with respect to this subject matter, and supersedes any and all other written or oral agreements relating to this subject matter.

7.3 **Amendment and Waiver.** Notwithstanding Section 8.2, this Agreement may be amended upon the prior written consent of the parties.

7.4 **Limitation on Liability.** The parties hereto understand and agree that this Agreement in no manner alters or modifies the limitations on liability extended to the State of Michigan, Eastern Michigan University, and its officials and employees, by state and federal statute or regulations. Any provisions of this agreement, whether or not incorporated herein by reference, shall be controlled, limited and otherwise modified to limit any liability of the State of Michigan and Eastern Michigan University as specified herein.

7.5 **Nondiscrimination.** The parties agree that, in the performance of this Agreement, they shall not discriminate on the basis of gender, race, color, religion, marital status, creed, sexual orientation, gender identity or expression, disability, age, national or ethnic origin, political belief or handicapping condition.

7.6 **Resolution of Disputes.** The parties shall in good faith seek to resolve all disputes arising from or related to the interpretation and enforcement of this Agreement amicably by consultation among themselves. If the parties cannot resolve the dispute amicably, then either party may request a resolution of the dispute by negotiation between the Chairperson of the Board of Regents of the University and the Chairperson of EAS's Board.

7.7 **Cooperation on Due Diligence.** The University and EAS agree to cooperate fully with each other and their respective counsel in providing access to any information and to any of its advisers and consultants which may be sought for purposes of investigation and due diligence with respect to the completion and confirmation of all or any part of this Agreement and the transactions contemplated herein and no party shall withhold any information or access so requested unless restrained by applicable law.

7.8 **Notices.** Any notice which is required or desired to be given hereunder shall be deemed to be sufficiently given if personally delivered or sent by certified or registered mail, postage prepaid, return receipt requested and addressed as follows:

If to the University, to:

President
Eastern Michigan University
202 Welch Hall
Ypsilanti, Michigan 48197
If to EAS, to:

Executive Director
Eagle Administrative Services
11 Welch Hall
Ypsilanti, Michigan 48197

7.9 **Assignment.** This Agreement shall be binding upon and inure to the benefit of, and be enforceable by, the parties and their respective successors and assigns. This Agreement shall not be assigned or assignable by either party without the prior written consent of the other party.

7.10 **Governing Law.** This Agreement shall be governed by the laws of the State of Michigan as to interpretation, construction and performance.

7.11 **Compliance with Laws.** EAS agrees to fully observe and comply with all applicable federal, state and local laws, rules, licenses, regulations, orders, and applicable reporting requirements pertaining to the management of University assets under this Agreement. EAS shall conduct its business in such a manner as to not cause a violation of Michigan liquor laws and regulations concerning the University’s liquor license. In furtherance thereof, the net profits, before taxes, realized from the sale of alcoholic beverage, shall not exceed ten percent (10%) of the gross sales of alcoholic beverages realized by EAS pursuant to the provision of food and beverage services hereunder. To the extent such net profits do exceed such gross sales in a given fiscal year; such excess profits shall be paid over to the licensee, the University.

7.12 **Trade Names.** The University authorizes EAS to use the University’s name, symbols, and trade marks in seeking support for the University. Such use must adhere to the University’s style and standards guide and be consistent with University image initiatives.

7.13 **Captions.** The captions appearing in this Agreement are inserted only as a matter of convenience and in no way define, limit or describe the scope or intent of this Agreement or any of its provisions. Any reference in this Agreement to a Section shall be to a Section in this Agreement unless the context provides otherwise.

7.14 **Use of Fixtures and Equipment.** EAS shall have access to and the use of such fixtures and equipment owned by the University as shall be available from time to time and reasonable and necessary for the provision of food and beverage services, audio-visual services, and business center operations, hereunder. The University shall retain control over and responsibility for such fixtures and equipment except for damages caused by the negligence of intentional acts of EAS.

[Signature page follows.]
IN WITNESS WHEREOF, the parties have hereunto placed their signatures on the day and date first set forth above.

EASTERN MICHIGAN UNIVERSITY
By: ____________________________
Title: __________________________
Date: __________________________

EAGLE ADMINISTRATIVE SERVICES
By: ____________________________
Title: __________________________
Date: __________________________
RECOMMENDATION

ACTION REQUESTED
It is recommended that the Board of Regents approve the appointment of Roy Wilbanks and Wes Blevins to the Joint Oversight Committee that was established in the April 17, 2012 Management Agreement between Eastern Michigan University and MFS Ypsilanti Holdings, LLC.

STAFF SUMMARY
Section 9.1 of the Management Agreement Between Eastern Michigan University and MFS Ypsilanti Holdings, LLCC provides that the governing body of the University shall appoint two persons to the Joint Oversight Committee, at least one of whom must be a member of the Board of Regents. The rules that govern the authority of the Joint Oversight Committee are set forth in Section IX of the Management Agreement. The appointments of Roy Wilbanks and Wes Blevins are made pursuant to this Section.

FISCAL IMPLICATIONS
None.

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

University Executive Officer Date
Gloria A. Hage