Board of Regents Meeting Materials, June 23, 2009

Eastern Michigan University

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AGENDA

Roll Call Attendance

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Section 8  Faculty Tenure Appointments (EPC)
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Communications
RECOMMENDATION

STAFF APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve 8 staff appointments for the reporting period of April 2, 2009 – June 4, 2009.

STAFF SUMMARY

Of the 8 appointments, 2 (25 percent) are females, 6 (75 percent) are males. Demographics of the total group indicate 3 Caucasians (38 percent), 4 African Americans (50 percent) and 1 Asian (12 percent).

FISCAL IMPLICATIONS

The salaries are part of the University’s 2008-2009 budget as approved by the Board of Regents.

ADMINISTRATIVE RECOMMENDATION

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

________________________________________  __________________________
University Executive Officer                  Date
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Job Title</th>
<th>E Class</th>
<th>Grade</th>
<th>Org Title</th>
<th>Current Hire Date</th>
<th>Annual Salary</th>
<th>Appt %</th>
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<td>CE Administration</td>
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<td>Walraven</td>
<td>Benjamin</td>
<td>Messaging &amp; Collab Sys Admin</td>
<td>PT</td>
<td>09*</td>
<td>DoIT-Network and System Services</td>
<td>05/18/09</td>
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<td>M</td>
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<td>Wu</td>
<td>Kelley</td>
<td>Admissions Advisor</td>
<td>PT</td>
<td>07</td>
<td>Adm Off-Campus Outreach</td>
<td>05/18/09</td>
<td>37,611</td>
<td>100</td>
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<td>Smith</td>
<td>Wayne</td>
<td>Laundry Operator</td>
<td>FM</td>
<td>10</td>
<td>I A Equip Maint</td>
<td>05/22/09</td>
<td>22,318</td>
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<td>McConnell</td>
<td>Ayanna</td>
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<td>08</td>
<td>Campus Life</td>
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<td>Williams</td>
<td>Eric</td>
<td>Asst Mgr. General Accounting</td>
<td>PT</td>
<td>09</td>
<td>Financial Operations</td>
<td>06/01/09</td>
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<td>Kay</td>
<td>Jack</td>
<td>Provost and Executive Vice President</td>
<td>AP</td>
<td>MGIL4</td>
<td>Provost &amp; Exec VP Academic Affairs</td>
<td>08/01/09</td>
<td>252,000</td>
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</table>
RECOMMENDATION

STAFF SEPARATIONS/RETIREMENTS

ACTIONS REQUESTED

It is recommended that the Board of Regents approve 14 separations and retirements for the reporting period April 2, 2009 – June 4, 2009.

STAFF SUMMARY

Of the 14 separations and retirements there are 6 (43 percent) females and 8 (57 percent) males. Demographics of the total group indicate 9 Caucasians (64 percent), 5 African Americans (36 percent).

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

____________________________________  6/23/09
University Executive Officer  Date
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Job Title</th>
<th>E Class</th>
<th>Grade</th>
<th>Org Title</th>
<th>Current Hire Date</th>
<th>Termination Date</th>
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<td>Denman</td>
<td>Nicole</td>
<td>Asst Softball Coach</td>
<td>AC</td>
<td>11</td>
<td>I A Woman’s Softball</td>
<td>6/16/2008</td>
<td>5/30/2009</td>
<td>WH</td>
<td>F</td>
<td>TERM PERSONAL</td>
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<tr>
<td>Koehn</td>
<td>Joyce</td>
<td>National Account Manager</td>
<td>AP</td>
<td>CDAP2</td>
<td>Center For Quality</td>
<td>8/11/2008</td>
<td>4/19/2009</td>
<td>WH</td>
<td>F</td>
<td>TERM PERSONAL</td>
</tr>
<tr>
<td>Hendrix</td>
<td>Freman</td>
<td>Chief Govt Relations Officer</td>
<td>AP</td>
<td>CDEA3</td>
<td>Governmental Relations Admi</td>
<td>8/16/2009</td>
<td>5/31/2009</td>
<td>BL</td>
<td>M</td>
<td>TERM PERSONAL</td>
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<td>Klein</td>
<td>George</td>
<td>Dir Academic Prog Abroad</td>
<td>AP</td>
<td>MGAD1</td>
<td>Academic Progms Abroad</td>
<td>9/14/1987</td>
<td>4/23/2009</td>
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<td>M</td>
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<td>Wright</td>
<td>Andrew</td>
<td>Assoc Dir, Admissions-Recruiti</td>
<td>AP</td>
<td>MGIL2</td>
<td>Adm Internal Oper</td>
<td>8/16/2000</td>
<td>4/15/2009</td>
<td>WH</td>
<td>M</td>
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<td>Harris</td>
<td>Patricia</td>
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<td>AP</td>
<td>PFHR2</td>
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<td>Acadia</td>
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<td>AP</td>
<td>PFSP2</td>
<td>Alumni Relations Ofc</td>
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<td>Bartelmay</td>
<td>Norman</td>
<td>Asst Unit Mgr Dining Serv</td>
<td>PT</td>
<td>06</td>
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<td>6/12/2006</td>
<td>5/1/2009</td>
<td>WH</td>
<td>M</td>
<td>TERM PERSONAL</td>
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</table>
RECOMMENDATION

EMERITUS STAFF STATUS

ACTION REQUESTED

It is recommended that the Board of Regents grant Emeritus Staff Status to two (2) staff members: Charlene M. Hunt, Administrative Secretary who will retire June 30, 2009 and George Klein, Director, Academic Programs Abroad who retired April 23, 2009.

STAFF SUMMARY

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

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer
President

Date

June 5, 2009
EMERITUS STAFF STATUS RECOMMENDATION

The Department of Asst VP, Student Affairs recommends the awarding of Emeritus Staff Status for the following retiring/retired staff member:

Name of Staff Member: Charlene M. Hunt

Current Status at EMU: Administrative Secretary

Date of Hire at EMU: December, 1975 Retirement Date: June 30, 2009

Number of Years at EMU: 33½ (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.

GLENDA FRANK MILLER  4-29-69
Recommended by (please print) Date

4-29-69
Department Head and/or Supervisor Date  Dean and/or Vice President Date

5-7-09  June 23, 2009
Provost Date Submitted to Board of Regents

8/22/06

Please forward this completed form to: Nicki Banush
Academic Affairs, 106 Welch Hall
TO:     The EMU Board of Regents

FROM:  Bernice Lindke and Glenna Frank-Miller
        Division of Student Affairs and Enrollment Management

DATE:  April 29, 2009

RE:     Recommendation for Emeritus Staff Status for Charlene Hunt

We are happy to recommend Ms. Charlene Hunt to you for emeritus status. Charlene is a 34-year EMU employee. During her years of service she has worked at Snow Health Center, the President’s Office, Campus Life, the Student Center and now as an administrative secretary for the Division of Student Affairs and Enrollment Management. She is a long-time Student Affairs Gold Medallion winner, one of the first when the program was just established in the mid-80’s. And only a few weeks ago she won special recognition from EMU’s Student Government for her excellent service to support their initiatives.

Ms. Hunt is widely viewed as an exemplary employee. She knows everyone and knows how to get things done. She has been an important part of the teams which stabilized the Snow Health Center in the late 70’s, supported President Porter in the late 80’s, and managed the move of Campus Life from Goodison Hall to McKenny in the early 90’s. But the crowning accomplishment was the EMU Student Center project. She helped to facilitate the Ground Breaking and the “Final Stretch”, the planning and implementation teams that opened the new EMU Student Center in 2006.

Charlene takes the Division of Student Affairs and Enrollment Management very seriously, and she believes in service to students. She has mentored several student employees over the years. They continue to return to visit her which is a real credit to her. She understands student learning and development and personalizes it.

Ms. Hunt has been a consistent, outstanding employee dedicated to the mission and values of EMU. We strongly endorse her for the recognition of Emeritus Staff and encourage the Board of Regents to approve this request.

Thank you.
EASTERN MICHIGAN UNIVERSITY
Division of Academic Affairs

EMERITUS STAFF STATUS RECOMMENDATION

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

Name of Staff Member: George Klein

Current Status at EMU: Director, Academic Programs Abroad

Date of Hire at EMU: 9/14/1987 Retirement Date: 4/23/2009

Number of Years at EMU: 22 (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: San Diego State College -- 1964

Masters: San Diego State College -- 1967

Doctoral: University of Oregon -- 1974

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.

Dan Gaymer 4/16/09
Recommended by (please print) Date

Department Head and/or Supervisor Date Dean and/or Vice President Date

Provost Date June 23, 2009 Date Submitted to Board of Regents

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

8/22/06
George Klein has been employed at EMU for over 22 years serving in his most recent role as Director of Academic Programs Abroad. George has been an outstanding ambassador for study abroad at EMU and has served students and faculty well. One needs only to look to the long history of study programs and student exchange relationships to see his impact on this important component of student learning opportunities.

For the past nine years, my time working with George, I have watched him mentor his staff, work with faculty to develop new programs, and strive to reinvent our strategy as we moved from semester long to shorter programs. In addition, George has worked hard to maintain costs and increase enrollments to deal effectively with the self-funded financial model APA has operated under during this time. In addition, in a very dynamic and volatile world, George has worked very hard to insure the safety of students and faculty as they travel and learn. George is extremely knowledgeable of the study abroad field and has used that knowledge to build and manage an effective program. As I review George’s file, this level of performance has been well documented going back many years.

George has been an outstanding EMU employee, dedicated to mission and values of this institution, and I strongly recommended that he be granted Emeritus Staff Status and hope the Board of Regents will approve this request.
RECOMMENDATION

ACADEMIC AFFAIRS ADMINISTRATIVE/PROFESSIONAL APPOINTMENTS/TRANSFERS

ACTION REQUESTED

It is recommended that the Board of Regents approve (7) Administrative/Professional appointments and (2) transfers at the rank and effective date shown on the attached listing.

Of the seven (7) administrative/professional appointments, five (5) include tenure at a faculty rank.

FISCAL IMPLICATIONS

The salary would be absorbed in the 2009-2010 personnel budget.

ADMINISTRATIVE RECOMMENDATION

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

______________________________    6/10/09
University Executive Officer            Date
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Salary</th>
<th>Effective Date</th>
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</thead>
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<td>Blackey, Colin</td>
<td>Department Head, Art</td>
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<td>7/1/2009</td>
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<tr>
<td></td>
<td>Director, Nursing</td>
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<td>Sandrock, Richard</td>
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<td>7/1/2009</td>
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<td>7/1/2009</td>
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<td>Treschmann, Arnold</td>
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<td>7/1/2009</td>
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<td>Director, Social Work (Includes Tenure at the Rank of)</td>
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<td>7/1/2009</td>
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ADDITIONAL PROFESSIONAL HIRING REPORT
ACADEMIC RETIREMENTS / SEPARATIONS

ACTION REQUESTED

It is recommended that the Board of Regents approve (2) separations for the reporting period March 1, 2009 through May 31, 2009.

STAFF SUMMARY

Of the two (2) separations, one (1) is male and one (1) is female. Demographics show that both (100%) are Asian.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
RECOMMENDATION

FACULTY APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve twenty-five (25) new faculty appointments for the 2009-2010 academic year at the rank, salary, and effective date shown on the attached listing.

STAFF SUMMARY

Of the twenty-five (25) appointments, eleven (11) are male and fourteen (14) are female. Demographics show that 16 (64%) is Caucasian, 2 (8%) are Asian, 1.5 (6%) are African American, 0.5 (2%) are American Indian, and 5 (20%) that did not indicate.

FISCAL IMPLICATIONS

The salary would be absorbed in the 2009-2010 personnel budget.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer ____________________ Date 6/10/09
NEW FACULTY APPOINTMENTS

Name

Jin Bo
Assistant Professor in the Department of Psychology effective September 2, 2009 at an academic year base salary of $55,000.

Education
Post Doc  University of Michigan, Present
Ph.D.   University of Maryland, 2006
M.A.   University of Maryland, 2002
B.M.  Shanghai Second Medical University, P.R. China, 1993

Experience
2006-Present  University of Michigan
2004 – 2006  Johns Hopkins University
2001 – 2006  University of Maryland

Name

John Carbone
Assistant Professor in the School of Health Sciences effective September 2, 2009 at an academic year base salary of $65,000.

Education
Ph.D.  University of Connecticut, Present
B.S.  Union College, 1999

Experience
2005-Present  University of Connecticut
2002 – 2005  Harvard Medical School
1999 – 2001  Union College
Name

Anne Casper
Assistant Professor in the Department of Biology effective September 2, 2009 at an academic year base salary of $56,000.

Education
Ph.D. University of Michigan, 2005
M.S. University of Michigan, 2002
B.S. University of Nebraska-Lincoln, 1999

Experience
2009-Present Duke University
2006 – 2009 University of North Carolina – Chapel Hill
1999 – 2006 University of Michigan

Name

Heather Dagnan
Assistant Professor in the Department of Communication Media & Theatre Arts effective September 2, 2009 at an academic year base salary of $53,000.

Education
M.F.A. Ohio University, 2007
B.S. Eastern Michigan University, 2002
B.S. Oberlin College, 2001

Experience
2008-Present Eastern Michigan University
2007 – 2008 Russell Video Services
2003 – 2007 Ohio University
Name

Marguerite DeBello
Instructor in the School of Nursing effective September 2, 2009 at an academic year base salary of $58,000.

Education
M.S.N.       Oakland University, 1997
B.S.N.       University of Michigan, 1990

Experience
1998-Present  Oakland Community College
1985 – 1997    Harper Hospital

Name

Heidi Deininger
Associate Professor in the School of Nursing effective September 2, 2009 at an academic year base salary of $75,000.

Education
Ph.D.       University of Tennessee, 1998
M.S.N.       University of Pennsylvania, 1990
B.S.N.       University of Michigan, 1987

Experience
2004 – 2006    University of Maryland
2000          Healtheon / WebMD
1993 – 1996    University of Tennessee
**Name**

Natalie Dove  
Assistant Professor in the Department of Psychology effective September 2, 2009 at an academic year base salary of $55,500.

**Education**  
Ph.D. Purdue University, 2004  
M.S. Purdue University, 2001  
B.S. Ball State University, 1998  

**Experience**  
2006-Present Illinois Wesleyan University  
2004–2006 University of Connecticut  

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**Name**

Jessica Elton  
Assistant Professor in the Department of Communication Media & Theatre Arts effective September 2, 2009 at an academic year base salary of $54,500.

**Education**  
Ph.D. Purdue University, (In Progress)  
M.A. University of Denver, 2003  
B.A. University of Nevada, Reno, 2001  

**Experience**  
2008-Present Missouri Western State University  
2008 Indiana University  
2006–2008 Centers for Disease Control & Prevention
Name

Janet Fisher
Assistant Professor in the Department of Special Education effective September 2, 2009 at an academic year base salary of $58,400.

Education
Ed.D. Eastern Michigan University, 2007
M.A. (2) Central Michigan University, 1985 & 2000
B.S. Central Michigan University

Experience
2006-Present Linden Community Schools
2004 – 2006 Rockford Public Schools
2002 – 2004 Reeths-Puffer Public Schools

Name

Chiron Graves
Assistant Professor in the Department of Biology effective September 2, 2009 at an academic year base salary of $53,500.

Education
Ph.D. University of Michigan, Present
M.A. Xavier University, 1999
B.S. Xavier University, 1997

Experience
2004 – 2005 Champaign Centennial High School
2002 – 2004 Jefferson Middle School
Name

Jeffrey Guthrie
Assistant Professor in the Department of Chemistry effective September 2, 2009 at an academic year base salary of $59,000.

Education
Ph.D. Carleton University, 2004
B.Sc. Thompson Rivers University, 1999

Experience
2008-Present University of Windsor
2004-2008 University of Alberta
1999-2004 Carleton University

Name

Peter Higgins
Assistant Professor in the Department of History & Philosophy effective September 2, 2009 at an academic year base salary of $52,500.

Education
Ph.D. University of Colorado at Boulder, 2008
M.A. University of Colorado at Boulder, 2003
B.A. University of Kansas, 2000

Experience
2008-Present University of North Carolina at Charlotte
2000-2008 University of Colorado at Boulder
Name

Heather Janisse
Assistant Professor in the Department of Psychology, effective September 2, 2009 at an academic year base salary of $59,500.

Education
Ph.D. Wayne State University, 2002
M.A. Wayne State University, 2000
B.S. Eastern Michigan University, 1995

Experience
1996-Present Wayne State University

Name

William Koolage
Assistant Professor in the Department of History & Philosophy effective September 2, 2009 at an academic year base salary of $52,500.

Education
Ph.D. University of Wisconsin-Madison, Present
M.A. University of Wisconsin-Madison, 2003
M.A. University of Manitoba, 1999
B.A. (2) University of Manitoba, 1994 & 1995

Experience
2008-2009 University of British Columbia
2008 University of Wisconsin-Madison
2006-2007 University House Communities of Madison
Name

Monica Millan
Assistant Professor in the Department of World Languages effective September 2, 2009 at an academic year base salary of $52,500.

Education
Ph.D. University of Illinois at Urbana-Champaign, Present
M.A. Tulane University, 2002
B.A. Los Andes University, 1997

Experience
2002-Present University of Illinois at Urbana-Champaign
2001 – 2002 Tulane University
1999 – 2000 Dillard University

Name

Larry Morton II
Assistant Professor in the School of Social Work effective September 2, 2009 at an academic year base salary of $62,000.

Education
Ph.D. Washington University, Present
M.A. University of Missouri-St. Louis, 2004
M.S.W. St. Louis University, 2000
B.S. University of Missouri-St. Louis, 1993

Experience
2007-Present Saint Louis University
2002 – 2006 Call 4 Life, Inc.
2001 – 2002 Peter & Paul Community Services
Name

Derek Mueller
Assistant Professor in the Department of English Language & Literature effective September 2, 2009 at an academic year base salary of $55,000.

Education
Ph.D. Syracuse University, Present
M.S. University of Missouri-Kansas City, 2000
B.A. Park University, 1996

Experience
2004-2009 Syracuse University
1997-Present Park University

Name

MeeAe Nam
Assistant Professor in the Department of Music & Dance effective September 2, 2009 at an academic year base salary of $54,000.

Education
D.M.A. University of Colorado-Boulder, 1998
Diploma Mozarteum Int’l Summer Music Academy, 1996
M.M. University of Colorado-Boulder, 1993
B.M. Sook-Myung University, 1990

Experience
2001 – 2008 Cathedral of the Immaculate Conception
1999-Present Metropolitan State College of Denver
Name

Robert Peavler
Assistant Professor in the Department of Music & Dance effective September 2, 2009 at an academic year base salary of $57,000.

Education
D.M.A. Florida State University, 2000
M.M. Florida State University, 1996
B.M. Central Michigan University, 1994

Experience
2005-Present Indiana University of Pennsylvania
2000-2005 University of Wisconsin-Stevens Point

Name

Sandra Saucier
Assistant Professor in the School of Nursing effective September 2, 2009 at an academic year base salary of $62,500.

Education
D.N.P. Oakland University, Present
M.S.N. University of Michigan, 2003
B.S.N. Eastern Michigan University, 2003
A.A.S. Wayne County Community College, 1996

Experience
2003-Present Henry Ford Hospital
1997-2003 Oakwood Hospital
Name

Brian Spolans
Assistant Professor in the Department of Art effective September 2, 2009 at an academic year base salary of $52,000.

Education
M.F.A. University of North Texas, 2006
B.F.A. University of Texas-Austin, 2002

Experience
2008-Present University of Texas-Arlington
2006-Present University of North Texas
2006-2007 Tarrant County Community College

Name

Mary Strasma
Assistant Professor in the Department of History & Philosophy effective September 2, 2009 at an academic year base salary of $52,500.

Education
Ph.D. University of Minnesota, Present
M.A. University of Minnesota, 1999
B.A. Macalester College

Experience
2007-Present Shepherd University
2006-2007 St. John’s University-Collegeville
2002-2003 University of Minnesota
Name

Samir Tout
Associate Professor in the School of Technology Studies effective September 2, 2009 at an academic year base salary of $72,000.

Education
Ph.D. Nova Southeastern University, 2006
M. Sc. University of Western Ontario, 1993
B. Sc. University of Western Ontario, 1992

Experience
2006-Present Eastern Michigan University
2000-Present GMAC Financial Services
1996 – 2000 Z-Tek

Name

Shiri Vivek
Assistant Professor in the Department of Marketing effective September 2, 2009 at an academic year base salary of $108,000.

Education
Ph.D. University of Alabama, Present
Ph.D. Indian Institute of Technology, 2007
M.B.A. Mohanlal Sukhadia University, 1992
M.A. Jai Narain Vyas University, 1993
B.A. Jodhpur University, 1989

Experience
2007-2008 University of Alabama
2004-2007 Institute for Integrated Learning in Management
1998-2000 Indian Institute of Technology
Name

Mehmet Yaya
Assistant Professor in the Department of Economics effective September 2, 2009 at an academic year base salary of $72,000.

Education
Ph.D. University of Alabama, Present
M.S. University of Alabama, Present
M.A. University of Alabama, 2006
M.B.A. Auburn University, 2004
B.A. Bogazici University, 2003

Experience
2005-2009 University of Alabama
2003-2005 Auburn University
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 115 probationary faculty members for the 2009-2010 academic year.

STAFF SUMMARY

The 115 probationary faculty members listed on the attachment have been reappointed for the 2009-2010 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, depending upon whether they were hired prior to January 1, 1997. 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  Date
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<th>Department</th>
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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 2009 fall semester, for thirty (30) faculty members.

STAFF SUMMARY

The thirty (30) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2009 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, depending upon whether they were hired prior to January 1, 1997. 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 member 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 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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University Executive Officer                   Date
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BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

FACULTY TENURE APPOINTMENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve the granting of tenure, effective beginning with the 2009 fall semester, for two (2) faculty members.

STAFF SUMMARY

The two (2) probationary faculty members listed on the attachment are recommended for tenure, effective at the beginning of the 2009 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, depending upon whether they were hired prior to January 1, 1997. 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 respective department evaluation document.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

Susan W. Martin

University Executive Officer

June 23, 2009

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BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY

RECOMMENDATION

FACULTY PROMOTIONS

ACTION REQUESTED

It is recommended that the Board of Regents accept and place on file the report entitled Promotion of Faculty Members effective Fall 2009.

STAFF SUMMARY

The Collective Bargaining Agreement between Eastern Michigan University and the Eastern Michigan University Chapter of the American Association of University Professors (AAUP) provides that faculty are eligible to apply for promotion in accordance with the following schedule of years of service in rank: Instructor - two (2) years, Assistant Professor - four (4) or five (5) years, depending upon whether they were hired prior to January 1, 1997, 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 forty-seven (47) 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.

______________________________  ____________
University Executive Officer     6/10/09

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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 2009-2010.

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 four (4) 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

Date

6/10/09
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RECOMMENDATION

SETTLEMENT WITH JOHN FALLON AT NO OUT-OF-POCKET COST TO EMU

ACTION REQUESTED

It is recommended that the Board of Regents approve the terms of a settlement with John Fallon (“Fallon”) requiring no out-of-pocket costs to EMU, and authorize and direct the General Counsel of EMU to execute the attached Settlement Agreement and General Release on behalf of the Board of Regents of Eastern Michigan University.

STAFF SUMMARY

In October 2007, Fallon sued the EMU Board of Regents and then-Regent Chairperson Sidlik (“Sidlik”), asserting claims relating to the termination of Fallon’s employment with EMU. The Washtenaw County Circuit Court dismissed those claims in October and November of 2008. In February 2009, the Circuit Court also ordered Fallon to pay costs to EMU in the amount of $18,355.09. Fallon appealed the dismissal Orders, certain other interim Orders, and the Order requiring him to pay costs.

Under the terms of the proposed settlement:

- Fallon acknowledges the enforceability of the following Circuit Court Orders, among others:
  - October 10, 2008 Order dismissing Fallon’s claim against Regent Sidlik;
  - November 7, 2008 Order dismissing Fallon’s claim against the Board of Regents;

- Fallon agrees to voluntarily dismiss all of his appeals against the Regents and Sidlik.

- Fallon releases any and all claims that he has or ever had (whether asserted in the lawsuit or not) against the Board of Regents, Sidlik, and/or any and all other persons or entities affiliated with or related to EMU, whether in the past, present, or future.

- Fallon agrees that he will not make any false or disparaging statements or comments about EMU (or anyone affiliated with or related to EMU) or Sidlik, in any non-private medium.

- Fallon agrees that he will never again seek employment with EMU, and waives and releases any claim to be hired or employed by EMU.
Fallon acknowledges that the settlement does not constitute any admission of wrongdoing by EMU or Sidlik, and that EMU and Sidlik deny any wrongdoing.

In return:

- EMU and Sidlik agree to waive their right to recoup from Fallon the $18,355.09 in costs awarded by the Circuit Court in its February 10, 2009 Order (which is currently on appeal).

- The current members of the Board of Regents agree that they will not make any false or disparaging statements or comments about Fallon in any non-private medium.

Since more than seven (7) days have expired since Fallon signed the Settlement Agreement and General Release on May 15, 2009, the settlement is irrevocable by Fallon and fully and immediately enforceable upon its execution by the Board of Regents and Sidlik.

**FISCAL IMPLICATIONS**

EMU will pay no out-of-pocket costs as part of the proposed settlement.

EMU will forego collection of the $18,355.09 in costs that the Circuit Court ordered Fallon to pay.

**ADMINISTRATIVE RECOMMENDATION**

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

MONTHLY REPORT & MINUTES
STUDENT AFFAIRS COMMITTEE

ACTION REQUESTED

It is recommended that the Student Affairs Committee Agenda for June 23, 2009 and the Minutes of April 21, 2009 be received and placed on file.

STAFF SUMMARY

At the April 21, 2009 meeting the Student Affairs Committee received reports on the National College Health Assessment Data and the Alcohol and Other Drug Biennial Review. The 2009-10 Housing, Dining and Apartment Rates Proposal was endorsed as presented and brief year-end updates were provided by members of the Student Leader Group.

The June 23, 2009 agenda includes the introduction of new Student Leader Group members and a preliminary look at their 2009-10 priorities. An update on Veteran Student Services will also be presented.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

Bernice A. Lindke
University Executive Officer
June 10, 2009
Tuesday, June 23, 2009
1:45 p.m.                                    Agenda
Room 201                                       Welch Hall

1. Approval of April 21, 2009 Meeting Minutes    Regent Hawks
2. Introduction of New Members                  Bernice Linkde
3. Veteran Student Services Update              Shaftone Dunklin
4. 2009-10 Student Leader Group Priorities: A Preliminary Look All
5. Announcements
6. Other
MEMBERS PRESENT

Regents: Gary Hawks, Mohamed Okdie
Administration: Bernice Lindke, Glenna Frank Miller, Gregory Peoples
Students: Donna Bobcean, Lauren Flaum, Steve LaChance, Adam Slingwein

GUESTS

Students: Shetina M. Jones, Deborah Ray, Regina Royan, Lauren Senft, Deepak Sharma

Regent Hawks convened the meeting at 1:45 p.m. and noted that several members were unable to attend due to final exams. Minutes of the February 17, 2009 meeting were approved as presented.

National College Health Assessment Data

Eric Ward, Health Education Coordinator and Ashley Wiedemann, Health Education graduate assistant, presented data gathered from the National College Health Assessment, a nationally recognized survey conducted by the American College Health Association and completed by over 355,000 students nationally. The survey was e-mailed to 6000 random EMU undergraduate students with 508 participants/responses. Several topics were included, among them: health, health education and safety; alcohol, tobacco and other drug use, mental and physical health, and impediments to academic performance. The data will be utilized in a number of ways including: program planning, designing intervention strategies, resource allocation, identifying protective and risk factors associated with academic performance, identifying campus populations at increased risk and identifying staff training needs. Data will be shared across campus and used to increase collaborations between Health Education and EMU Athletics and the EMU Greek Community.

Steve LaChance moved and Adam Slingwein seconded that the National College Health Assessment Data report be received and placed on file. Motion carried.
2009-10 Housing, Dining and Apartment Rates Proposal
Brian Kulpa, Assistant Vice President for Student Services/Business Operations, presented the 2009-10 rates for residence halls, meal plans and apartments. The proposal requests a 3.65% average rate increase for all apartment units, along with a 5.9% rate increase for all meal plans and residence halls. The proposed increase will achieve these outcomes: maintain an occupancy rate of 84% for Housing and 77% for Apartments; increase student recruitment and retention long-term by reinvestment in auxiliary facilities; continue renovations in the residence halls and increase Dining reserves to maintain and upgrade facilities.

Regent Okdie moved and Adam Slingwein seconded that the Student Affairs Committee endorse the 2009-10 Housing, Dining and Apartment Rates Proposal as presented. Motion carried.

Alcohol and Other Drug Biennial Review Report
Kathy Walz, Health Education coordinator, presented the 2008 Alcohol and Other Drug (AOD) Biennial Review. The biennial review is conducted as a requirement of the 1989 amendment to the Drug Free Schools and Campuses Act. The purpose is to review current AOD policies, determine the effectiveness of the AOD program, to implement any needed changes and to ensure that the disciplinary sanctions for violating standards of conduct are enforced consistently. This information is then used to inform the Biennial Review Committee’s recommendations. At the present time the Board of Regents policy is in compliance although there are minor revisions necessary to modify position titles and wording amendments. Recommendations related to EMU's Alcohol and Other Drug Prevention Program and Policy Document: coordinate notification of students, faculty and staff through the Division of Information Technology, Human Resources, and University Health Services; include the Tobacco Use Policy in the distribution; and strengthen distribution of the policy by using both electronic and paper formats.

Regent Okdie moved and Donna Bobcean seconded that the 2008 Alcohol and Other Drug Biennial Review Report be received and placed on file. Motion carried.

Year-End Updates
- Donna Bobcean, Graduate Student Organization representative, reported that the Second Annual Michigan Graduate Student Summit was hosted by Western Michigan University on March 14. The inaugural Summit was hosted by EMU last year.
- Lauren Flaum, College Panhellenic Council president, reported that more than $18,500 was raised by the Greek letter organizations over the past two years for construction of a playground at Paradise Manor in Ypsilanti. The playground was finally constructed during the last weekend in March. The playground is Michigan Safety Equipment certified.
- Steve LaChance, Interfraternity Council president, reported that the IFC Social and Risk Management policies have been updated. He also reported that two fraternities were suspended this year for disciplinary action and that IFC is looking at helping Delta Sigma Phi begin the initial steps to reestablish itself at Eastern Michigan University.
• Student Body President Adam Slingwein provided brief comments on the University Budget Council’s recommendations related to transparency and accountability and putting (Athletics) game guarantees in the General Fund.
• Donna Bobcean read an update provided by Phylicia Wilford, Students of Color representative, who was unable to attend the meeting: The Center for Multicultural Affairs (CMA) offered numerous programs throughout the year related to social awareness and diversity. Latino Heritage Month, Native American Month, Black History Month and Asian Pacific Islander Month were recognized and celebrated. The CMA also worked with the Muslim Student Association to offer programs for Islam Awareness month.

Announcements
• Regina Royan, Deborah Ray and Lauren Senft, incoming members of the Student Leader Group, were introduced. Their term will begin on Student Leader Transition Day, scheduled May 15, 2009.
• Vice President Lindke thanked the outgoing student members for their work throughout the year.

The meeting adjourned at 2:25 p.m.

Respectfully submitted,

Teri L. Papp

Teri L. Papp
Student Affairs Committee Recording Secretary
RECOMMENDATION

MONTHLY REPORT
EDUCATIONAL POLICIES COMMITTEE

ACTION REQUESTED

It is requested that the Educational Policies Committee minutes of the April 21, 2009 meeting be received and placed on file.

SUMMARY

Not Applicable

FISCAL IMPLICATIONS

Not Applicable

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer ___________________________ 6/18/09 Date
EDUCATIONAL POLICIES COMMITTEE MINUTES

April 21, 2009
1:45 – 2:30 p.m. 205 Welch Hall

Attendees: (seated at tables) Regent Sidlik, Provost and Executive Vice President Loppnow, Associate Provost Robert Neely, David Woike

Guests: (as signed in) Deb deLaski-Smith

Emeritus Staff Status (Section 3)
Donald Loppnow, Provost and Executive Vice President, recommend that the Board of Regents grant Emeritus Faculty Status to two (2) staff members: Carol D. Richardson, Library Associate, and Paul Jamieson, Carpenter in the Physical Plant.

Emeritus Faculty Status (Section 4)
Donald Loppnow, Provost and Executive Vice President, recommended that the Board of Regents grant Emeritus Faculty Status to two(2) former faculty members: Barbara Glover, Associate Professor, University Library and Louise Jones, Professor, School of Engineering Technology.

Monthly Report and Minutes (Section 7)
Regent Sidlik requested that the Educational Policies Committee Agenda for April 21, 2009 and the minutes from February 24, 2009 meetings be received and placed on file.

Appointment of Charter Schools Board Members (Section 8)
Joseph Pollarack recommended that the Board of Regents appoint Michael Haftel and Carolyn Neal to three-year terms on the Board of Directors of the Academy for Business and Technology; Simon Whitelocke to a three-year term on the Board of Directors of Ann Arbor Learning Community; Rumell McDowell to a three-year term on the Board of Directors of Edison Oakland Academy; Robert Blick and Alyssa Broussard to three-year terms on the Board of Directors of Great Lakes Academy.

Opening of Term and Official Record Daters for the Fiscal Year (Section 9)
Donald Loppnow recommended that the Board of Regents formally accept the Opening of Term and Official Record dates for the 2009-2010 fiscal year as determined by University Policy.

REPORT: Update on Sponsored Projects, Technology Transfer and Research Support (Bob Neely)
Bob Neely proposed at the outset of this portion, that only a brief presentation be given, due to time constraints and, if need be, follow up with a more detailed descriptions of the projects at the next board meeting.

Brian Anderson, Director, Office of Research Development, gave an overview of EMU’s grants to date.
End of March submitted proposals worth $46 million dollars, which is up 39% from last year.
Awards are at $11.1 million, which is 40% above last year.
Services of the Office of Research Development
Presented a series of nine 45 minute grant writing workshops for faculty
Have a searchable database with over 13,000 funding opportunities
Matching fund budget of $376K per year
Proposal editing service
Provide assistance with electronic proposal submissions
Tech transfer support

Phil Rufe – Tech Transfer Coordinator (see handout for presentation)

Autism Collaborative Center – David Clifford and Pamela Lemerand
(please see handouts for details)

Steve Francoeur – Wetlands study
Under development for 5 years
Partner with Detroit River International Wildlife Refuge
Involves both Biologist and Geologist working together to study invasive species of plants and algae.
Grants/Earmarks help to purchase equipment for the study

Bob Neely closed by stating that these are all collaborative projects, we need to do this in order to grow the research end - not stand-alone projects. These projects are also part emerging centers that can be hubs for faculty and students alike. These are areas where Eastern can have an identity.
Currently we only put about 2% of our general funds into research areas, those being: ORD, Centers and Institutes, and Internal awards/faculty sabbaticals/FRFs.
Regent Sidlik would like to see the other presentations (#2, 4, 6 and 8) at the next Board meeting.

Meeting adjourned.

Respectfully submitted,
Laura Woody, Administrative Secretary
Academic Affairs
Eastern Michigan University
2009-2010
Enrollment Report

Fall 2009-2010 New Student Enrollment Goals

<table>
<thead>
<tr>
<th></th>
<th>2008 Actual</th>
<th>2009 Goal</th>
<th>% Change</th>
<th># Change</th>
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</thead>
<tbody>
<tr>
<td>FTIACS</td>
<td>2216</td>
<td>2400</td>
<td>8%</td>
<td>184</td>
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<tr>
<td>Transfers</td>
<td>1618</td>
<td>1746</td>
<td>8%</td>
<td>128</td>
</tr>
<tr>
<td>Others*</td>
<td>316</td>
<td>413</td>
<td>30.7%</td>
<td>97</td>
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<tr>
<td>Graduate Students</td>
<td>1239</td>
<td>1300</td>
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<td>61</td>
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<tr>
<td>Total</td>
<td>5389</td>
<td>5859</td>
<td>8.7%</td>
<td>470</td>
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</table>

* duals, 2nd bach., guest, post bach., teaching cert., non-degree
### Fall 2009-2010
New Student Enrollment Progress*

<table>
<thead>
<tr>
<th></th>
<th>PYTD</th>
<th>CYTD</th>
<th>% Change</th>
<th># Change</th>
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<tbody>
<tr>
<td>FTIACS</td>
<td>616</td>
<td>877</td>
<td>42%</td>
<td>261</td>
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<tr>
<td>Transfers</td>
<td>138</td>
<td>150</td>
<td>9%</td>
<td>12</td>
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<td>Others</td>
<td>15</td>
<td>20</td>
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<tr>
<td>Graduate Students</td>
<td>118</td>
<td>160</td>
<td>36%</td>
<td>42</td>
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*4/17/09 Enrollment Report

### Comparison of GPA of FTIAC Enrollees
Fall 2008-2009

<table>
<thead>
<tr>
<th>GPA Range</th>
<th>2008</th>
<th>2009</th>
<th>% Change</th>
<th># Change</th>
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<tr>
<td>3.5 - 4.0</td>
<td>180</td>
<td>252</td>
<td>40%</td>
<td>72</td>
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<td>3.0 - 3.49</td>
<td>174</td>
<td>265</td>
<td>52%</td>
<td>91</td>
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<tr>
<td>2.5 - 2.99</td>
<td>196</td>
<td>284</td>
<td>45%</td>
<td>88</td>
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<tr>
<td>2.0 - 2.49</td>
<td>63</td>
<td>62</td>
<td>-2%</td>
<td>-1</td>
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<tr>
<td>Below 2.0</td>
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<td>0</td>
<td>0%</td>
<td>0</td>
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State of Michigan 4 Year Public Comparison

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<th>Name of School</th>
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<th>Deposits</th>
<th>Apps</th>
<th>Admits</th>
<th>Deposits</th>
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<td>N/A</td>
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<tr>
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<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>Oakland University</td>
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<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Saginaw Valley State University</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<td>University of Michigan</td>
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<tr>
<td>University of Michigan - Dearborn</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>University of Michigan - Flint</td>
<td>N/A</td>
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<td>N/A</td>
<td>N/A</td>
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<td>Wayne State University</td>
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<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

*No response from CMU
*No response from WMU

2009 New Student Enrollment Initiatives

- Ohio recruiters
- Scholarship competition
- Financial aid leveraging
- Recruitment publications
- Marketing and communication campaign
Fall 09 Final Stretch for New Students

- Initiatives to reach goal
  - Expanding services to Veteran population
  - Marketing low cost health insurance and enrolling at least half-time
  - Calling campaigns
  - Adding Fast Track events
  - Bringing financial aid sessions “on the road”

Stabilize Enrollment

- New student enrollment only part of the equation: 27%
- Returning students make up greater share: 73%
- Must put efforts into keeping students here until graduation
- Retention focus
RECOMMENDATION

APPOINTMENT OF CHARTER SCHOOLS BOARD MEMBERS

ACTION REQUESTED
It is recommended that the Board of Regents appoint Joseph Capuano and Mary Packard to three-year terms on the Board of Directors of Ann Arbor Learning Community; Misha Helvey to a three-year term on the Board of Directors of Commonwealth Academy; Roland Herndon and Makisha Johnson to three-year terms on the Board of Directors of Edison Oakland Academy; Kecia Harper-Edmond to a three-year term and Monica Evans to a two-year term on the Board of Directors of Gaudior Academy; Thomas Riutta to a three-year term on the Board of Directors of Grand Blanc Academy; Sandra Rolle to a three-year term on the Board of Directors of Great Lakes Academy.

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

Ann Arbor Learning Community
Joseph Capuano is a production line leader at Zingerman’s Mail Order in Ann Arbor where he has been employed since 2004. Prior to this he was quality assurance manager at the Borders Group in Ann Arbor. Capuano attended Pennsylvania State University. He has a child enrolled at the Ann Arbor Learning Community where he has served on their Board of Directors for the past three years. In addition, he currently serves on the Board of the Normal Park Neighborhood Association in Ypsilanti.

Mary Packard 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 Academy

Misha Helvey 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.

Edison Oakland Academy

Roland Herndon is a group supervisor and criminal investigator in the United States Department of Justice, Alcohol, Tobacco and Firearms Division. He also has worked as a special agent in the USDOJ. Herndon served in the United States Marine Corp Reserve from 1985 through 1993. He attended Southern Illinois University and studied administrative justice. In addition, he is a member of the National Black Law Enforcement Association.

Makisha Johnson is an instructional coordinator for at-risk students with mathematics deficiencies at Conner Creek Academy in Warren. She earned a Bachelor of Science degree from Tennessee State University, Nashville, in 1998 and a Master of Arts degree in education/curriculum instruction from Central Michigan University in 2006. Johnson is currently enrolled in the teacher certification program at the University of Detroit Mercy.

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.

Monica Evans is a police officer/Alcohol, Tobacco, Firearms task force officer with the Detroit Police Department. She has two children attending Gaudior Academy and is seeking a second term on their Board of Directors. Evans is working on an Associate's degree in criminal justice at Schoolcraft College in Livonia.

Grand Blanc Academy

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.
Great Lakes Academy

Sandra Rolle is the owner/director of Precious Child Learning Center in Pontiac. She has served as president of the Great Lakes Academy Board of Directors for the past two years. Rolle earned an Associate’s degree in early childhood development at Oakland Community College in 1998 as well as a Bachelor of Education Management degree from Norfolk State University in Virginia in 1964. She is a member of the National Association of Female Executives and the Black Professionals and Business Women – Southfield Chapter.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date

6/9/03
WORK EXPERIENCE:
November 2004 to present

PRODUCTION LINE LEADER, ZINGERMANN'S MAIL ORDER, ANN ARBOR, MI
Shift Supervisor
- Responsible for running the warehouse floor keeping the line running at a pace to make target work quotas.
- Oversee employees.
- Continuous Improvement Councilor.
- Fill any position that is needed.

Continuous Improvement Councilor
- Work with staff to promote and complete continuous improvement projects.
- Model and teach the Lean philosophy.

Zingerman's Community of Businesses wide trainer of M.O.R. Money, a personal finance class.

January 2000 to April 2003

QUALITY ASSURANCE MANAGER, BORDERS GROUP INC., ANN ARBOR, MI
Quality Assurance:
- Advocate for quality assurance and process improvement within all of Borders Group Inc.
- Assess projects on adherence to standards and quality activities.
- Collect metrics to identify and quantify improvements to projects.
- Advise project teams of quality assurance activities and report status to management.
- Consulting to project teams in project management practices and methodology.
- Develop training classes used to deploy new and improved practices and methodology.
- Customize methodology with Borders Group specific information including the development of an iterative OO route.

Project Coordinator:
- Central point of contact for project work, create and update project plans, and report status of projects to management.

September 1997 to January 2000

PROJECT LEAD, BORDERS GROUP INC., RETAIL OPERATIONS, ANN ARBOR, MI
Create and maintain project plans, facilitate requirements gathering, design, and build meetings, and report status to management.
Represent the Borders retail stores on IT projects as Business Analyst. Subject matter expert on Borders Stores' application and inventory practices.
Liaison between the Borders Stores' domestic and international retail operations and Borders IT group in resolving application issues.

November 1994 to September 1997

INVENTORY MANAGER, BORDERS BOOKS & MUSIC, BORDERS STORES, ANN ARBOR, MI
Manage the timely processing of incoming stock to the sales floor.
Train store and BGI corporate employees in inventory procedures and applications.
Oversee the processing of buyer generated returns and markdowns.
Investigate and correct inventory issues.
Communicate with buyers about special inventory needs and issues.

November 1991 to August 1994

NATIONAL ACCOUNTS MANAGER, KOEN BOOK DISTRIBUTORS, INC., NJ
Manage the Borders, Waldenbooks, Barnes & Noble, and Costco accounts.
Manage the distribution of small press and vendor of record titles from over 100 publishers.
New title buyer for the Waterstones/W. H. Smith airport stores.
Select and buy store inventory for customers opening new stores.
Created and edited yearly Regional & Travel catalog.
Prepare daily sales information for salesroom highlighting new and hot titles.
Co-editor of employee newsletter.

**EDUCATION:**
1985-1989 Pennsylvania State University, University Park, PA. General Arts & Science

**COMMUNITY:**
2007 - present Board (Former President) – Ann Arbor Learning Community, Public School Academy, Ann Arbor, MI
2004 - 2006 Board Co-President – Stone School Cooperative Nursery, Ann Arbor, MI
2003 - present Board (Former Co-President, Editor - Newsletter, Webmaster) – Normal Park Neighborhood Association, Ypsilanti, MI
Mary E. Winkelseth Packard

EXPERIENCE

Speech Language Therapist  
* Pediatric Therapy Associates  
  9/08 – present
  • Provide evaluation and intervention for K-12 students in schools as contracted.
  • Prepare paperwork and facilitate special education meetings as dictated by district policy.

Project Manager Early Reading First Project  
* Wayne State University  
  1/05 – 9/08
  Run all aspects of Michigan Preschoolers Acquiring Language and Literacy (MI-PAL) Early Reading First Grant, including:
  • Programmatic and classroom level consultation with teachers, administrators and classroom staff;
  • Integration of language and literacy facilitation techniques within existing language arts curriculum and across all aspects of student learning;
  • Professional and technical support for all training and clinical aspects of the grant project;
  • Student screenings with aggregate and disaggregate data interpretation and curriculum planning;
  • Manage data collection, service provision and student supervision for a grant program involving 400 preschoolers in three separate school districts annually.
  • Provide ongoing consultation for classroom personnel and clinical staff regarding three tiered intervention;
  • Maintain programmatic and individual student data.

Speech Language Pathologist  
* Ann Arbor Public Schools  
  8/04 - 1/05
  • Evaluate and treat school aged children with speech and language difficulties.
  • Participate in Team meetings and lead Individual Education Planning Conferences as appropriate.
  • Serve as a resource for students, teachers and parents regarding speech and language and its impact on learning.

Senior Speech Language Pathologist / MPAL Data Coordinator  
* University Center for Language and Literacy  
  9/01 - 8/04
  • Provide parent workshops regarding language expectations and methods for building language and cognitive skills for preschoolers.
  • Provide training and supervision for graduate students regarding language screening techniques.
  • Explain screening results to parents and school staff.
Program Manager
University Center for Language and Literacy
University of Michigan Institute for Human Adjustment

- Develop a comprehensive plan for expanding clinical services and broadening the client base within the ever-changing healthcare market.
- Develop and maintain million dollar programmatic budgets.
- Determine language and literacy specific intervention needs and lead the design and implementation of innovative programs to successfully target these needs in a fiscally responsible manner.
- Supervise all clinical staff and daily operations of varied programs.
- Represent the clinical programs at local, state and national level conferences through presentations and marketing efforts.
- Serve as a resource to educate current and potential clients and family, professionals, reimbursement agents and the general public regarding language and literacy difficulties, their impact and the benefits of intervention.
- Develop and maintain student internship experiences, relating to faculty, students and outside agencies.

Program Coordinator
University of Michigan Communicative Disorders Clinic

- Plan, develop and implement language intervention programs in conjunction with an existing residential program for an adult population.
- Develop and coordinate all aspects of clinical scheduling.
- Perform Quality Assurance audits of clinical programs.
- Represent the unit at local, state and national level meetings and conferences.
- Diagnose speech and language disorders and design and implement treatment programs for improved communication.
- Educate clients and their families regarding the social, behavioral and psychological problems associated with communication disorders.

Clinical Speech Language Pathologist
University of Michigan Communicative Disorders Clinic

- Design and implement individualized treatment programs to facilitate improved communication skills with neurologically impaired adults, and developmentally delayed children and adolescents.

EDUCATION
University of Michigan, Ann Arbor, MI

University of Michigan, Ann Arbor, MI
Master of Science in Communicative Disorders 1986-1987

University of Michigan, Ann Arbor, MI
Bachelor of Arts in Psychology, Speech and Hearing Sciences 1982-1986

PROFESSIONAL MEMBERSHIPS
1988 – Present Certified member American Speech-Language Hearing Association
2007 – Present  Teachers of English to Speakers of Other Languages
1995 - 1998  Housing and Human Services Division of American Planning Association
1994 - 1998  Planners Network
1994 - 1998  American Planning Association

PROFESSIONAL/COMMUNITY ACTIVITIES
- Vice President Ann Arbor Learning Community Board of Directors, June, 2003 - present.
- Parent Advocate, Special Education, 3/00-present.
- Member Operation Stroke, Rehabilitation Subcommittee, American Heart Association Washtenaw County, 5/00-10/00.
- Member Perry Child Development Center Parent Advisory Board, Fall, 2000.

PUBLICATIONS

PRESENTATIONS

REFERENCES
Available upon request.
Misha L. Helvey

OBJECTIVE: To obtain a challenging position in sales and marketing by applying knowledge of the interactive aspects of marketing communications including advertising, promotion, public relations, internet and customer service.

EXPERIENCE: REAL TIMES MEDIA
12/08 – Present
Vice President of Sales and Marketing
Create sales packages and promote Real Times Media events and programming for sponsorship, in addition to selling advertising within all Real Times newspapers and web sites. Interface with newspaper and event execution staffs... Manage the Detroit newspaper staff sales team. Real Times newspapers: Chicago Defender/Chicago; Michigan Chronicle and Michigan FrontPage/Detroit; Tri-State Defender/Memphis; and The New Pittsburgh Courier/Pittsburgh.

RADIO ONE, INC.
06/98 – 12/08
Sr. Account Manager
Manage and support Radio One, Inc., marketing initiatives, including account support, event planning, new business development and prestige events. Work closely with promotions and programming management on all ideation, creation and execution of programs. Responsible for generating plan and coordinate commercial spot development. Responsible for generating and creating "effective" website advertising. Negotiate a minimum of 1:1 return on investment with local advertising agencies... to encourage year-to-year sales growth. Assist in the management of my individual sales budgets, and analysis of and reporting of performance against those budgets. Successfully supported launch of new Pepsi products which resulted in winning the prestigious "National" title of "Pepsi's Radio Station Partner of the Year" in 2003 and 2004. Presidents Club runner up 2003, 2004, 2005 and 2006... Presidents Club winner 2007... Presidents Club criteria: generating the most new business dollars in your market, achieving monthly sales budgets, generating monthly NTR/Event sales opportunities, achieving monthly Web budgets and receiving no charge-backs as a result of past due accounts.

BELL BROADCASTING
12/94 – 06/98
Account Manager
In my first year as an Account Manager with Detroit's heritage jazz radio station I was awarded sales rookie of the year based on new business revenue generation. I was responsible for designing, developing and executing effective marketing campaigns and promotions to achieve new business sales and generate revenue for radio stations WJZZ-FM / WCHB-AM.

JDA ENTERPRISES, INC.
11/94 – 12/94
Director of Client Services
Manage the Ethnic Consumer. Incorporate agency sales mechanisms into creative programs and package the programs into a sales bundle for the clients' Field Sales to sell against it.

05/94 – 11/94
Manager of Accounts
Responsible for expanding business opportunities within the agency client base. Develop market strategies and sales approach issue management projects to assist the agency and clients with achieving their business goals. Integrate the following marketing disciplines to facilitate business growth: New Business Development, Sales & Database Marketing, Market Analysis/Core Market Targeting, Strategic Planning, Promotions Planning, Media Relations, Project Management, and maintain an extensive professional network with field sales, retail trade, consumer and public partnering.
11/93 – 5/94  
Account Supervisor
Identified, assigned and tracked all agency jobs. Coordinated the activities of several large, integrated marketing campaigns simultaneously. Forecasted in and instant, to determine if the agency required additional resources. Daily updating using highly accurate Employee Time by Job Reports. Maintained the agency’s Accountability Policies with Weekly and Quarterly Reports, as well as Program Wrap-up Reports.

VAUGHN MARKETING CONSULTANTS, INC.  
Detroit, MI
07/93 – 11/93  
Independent Consultant
Developed, organized and managed special events and public relations for the City of Detroit and the Detroit “Meals On Wheels” Program, a public and private venture supported by community volunteers under the Detroit Area Agency on Aging. Utilized marketing vehicles, i.e. print and radio... to support successful projects. Compiled detailed program results. Also utilized the rapport established with business and media professional in the greater Detroit marketplace to support and benefit the clients.

ROSS ROY COMMUNICATIONS  
Bloomfield Hills, MI
11/92 – 7/93  
Program Coordinator
Managed section of twenty-five people to perform the following functions: Give recommendations on the administration of new business. Create internal rebate-payment policy. Identify and advise client of payment system errors and recommend resolutions. Advise Management Information Systems on system-user enhancements and improvements. Also responsible for forecasting and coordinating Chrysler Corporation monthly rebate-payment schedule. The monthly forecast ranged from $0.5 million to $2 million.

06/89 – 11/92  
Account Executive
Responsible for establishing and maintaining the following Chrysler business: Co-op Fleet/Ad Leo Advertising, Military, Retiree/Employee Purchase and Arbitration claim payments. Also responsible for coordinating and managing an internal training and continuing education program, designed to increase staff knowledge of the group, the agency and the industry through regularly held meetings.

02/86 – 06/89  
Assistant Account Executive
Responsible for establishing and maintaining new and existing accounts. Managed and coordinated clients with Public Relations, Advertising, Target Direct Mail, Data Base Marketing, Telemarketing and Fulfillment Systems. Wrote policy and assisted in the development of system support and related administration for Chrysler Corporation domestic, International and Overseas Military Sales Corporation (OMSC) Retail Incentives. Administrative responsibilities for Chrysler Corporation Arbitration Cases. Also responsible for meeting planning for Cunard Cruise Lines and Chrysler Corporation, and acting as the liaison between client and travel agency.

12/85 – 02/86  
Problem Solver/Senior Clerk
General administrative functions on Chrysler Corporation rebate programs.

EDUCATION:  
June 1985 - Bachelor of Science, Nursing, Michigan State University, Lansing, MI

SKILLS:  
Microsoft Office; Microsoft Office Works; Microsoft Excell; Microsoft Power Point; Windows; Word; Maximizer; Qualitap; Tapscan; Internet; Research; Language Skills; Mathematical Skills; Reasoning Ability; Motivating People; Excellent Communication and Organizational Skills; Ability to Work Evenings, Weekends and Long Hours; Travel to Client Locations; Ability to Handle a Large Workload and a Number of Different Projects Simultaneously; Ability to Meet Deadlines and Work Under Pressure; Reliable and Dependable
CERTIFICATION/TRAINING: Certified Radio Marketing Consultant (CRMC); CoLearn; Envision-U; How to Deal With Difficult People; Paul Weyland Communication Strategies and Selling Radio in the PPM World

MEMBERSHIP: Board President, Commonwealth Community Development Academy (2004-Current); Founders Society of The Detroit Institute of Arts; Board Member of Corporation For Artistic Development; Advertising Director of Imagery – an investment group; Patron of The Detroit Afro-American Historical Museum; Patron of the Charles H. Wright Museum of African American History; Lifetime Member of the NAACP; The Adcraft Club of Detroit; Patron of the Detroit Repertory Theater; Member of Hartford Memorial Baptist Church; 1993 President of Blacks In Advertising, Radio and Television; and Corporate Fund Raising Volunteer for Detroit Area Agency on Aging (1993-1997)


REFERENCES: Available upon request
Roland H. Herndon Jr.

Professional experience

01/2007 - Present  U.S. Department of Justice/ATF  Detroit, Michigan

Criminal Investigator Group Supervisor

- Supervisory Criminal Investigator assigned to Detroit field division.
- Responsible for prevention, detection and investigation of substantive and conspiracy type violations of law enforced by ATF.
- Supervises a group of criminal investigators stationed at Detroit field office that are engaged in ongoing criminal investigations.
- Responsible for the detection and investigation of criminal cases that may require the gathering and placing together of complex evidence often difficult to secure; result in precedent-setting court decisions; require substantial coordination with other agencies in tracing leads and gathering intelligence; involve illegal activities conducted under cover of legal enterprise.
- Be sensitive to suspects involved and have potential for jurisdictional problems.

01/1999 - 12/2006  U.S. Department of Justice/ATF  Detroit, Michigan

Special Agent

- Investigating criminal violations of Federal laws within the enforcement jurisdiction of the U.S. Department of Justice.
- Conduct investigations of violations relating to explosives, firearms, arson, and alcohol and tobacco diversion.
- Prepare concise criminal investigative case reports.
- Testify for the government in court or before grand juries.
- Gather and analyze evidence through investigative leads, seizures and arrests, execution of search warrants, and a variety of other means.

07/1991 - 01/1999  U.S. Customs Service  Chicago, IL

Customs Inspector

- Protect and prevent terrorists and terrorist weapons from entering the United States.
- Ensure security at America's borders and ports of entry as well as for extending our zone of security beyond our physical borders - so that American borders are the last line of defense, not the first.
- Responsible for apprehending individuals attempting to enter the United States illegally, stemming the flow of illegal drugs and other contraband; protecting our agricultural and economic interests from harmful pests and diseases; protecting American businesses from theft of their intellectual property; and regulating and facilitating international trade, collecting import duties, and enforcing U.S. trade laws.
Education
09/1986 – 10/1990 Southern IL University Carbondale, IL
Administrative Justice

Military service
04/1985 – 04/1993 United States Marine Corp Reserve Active Duty
Operation Dessert Shield/Storm

Professional memberships
National Black Law Enforcement Assoc. (NOBLE)

Volunteer experience
Public speaking at various schools and mentoring students.

Security clearance
Top Secret
Makisha Johnson

Objective
To obtain the position that will allow me to utilize my work experience and educational background to further assist team structure environment.

Education
- Currently enrolled in the teacher certification program at U of D Mercy majoring in Social Studies minor in Math, student teach Winter 09
- Master of Arts in Education / Curriculum Instruction, Central Michigan University, June 2006
- Bachelor of Science, Tennessee State University, Nashville TN, 1998 Concentrations: Child Development and Family Relations

Professional Experience
Conner Creek Academy Warren, MI 2004–present
- Instructional coordinator for activities involving at-risk students with math deficiencies.
- Assessed student’s comprehension skills and developed strategies for teachers to use in their daily weekly curriculum.
- Evaluating individual growth during testing and assessment sessions.

Yes for Prep (Marygrove College) Detroit, MI 2005–2006
- Responsible for establishing goals setting groups for all 8th grades cliental.
- Implemented test-taking strategies to prepare students for comprehensive placement tests.
- Assist math instructor with reinforcement of basic math skills.

Chandler Park Academy Phillip Detroit, MI 1999–2004
- Math and Pre-Algebra instructor for middle school students.
- Assisted in organizing daily lesson plans for math curriculum.
- Planned instructional activities based on student’s academic achievement.

Americorp Summer Associate Program Detroit, MI Summer 2000
- Tutored low-risk students in math and reading.
- Organized recreational and educational events.

Related Experience and skills
- Coach of the Step and Cheerleaders team 2000-2004
- School Improvement Committee 2000-2001
- National Junior Honor Society faculty council 2000-2001
- In-School Bank Director (Bank-One in school program) 2000-2002
- Administrator’s Plus (Report Card program) key in grades for student progress reports and report cards 2001-2004

REFERENCES UPON REQUEST
BACKGROUND SUMMARY

Eight years of experience in CAD and a Sixteen-year technical background that includes:

- AutoCAD v.14 - 2010
- GPS
- AutoCAD Conversion
- Topographic Survey’s


PROFESSIONAL EXPERIENCE

AKT PEERLESS, LLC
CAD Support
Farmington Hills, Michigan
June 2007-Current

- Drafting of Site features diagrams for Phase 1-2, BEA’s, and Brownfield environmental assessments using AutoCAD 2008 with other associated plans and software.
- Working with the Environmental Engineers to provide diagrams illustrating soil borings, test pit locations, and contaminated soil removal locations using data collected from the field and other services.

TESTING ENGINEERS AND CONSULTANTS, INC
CAD Support
Troy, Michigan
July 2005-April 2007

- Drafting of Site features diagrams for Phase 1, Phase 2, and BEA’s for environmental assessments using AutoCAD 2006 with other associated plans and software.
- Worked with the Engineering Department to provide diagrams illustrating soil borings, test pit locations, and pylon locations using data collected from the field and other services.

ATWELL-HICKS
CAD Operator
Ann Arbor, Michigan
June 2003-March 2005

- Drafting of Commercial Properties Site plans, As-Built, Utility designs (Pipeworks) using AutoCAD w/ Autoturn.
- Performed, Wetland Mitigation Studies.

CITY OF DEARBORN
Property Appraiser/Commercial CAD Operator
Dearborn, Michigan
August 2001-June 2003

- Drafting of Commercial Properties within the city of Dearborn using Apex IV and AutoCAD Land Development Desktop Software- site plans, construction surveys, buildings, etc.
- Check, all aspects of Commercial Property Development by collecting notes from the field and from associated construction plans then compiling data into AutoCAD.

EDUCATION

WAYNE COUNTY COMMUNITY COLLEGE, Taylor, Michigan

ELECTRONIC SERVICING INSTITUTE, Taylor, Michigan
Diploma in Electronic Repair & Schematic Detail 1987

FAIRLANE TRAINING AND DEVELOPMENT CENTER, Dearborn, Michigan
Monica A. Evans

OBJECTIVE:

My job objective is to continue a career in law enforcement, and community services. My life and job experiences have helped develop me into a very well rounded person. These qualities can assist in enhancing any environment in which I work or serve.

WORK EXPERIENCE:

Kindercare Learning Center Dearborn, MI 1995 - 2001
Kindergarten Teacher
Centers I taught children in a Whole language, Multi-cultural environment. Training them to develop the necessary skills to grow and flourish academically.

Detroit World Outreach Dearborn, MI 2001 - 2002
Kindergarten Teacher and Girls Basketball Coach
I brought new techniques and ideas to the children and peers I worked with. These techniques created a wonderful example to the students, parents and co-workers, which enhanced the Learning environment.

Westside Christian Academy Detroit, MI 2002 - 2004
5th & 6th and 2nd grade teacher
I taught children in their primary years, from various family back grounds, using an advanced curriculum, helping them to exceed the states requirements for elementary education.

Detroit Police Department Detroit, MI 2004 - 2005
Police Officer/ATF Task force Officer
My duties as police officer are to serve the community, safe guard lives and property and, protect the constitutional rights of all. As a Task Force Agent I investigate, and prepare cases for prosecution of long term crimes involving gangs, guns, and violent crimes.

EDUCATION:

Working toward an associate's degree in Criminal Justice, at Schoolcraft College in Livonia, MI.
High School Graduate of Evangel Christian Academy Magna Cum Laude, Major college prep diploma Detroit, MI.
Thomas W. Rlutta

Work History
July 2008-
Nov 2008  Interim Superintendent, Lakeville Community School District, Otisville, MI
2007-2008  Interim Principal, Mt. Morris Alternative High School, Mt. Morris, Michigan
2005-2006  Regional Vice President of Operations and Curriculum, Mosaic Education Incorporated
2004-2005  Interim Superintendent, Gibraltar Schools, Woodhaven, Michigan
2002-2004  Regional Vice President of Operations and Curriculum, Mosaic Education Incorporated
1992-2001  Superintendent of Schools, Linden Community Schools; Linden, Michigan
1990-1992  Superintendent of Schools, Almont Community Schools; Almont, Michigan
1981-1990  Superintendent of Schools, Allen Park Public Schools; Allen Park, Michigan
1976-1980  Superintendent of Schools, Mt. Morris Public Schools; Mt. Morris, Michigan
1974-1976  Coordinator of Community Education/Assistant Superintendent, Lapeer Community Schools; Lapeer, Michigan
1972-1974  Assistant Principal, Beecher High School; Flint, Michigan
1962-1972  Various teaching, coaching and Community Education assignments, Flint Community Schools; Flint, Michigan

Education
1976-1996  Additional graduate work at Michigan State University; East Lansing, Michigan
1967  Master of Arts in Community School Education, Eastern Michigan University; Ypsilanti, Michigan
1962  Bachelor of Science in Education, Ball State University; Muncie, Indiana

Professional Activities
2000-2001  President of the Superintendents Association; Genesee County, Michigan
1999-2000  Chairperson, GenNET Committee; Genesee County, Michigan
1997-Present Secretary, South Lakes Community Arts Council
1992  Member, Linden (Michigan) United Way
1990-1992  Member, Almont (Michigan) D.D.A.
1980  Keynote Speaker, Arkansas State University, Summer Administrative Academy
1982-1989  Member, Special Education Catchment Area Study Committee; Flint, Michigan
1976-1980  Resource Person, National Community Education Center; Flint, Michigan
1976  Secretary, Flint Chapter of Phi Delta Kappa
1975-1976  Chairman, MAPACE-MCSEA Fall Conference
1972  Chairman, High School Directors (Chairman, Junior High School Directors, 1970)
1971  Chairman, Flint Olympian and CANUSA Games (Assistant Chairman, 1970)
References
John A. Carlo, Former Vice President

Mary Kim King, Former President

Paul Bowman, Almont Board of Education

Steven Spencer, Owner

Charles D. Ross, UAW Local 659 Apprentice Committee Chairman

Dr. Dan L. King, Dean, Faculty of Applied Science and Education
Buffalo State University

Chad Carriero President Lakeville Board of Education
EDUCATION
ASSOCIATE EARLY CHILDHOOD DEVELOPMENT
OAKLAND COMMUNITY COLLEGE-1998
50 CONTINUING EDUCATION CREDITS-MICH. CHILDCARE COUNCIL-1998
ASSOCIATE DEGREE GENERAL EDUCATION
OAKLAND COMMUNITY COLLEGE-1991
GRADUATE OF DALE CARNEGIE COURSES-1990
BACHELOR OF EDUCATION MANAGEMENT
NORFOLK STATE UNIVERSITY-1964
GRADUATE OF I.C. NORCOM HIGH SCHOOL-PORTSMOUTH, VA-1959

AWARDS
SCRUGGS-PATRICK TRAILBLAZER AWARD
MICHIGAN BELL TELEPHONE COMPANY-1989
GOOD CITIZEN AWARD FOR OUTSTANDING COMMUNITY SERVICE-1989
PROJECT BLUEPRINT LEADERSHIP DEVELOPMENT SKILL BUILDING PROGRAM
UNITED WAY OF OAKLAND COUNTY-1989

ORGANIZATIONS
NATIONAL ASSOCIATION OF FEMALE EXECUTIVES
BLACK PROFESSIONALS AND BUSINESS WOMEN-SOUTHFIELD CHAPTER
MICHIGAN CHILDCARE COUNCIL
WELCOME MISSIONARY BAPTIST CHURCH

OTHER
EARLY RETIREMENT FROM AMERITEC - 1995
OWNER/DIRECTOR OF AKUPENDWA MTOTO(PRECIOUS CHILD) LEARNING CENTER
DIRECTOR COBB'S LEARNING CENTER-2003
GREAT LAKES ACADEMY BOARD OF DIRECTORS
SECRETARY/VICE-PRESIDENT - 2001
RECOMMENDATION

REISSUANCE OF CHARTER – GRAND BLANC ACADEMY (K-8)

REISSUANCE OF CHARTER – EDISON OAKLAND ACADEMY (K-8)

ACTION REQUESTED

It is recommended that the Eastern Michigan University Board of Regents reissue the charter for Grand Blanc Academy and authorize the president of the University to execute a new five-year contract which will expire June 30, 2014.

Furthermore, it is recommended that the Eastern Michigan University Board of Regents reissue the charter for Edison Oakland Academy and authorize the president of the University to execute a new five-year contract which will expire June 30, 2014.

STAFF SUMMARY

Grand Blanc Academy
Grand Blanc Academy received its first charter in 1999 and a second one in 2004. This highly successful K-8 public school academy enrolls 456 students in its present Grand Blanc location. The Academy has exceeded state standards in MEAP results, has achieved “Adequate Yearly Progress” in the No Child Left Behind measures, and has maintained sound financial status and adequate yearly fund equity with annual revenues of approximately $4.3 million.

Edison Oakland Academy
Edison Oakland Academy received its first charter in 1999 and was reissued a charter in 2004. This K-8 charter school in Detroit has an enrollment of 926 students. The school has annual revenues of approximately $8.5 million and has maintained an excellent fund balance by employing sound fiscal practices.

Accompanying this recommendation are profiles of Grand Blanc Academy and Edison Oakland Academy.
FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

____________________________  6/9/09
University Executive Officer    Date
GRAND BLANC ACADEMY

Grand Blanc Academy opened in 1999 and is managed by the Mosaica Corporation of New York. The initial school enrollment was 341 students, and the 2008-09 enrollment in grades K-8 was 456 students.

The academy stresses basic skills, technology, creative studies and the Paragon Program. The Paragon Program is based on Great Books and comprises approximately half of the school day. The academy also uses the University of Chicago Math Program and the Core Language Arts Program.

Students in grades K-5 are offered reading, language arts, mathematics, science, Spanish, music, physical education and Paragon. Students in grades 6-8 are offered language arts, mathematics, science, Spanish, world and U.S. history, physical education and health. Students also had the opportunity to elect coursework in journalism, speech and debate, photography, videography, life skills, visual art, choir, band, computers and drama.

During the 2008-09 school year, Grand Blanc Academy received a grade of “B” on its Michigan Education YES! report card.

EDISON OAKLAND ACADEMY

Edison Oakland Public School Academy of Ferndale opened its doors in the fall of 1999. It is managed by Edison Schools, Inc. In 2008-09, the charter school served 926 students in grades K-8 and was organized into two academies: the primary academy (K-2) and the elementary/secondary academy (3-8). Nearly 80 percent of this academy’s student population resides in the city of Detroit.

The academy offers a variety of choices in its curriculum. In the reading area, teachers use Success For All in the primary grades. This curriculum requires students to master phonetic skills prior to making a transition to a literature-based program. In grades five and six, teachers use a five-day literacy plan based on Success For All and Project Read. In the math program, teachers use the University of Chicago School Mathematics Program: everyday mathematics, transition math and algebra. In addition, extensive programs are offered in writing, science, history, social science and foreign language.

During the 2008-09 school year, Edison Oakland Public School Academy received a grade of “B” on its Michigan Education YES! report card.
RECOMMENDATION

NEW ACADEMIC PROGRAMS

ACTION REQUESTED

It is recommended that the Board of Regents approve a new Academic Program: Master of Arts in Curriculum and Assessment

SUMMARY

The Master of Arts in Curriculum and Assessment is designed to spotlight the natural connections among curriculum, instruction and assessment in today's schools, with an eye toward improved teacher effectiveness and increased student learning. The program makes use of courses already offered in other Teacher Education graduate programs, and the goals of the program match those of already existing courses. These include the ability of students to: demonstrate understanding of curriculum; demonstrate basic skill in curriculum design; demonstrate understanding of quality teaching and learning principles; recognize what constitutes high quality educational assessment; be able to analyze assessment data and critically evaluate educational research; be equipped to respond to government educational policy; and demonstrate an understanding of the relationships between curriculum, instruction, and assessment.

FISCAL IMPLICATIONS

All of the courses within the Master of Arts in Curriculum and Assessment already exist. As a result, the program can be implemented within existing resources, and no new resources are requested.

ADMINISTRATIVE RECOMMENDATION

The proposed Board action has been reviewed and is recommended for Board approval.
OUTLINE FOR SUBMITTING PROPOSALS FOR NEW PROGRAMS

Use this outline to prepare proposals for new programs, including undergraduate majors and minors and graduate degree programs. Proposals should be submitted in narrative form, organized according to the following outline. Guidelines for submitting such proposals are on the following pages.

PROPOSED PROGRAM NAME: Master of Arts in Curriculum and Assessment

DEGREE: MA

DEPARTMENT(S): Teacher Education

COLLEGE(S): Education

DEPARTMENT CONTACT: Donald H. Bennion

CONTACT PHONE: 734-487-3265

CONTACT EMAIL: donald.bennion@emich.edu

I. Description:

A. Goals and Objectives
B. Program
C. Admission
D. Projections

SEE ATTACHED

II. Justification/Rationale

III. Preparedness

IV. Plans for Assessment/Evaluation

V. Program Costs

VI. Action of the Department/College

1. Department (Include the faculty votes and department head signatures from all submitting departments.)

Vote of department faculty: For 24 Against 0 Abstentions 0

(Enter the number of votes cast in each category.)

I support this proposal. The proposed program cannot be implemented within the affected Department(s) without additional College or University resources.

Department Head Signature

10-15-08 Date

2. College/Graduate School (Include signatures from the deans of all submitting colleges.)

A. College.

I support this proposal. The proposed program cannot be implemented within the affected College without additional University resources.

College Dean Signature

12-12-08 Date

Miller, New Program Guidelines
Sept. 05
New Program Guidelines

B. Graduate School (new graduate programs ONLY)

<table>
<thead>
<tr>
<th>Graduate Dean Signature</th>
<th>Date</th>
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</table>

VII. Approval

<table>
<thead>
<tr>
<th>Associate Vice-President for Academic Programming Signature</th>
<th>Date</th>
</tr>
</thead>
</table>

VIII. Appendices:

A. Required/Elective Courses
B. Request for New/Revised Course Forms
C. Market Analysis/Needs Assessment
D. Supporting Documents
E. Faculty Vite
Proposal for New Program

Master of Arts in Curriculum and Assessment

September 2008

I. Description

A. Goals and Objectives

The College of Education's theme statement is “Inquiry, advocacy and leadership in education for a diverse and democratic society.” The goals and objectives of the proposed new Masters of Arts in Curriculum and Assessment are fully aligned with that theme.

The specific intent of the program is to spotlight the natural—and increasingly important—connections among curriculum, instruction and assessment in today’s schools, with an eye toward improved teacher effectiveness and increased student learning.

A core belief is that teachers and effective administrators must understand and attend to the relationships among curriculum, instruction and assessment, particularly the need for alignment of the three elements; hence, the need for the proposed new program. Furthermore, federal and state governments play increasingly powerful roles in shaping education policy and practice, and emphases on test scores and accountability are the hallmarks. However, public educational policy may at times be at odds with teachers' abilities to develop curriculum and practices of instruction and assessment that are consonant with learner needs. With that in mind, the new program will empower teachers to critically examine and to meet the challenges offered by current policy.

All courses for the proposed program are already offered in other Teacher Education graduate programs. Therefore, many of the goals and objectives for the new program match those of the existing courses.

Students completing this program will:

~ demonstrate an understanding of the foundations of curriculum, including forces impinging on schooling, curriculum philosophies and theories, and how these are related to current school issues

~ demonstrate basic skill in curriculum design (particularly multicultural curriculum), implementation, and evaluation

~ demonstrate understanding of quality teaching and learning principles, especially from a multicultural perspective
recognize what constitutes high quality educational assessment and the relationships of assessment, motivation, and student learning

be able to analyze student assessment data from various sources

be able to critically evaluate research related to both instruction and assessment

be equipped to respond intelligently to the demands of government education policy, with the needs of a diverse student population in mind

demonstrate an understanding of the relationships among curriculum, instruction and assessment, and will demonstrate how they will use such knowledge in the field for instructional improvement and improved student learning.

Although not specifically a program objective, the proposed new Masters program will also support declared College of Education Graduate Program professional educator dispositions, including adherence to professional ethics, collaboration, commitment to diversity, leadership and initiative, professional advocacy, appropriate professional demeanor, self-reflection, and a consistent student focus.

The new program objectives are aligned with those of the professional community. Program themes such as quality curriculum development, attention to best assessment practice, understanding issues of multiculturalism and diversity, and mindfulness of public education policy issues are reflected in school district mission and vision statements and stated goals. A focus on curriculum is essentially universal in Michigan schools:

“The curriculum will be continually updated to meet the challenges of the future...”
(Watersmeet Township School District goals, 2007-8)

“Review and revise K-12 curriculum. Develop a comprehensive assessment plan.” (Perry Public Schools goals, 2008)

“Our focus is student achievement, and we continue to make the necessary curricular and organizational changes to improve it... We are using the data gained through the assessments to drive instruction in our classrooms.” (Crawford AuSable School District Mission)

Statements from various professional organizations offer indirect support for the proposed program:

A National Council of Teachers of Mathematics Position Statement:

The National Council of Teachers of Mathematics recognizes the importance of measuring the learning of students and the effectiveness of instruction. Large-scale tests can and should be among several measures
that are used to make significant decisions about students and instruction. However, such critical decisions about students and instruction must involve more than the results of any single test. We strongly support a balance of day-to-day classroom assessments, which help teachers improve instruction, and external tests that track progress and provide for national comparisons.

From the National Education Association: “According to Richard Stiggins, director of the Assessment Training Institute, Portland, Oregon, and a leading authority on classroom assessment, teachers can and should use their own classroom tests, quizzes, performance assessments, etc. to help their students meet state and/or local achievement standards. To do this, teachers need to align their classroom assessments to the standards.”

From a National Council of Teachers of English Position Statement:

In recent years, students have been required to take more standardized tests than ever before. In an effort to make schools accountable for learning, state and federal legislation has embraced standardized assessment as the most important indicator of student achievement. While standardized tests provide one measure of student performance, other forms of assessment are needed to create a full picture of student learning. NCTE is committed to the development and use of multiple assessment strategies that are fully integrated into instruction.

From a National Science Teachers Association Declaration:

The data and knowledge gained from quality assessment can indicate how well students are meeting science standards and expectations only if the assessment is appropriately aligned with the science curriculum and instruction. Science curriculum goals, instructional topics and strategies, and assessment topics and techniques should be in alignment if tests are to yield useful data. Additionally, it is important that the processes used to collect and interpret evaluation data be consistent with the purpose of the assessment.

From an Association for Supervision and Curriculum Development Position Statement:

[ASCD] supports changes in teaching, learning, and leadership that adequately prepare students for the 21st century and graduate students who... Make decisions and solve problems ethically and collaboratively

These contributions are needed to develop the whole child:

Schools provide
* Access to challenging and engaging curriculum for all students.
Teachers provide
  * Evidence-based assessment and instructional practices.

Determining success of students, schools, districts, states/provinces, or nations should be based on multiple assessments of and for learning.

ASCD supports the use of multiple measures in assessment systems that are
  * Fair, balanced, and grounded in the art and science of learning and teaching;
  * Reflective of curricular and developmental goals and representative of content that students have had an opportunity to learn;
  * Used to inform and improve instruction;
  * Designed to accommodate nonnative speakers and special needs students; and
  * Valid, reliable, and supported by professional, scientific, and ethical standards designed to fairly assess the unique and diverse abilities and knowledge base of all students.

The themes of the proposed combined EDPS/CURR Masters program are congruent with the Department of Teacher Education Vision statements: "EMU Teacher Education programs provide bridges between research / theory and practice." "EMU Teacher Education programs prepare students to teach diverse learners." "EMU Teacher Education programs develop a professional imperative to career-long learning and to contribute to positive change in schools."

Themes of the program align with the EMU Advanced Professional Educator Conceptual Frameworks Theme Statement: "Eastern Michigan University advanced professional education programs develop leaders who demonstrate inquiry, advocacy, and leadership in education for a diverse and democratic society."

Finally, the program aligns with this statement, taken from the EMU Mission Statement: "We maximize educational opportunities and personal and professional growth for students from diverse backgrounds."

Each of the specific program objectives is measurable by way of traditional testing and/or carefully designed performance assessment. It is proposed that a team of faculty members from the Educational Psychology and the Curriculum and Instruction program areas develop a coherent student assessment protocol for consistent use in the new program, along with a parallel protocol for program evaluation, aligned with University expectations.
B. Program

1. All courses proposed for the new Masters degree are existing courses. 32 graduate credit hours will be needed to complete the program. There will be no elective options for students, although they will be able to choose one of several Social Foundations courses (see below.)

15 credit hours of the proposed program are to be in Educational Psychology; 12 in Curriculum and Instruction. One two-credit-hour course comes from the Social Foundations Program Area. The final three-credit-hour course is a choice of EDPS 688 or CURR 688 (Internship.)

From Educational Psychology:
EDPS 626 Principles and Issues in Educational Assessment
EDPS 627 Designing Classroom Assessments
EDPS 628 Analyzing Student Learning
EDPS 629 Assessment and Program/School Improvement
EDPS 667 Principles of Educational Research

From Curriculum and Instruction:
CURR/SOFD 654 Multicultural Teaching and Learning
CURR 656 Curriculum Design, Implementation, Evaluation
CURR 664 Multicultural Curriculum Development
CURR 665 Differentiation in the Classroom

From Social Foundations:
SOFD 550 Philosophy, Ethics and Teaching or
SOFD 580 Sociology of Education or
SOFD 572 The History of American Schooling and Literacy

Students will also take either EDPS 688 or CURR 688 (Internship)

Course descriptions are provided below.

EDPS 626 Principles and Issues in Educational Assessment
Principles of good classroom assessment are explored in depth. Students will learn the characteristics of high quality assessment that apply to both classroom and standardized assessments. Current assessment topics, including state and federal legislation and mandates, and ethical and legal issues are investigated.

EDPS 627 Designing Classroom Assessments
This course will address all types of classroom assessment. It will focus on development, selection, and appropriate use of high quality assessment. The course will also address management of assessment and the relations among assessment, learning, and motivation.
EDPS 628 Analyzing Student Learning
Participants will use assessment data to analyze and improve learning. Students will evaluate all types of assessment data, including classroom-based and standardized assessments. They will make recommendations about learning based on a thorough analysis of the information.

EDPS 629 Assessment and Program/School Improvement
This course will focus on methods of 1) assessment, 2) program evaluation, and 3) accreditation, and how they can be used to evaluate the effectiveness of programs offered by schools and universities to improve student learning.

EDPS 667 Principles of Educational Research
Basics concepts in understanding and evaluating contemporary educational research, addressing both quantitative and qualitative research methods. The focus is on critical understanding of, rather than production of, research.

CURR/SOFD 654 Multicultural Teaching and Learning
The purpose of this course is to further develop students' multicultural/multiperspective teaching skills and understandings, to analyze one's own cultural experiences (seated in the areas of class, race and gender), to expand skills of intercultural communication and to examine ways in which to create culturally sensitive teaching and learning environments.

CURR 656 Curriculum Design, Implementation, Evaluation
This course covers curriculum design and development from goal selection through implementation and evaluation. Students will be expected to produce curriculum examples that are consistent with the principles in the course.

CURR 664 Multicultural Curriculum Development
The multicultural educator understands that we do not all perceive and/or experience reality in the same fashion. The multicultural education recognizes and accepts cultural differences, knows how to increase cultural knowledge and understanding, is skilled at searching for options in the communication process and is skilled in creating culturally sensitive environments. The purpose of this course is to further develop participants' multicultural skills and understandings.

CURR 665 Differentiation in the Classroom
The course is designed to teach skills necessary for differentiating curriculum to meet the needs of all students in the classroom. Strategies include the differentiation of content, process, product and assessment.

Students must also take one of three Social Foundations course offerings: SOFD 550 ("Philosophy, Ethics and Teaching"), SOFD 580 ("Sociology of Education"), or SOFD 572 ("The History of American Schooling and Literacy.") The courses provide a broader context and perspective for all of the other program offerings. Course descriptions are given below.
SOFD 550 Philosophy, Ethics and Teaching
Application of philosophical methods of analysis to specific ethical problems facing teachers in preschool, elementary and secondary schools. Students will investigate various ethical frameworks and critically examine, by means of case studies, controversial educational issues.

SOFD 580 Sociology of Education
This course introduces various sociological perspectives to analyze the relation of schooling to the social construction of race, class, gender and sexuality in a socially stratified society. Special attention is placed on teachers' responsibilities and skills as classroom practitioners, child advocates and community leaders in a culturally diverse democratic society.

SOFD 572 The History of American Schooling and Literacy
Drawing on a variety of sources from historical narrative and historiography, the course provides a context for interpreting the conflicting aims of literacy and education in the United States.

Students will take one of the existing graduate Internship courses, EDPS 688 or the parallel CURR 688.

EDPS 688
This course provides opportunities for students to develop assessment skills in the field and/or to learn from practicing assessment professionals. Specific course goals, schedules, and assignments will be tailored to the needs of individual students.

CURR 688
Provides a supervised opportunity for students to apply knowledge and skills gained through classroom activity in a "real world" working environment. Internship sites and supervision are arranged with program advisers.

A special feature of this program is that, once students have completed all six of the Educational Psychology courses, they will have earned the 18 credit hour Certificate in Educational Assessment.

2-5. n/a

6 and 7. The proposed program will assure graduate-level study (including an adequate emphasis on research) in several ways:

a. Students must meet requirements for admission to graduate studies at EMU.

b. Students must meet requirements for admission to Department of Teacher Education graduate programs.
c. Courses content will be delivered in various ways to meet the needs of a diverse student population. This includes traditional lecture and discussion, online and hybrid approaches, and evening classes.

d. Several program courses—and EDPS 667 in particular (“Principles of Educational Research”)—will serve to advance students’ levels of graduate scholarship. Students will become familiar with University (and universal) requirements related to human subject research, and will conduct extensive data analysis.

e. Faculty members teaching the capstone course (EDPS/CURR 688 course; "Internship in Educational Psychology") will demand graduate-level written work which comprehensively reflects program learnings.

C. Admission

Proposed admission requirements for the new program are the same as those for other Department of Teacher Education Masters Programs. Students must:

1. Comply with the Graduate School’s admission requirements.

2. Hold a 2.75 undergraduate GPA or 3.0 in the last half of the undergraduate work or 3.3 GPA in 12 hours or more of work at the graduate level or a minimum 50th percentile on the GRE writing. International students must have a minimum score of 550 on the TOEFL;

3. Hold a valid teaching credential. For international students who do not intend to teach in the United States, this requirement can be waived.

4. Furnish an analysis of professional goals written by the candidate. This analysis should include a description of how the chosen degree program will help meeting the selected goals and how the candidate’s life experiences, accomplishments and interests will contribute to his or her success in the program; and

5. Request and have submitted two letters of recommendation that address the candidate’s professional commitment, experience and potential.

The transcripts, analysis of goals and letters of recommendation should give evidence of potential for graduate-level scholarship.

There will be no conditional admissions to the program.

D. Projections

1. The Department of Teacher Education and its faculty are prepared to begin admitting students to the new program immediately.
2. We anticipate an initial annual enrollment of 20 students, with an increase to 30 within three years.

3. Although the teaching faculty will naturally monitor the effectiveness of the new program over time, (including the effectiveness of individual courses and assignments), no new directions for the proposed Masters program can be anticipated. If enrollment grows as anticipated, additional sections of some of the courses may need to be offered (along with attendant costs), but no additional department, college or university resources will be required.

4. Initially, some courses will be offered once annually. Some are already offered multiple times annually. This is likely to remain the case, even if enrollment increases as described above. If enrollment increases beyond expectations, courses which are now offered only annually may need to be offered more frequently.

II. Justification and Rationale

a. A most useful concept for teachers and other educational professionals is that of the curvature/instruction/assessment triangle.

In high quality PK-12 classrooms, teachers are aware of, believe in, and attend to the principles of the triangle. Those principles are:

1. Teachers must be fully familiar with their local and state curricula (which will likely match.)
2. Teachers must teach the curriculum using best practice. (If this is true in a particular classroom, curriculum and instruction are in alignment, and the left side of the triangle is strong.)

3. Teachers must use high quality assessment practices which are fully aligned with their high quality instruction. If this is also true in a particular classroom, all three corners of the triangle are in alignment, and all three sides are strong.

While other teacher characteristics are important in the promotion of student achievement (teacher disposition and demeanor, for instance), attention to the principles illustrated by the triangle are essential. Chiefly, the triangle points up the strong interrelatedness of curriculum, instruction and assessment in effective classrooms.

The faculty of the Department of Teacher Education in the College of Education understand the relationships among curriculum, instruction and assessment, and students enrolled in both our Initial Teacher Preparation Programs and Graduate Programs are expected to understand these relationships as well. Indeed, in recognition of those inherent interdependencies, our required undergraduate EDPS 340 ("Introduction to Classroom Assessment and Evaluation") and CURR 304/305 ("Curriculum and Methods") courses are sometimes "blocked" and taught in the Department of Teacher Education.

With this in mind, a Masters Program which focuses on the connections among curriculum, instruction and assessment is overdue. The Educational Psychology Program Area would take the lead in administering the proposed new Masters.

Additional urgency for offering the proposed new Masters program comes courtesy of current state and national educational policy. Michigan's MEAP program (mandatory testing in various subject areas in grades 3-8) the Michigan Merit Exam for high schoolers and the No Child Left Behind Act all put enormous emphasis on the need for rigorous state and local curricula, "highly qualified teachers", and high (and ever-higher) student test scores. That is, state and federal policy automatically attend to all three corners and all three sides of the curriculum/instruction/assessment triangle.

b. The proposed program--which emphasizes the relationships among classroom curriculum, instruction and assessment--appears to be unique in Michigan. Other programs in Michigan which share some characteristics of the proposed EMU program include the following.

Wayne State University offers Masters of Arts in Curriculum and Instruction, in Education Evaluation and Research, and in Educational Psychology.

The University of Michigan (including U of M/ Dearborn) offers Masters of Arts in Curriculum Development, jointly in Education and Psychology, in Teaching, and in Education (general studies.)
Oakland University offers a Master of Education in Educational Studies, as does Michigan State University.

Western Michigan University offers Master of Arts in Education and Professional Development, in Educational Leadership, and in Evaluation, Measurement and Research Design.

III. Preparedness

a. All courses in the combined EDPS/CURR program would be taught by previous vetted faculty members and/or instructors. (All courses in the program come from other established Educational Psychology and Curriculum Masters programs.)

b. As noted, all courses in the proposed program come from other established Educational Psychology and Curriculum Masters programs. Needed library resources for the proposed program, therefore, are the same as those needed for current EDPS and CURR masters, which—as established in previous EDPS and CURR Masters programs proposal documents—are adequate.

c. University facilities are adequate for the proposed program.

d. The proposed program is self-contained within the Department of Teacher Education, and does not rely on courses, faculty, or physical equipment outside the department.

e. The promotion of the program will be integrated and will include a variety of different tactics. Direct mail (such as a brochure or post card) will be targeted at a variety of different audiences, including educators in local school districts and EMU alumni from related undergraduate programs. A website will be designed to engage prospective students, as well as achieve optimal search engine placement. Advertisements will be placed in regional publications geared to educators, such as the Michigan Education Association Voice and Michigan Science Teachers Association Newsletter, as well as pay-per-click via Google. A display booth also will be sponsored at regional professional conferences/events—such as the Michigan Reading Association Annual Conference—geared to educators.

Faculty and staff members of the Department of Teacher Education will work with Continuing Education and Marketing and Communications staff members to develop other effective approaches as marketing lessons are learned.

g. n/a

IV. Plans for Assessment/Evaluation
Program assessment will take several forms. Students will be assessed course-by-course via traditional testing and—in line with NCATE expectations—performance assessment. In the culminating course (EDPS/CURR 688), students will be expected to synthesize their program learnings and skills by way of individualized performance assessments.

During the first years of implementation especially, EDPS and CURR faculty members will meet periodically to monitor program success and adjust as needed. Indicators of program success will include number of enrollees, persistence toward program completion, and student satisfaction, all of which will require collection, management, and analysis of objective data.

Additionally, the program will be subject to customary University review protocols, including (currently) Program Review. Further, a comprehensive assessment system is currently being developed for the EDPS masters degree programs; the new program would be included in that effort if approved.

V. Program Costs

As noted, all courses in the proposed program come from other established Educational Psychology and Curriculum Masters programs. Therefore, little funding beyond normal faculty/instructor and overhead costs is anticipated. Pending input from staff members of the departments of Continuing Education and Marketing and Communications, there may be a need to develop marketing materials, with costs to be determined. Furthermore, EDPS and CURR faculty members would like to keep open the option of purchasing some materials (books, videos, etc.) supportive of the new program.
RECOMMENDATION

ATHLETIC AFFAIRS COMMITTEE

ACTION REQUESTED
Working agenda for June 23, 2009 and the April 21, 2009 minutes to be received and placed on file.

STAFF SUMMARY
- The minutes for the April 21, 2009 meeting included the latest update on the MAC.
- Director of Athletics, Derrick Gragg discussed football scheduling philosophy and the need to balance guarantee games versus BCS institution versus putting our student-athletes at a competitive disadvantage.
- A present on the history of the athletic program was presented for the most recent 10 years.
- The Director of Athletics discussed the Improvement Plans for the various sport programs.

The agenda for the June 23, 2009 meeting will include:
- Approval of April 21, 2009 Minutes
- Financial Impact of Athletics to the University
- Preliminary 2009-20 Goals and Objectives
- Good News from Athletics

Good News from Athletics
- Scholar-Athlete banquet for 172 student-athletes
- Freshman, baseball player Wally Gerbus was named one of the college baseball’s “Louisville Slugger” national players of the week after tying a MAC record
- EMU Pioneer Track Event hosted a two day alumni event. Attending the event included: Past EMU track athlete and famed head coach Bob Parks, Hayes Jones, EMUS’s first Olympic Gold Medal winner in 1964 and also won a Bronze medal in 1960, Red Simmons who ran track here during the early 1930’s when EMU was known as Michigan Normal. Red is regarded as the “Father of Women’s track” in Michigan becoming the University of Michigan’s first track coach. Also EMU Hall of Famer and organizer of the event, Eugene Thomas; EMU Hall of Famer Rick Ross who is the Athletic Director at Lincoln High School, and recent EMU athletic hall of fame inductee Chuck Wilson were all in attendance.
- Junior Erin Grigg was named to the Academic All-MAC women’s gymnastics team
- Senior Softball Heather Han was named MAC Female Scholar Athlete of the Week for the week ending April 12th.

FISCAL IMPLICATIONS
To be determined

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

A. Approval of Tuesday, April 21, 2009 Minutes

B. Financial Impact of Athletics to the University

C. Preliminary 2009-20 Goals and Objectives

D. Good News from Athletics
Regent Phillip Incarnati called the Athletic Affairs Committee to order at 12:48 p.m.

Request for approval of the February 24, 2009 Minutes. Moved and seconded, motion carried.

The Director of Athletics, Derrick Gragg thanked outgoing chair, Regent Clack for all his hard work chairing this committee, the Athletic Department is quite grateful.

The Director of Athletics then discussed football scheduling philosophy and the need to balance playing guarantee games versus BCS institutions versus putting our student-athletes at a competitive disadvantage. Regent Incarnati stated he would strongly encourage the two for one situation. Maryland, we need to take advantage of that.

There was a presentation on the history of the athletic program and the most recent 10 year history of the program collectively. Teams have captured 109 MAC Championships – 88 men’s, 21 women’s – since EMU joined the MAC in 1973 (an average of 3 per year). However, there is a heightened awareness of our need to improve the revenue-producing sports of football and men’s basketball. Director, Derrick Gragg thanked Liz Broughton for all her efforts to assist the Athletic Department.

The Director of Athletics proceeded to discuss the Improvement Plans for the various sport programs that are not currently placing within the top half of conference standings. Such plans will focus on:
* A recap of the past season (e.g., injuries, strength of schedule, game preparation/motivation, and other components that affected the outcome of the season).

* This year's offensive and defensive production/performance in comparison to other MAC teams.

* Information about upcoming recruiting class and future classes.

* The returning student-athletes (e.g. who is returning, contributors who are graduating, players who may be seeking to transfer, etc.)

* The current staff, including the assistant coaches, strength and conditioning staff.
*The immediate team goals for next season.

*Your overall philosophies/goals for the overall success of based on recruiting, scheduling, etc.

*Any other information you feel will be essential/important.

**MAC Updates**

- We welcome new MAC Commissioner Dr. Jon Steinbrecher. I invited Dr. Steinbrecher to the June 23rd meeting, but he cannot attend. However, he wants to get on all the MAC campuses as soon as possible. I will invite him to attend during the fall. We will meet him at the annual MAC meetings in Chicago in May.
- Congratulations to Dell Robinson, Associate Commissioner, who was recently named as the new GLIAC Commissioner.

**Good News from Athletics**

- **Scholar-Athlete Banquet**: 172 student-athletes honored at the EMU Department of Athletics annual Scholar Athlete Award Banquet. Top Scholar-Athletes from each team with the highest grade point averages were honored as well along with faculty members that they chose to attend the banquet. We want to thank Erin Burdis and Ann Pierson and the SASS staff for their tireless work.
- **Freshman baseball player Wally Gerbus** was named one of college baseball’s “Louisville Slugger” national players of the week after tying a MAC record by hitting 4 home runs versus Bowling Green in a 27-7 win over the Falcons. He also went 8-17 in a three game series versus league leading Ohio U. In addition to the national award, Wally was also named MAC West player of the week.
- **EMU Pioneer Track Event**
  This past weekend, Eastern Michigan University athletic department celebrated the history of EMU track and field/cross country by hosting a two-day alumni event for the Pioneers of the EMU Track and Field and Cross Country programs. We recognized and celebrated the former athletes and teams prior to Eastern’s entrance into the Mid-American Conference. Those who attended the event included:
  - Past EMU track athlete and famed head coach Bob Parks
  - Hayes Jones, EMUS’s first Olympic Gold Medal winner in 1964 and also won a Bronze medal in 1960, Red Simmons who ran track here during the early 1930’s when EMU was known as Michigan Normal. Red is regarded as the “Father of Women’s track” in Michigan becoming the University of Michigan’s first track coach. Also EMU Hall of Famer and organizer of the event, Eugene Thomas; EMU Hall of Famer Rick Ross who is the Athletic Director at Lincoln High School, and recent EMU athletic hall of fame inductee Chuck Wilson were all in attendance.
  - **Junior Erin Grigg** was named to the Academic All-MAC women’s gymnastics team for the first time in her career. Erin carries a 3.97 gpa in exercise science. She was named as MAC Female Scholar Athlete of the Week twice during the season.
• Senior Softball student-athlete **Heather Han** was named MAC Female Scholar Athlete of the Week for the week ending April 12. The MAC Scholar Athlete of the Week honor is presented to a student-athlete who has a cumulative GPA of 3.0 or better and performs well during that week’s competition. During that week, Heather hit .429 with four RBI and one home run in our softball program’s first-ever regular season sweep of Central Michigan.

• The Softball locker room renovation project has been completed. I was at the softball field when the keys to the facility were turned over to head coach Karen Baird. The facility is outstanding and the student-athletes and coaches are very happy with the work. I want to personally thank Doug Dowdy, Erich Keil, Dave Jaworski and John Donegan from the Physical Plant.

• Women’s golf MAC tournament will be held this weekend. We have finished 2nd in the MAC the past two years and have finished that high only one other time in the history of the program, thus, they are doing quite well.

• Men’s swimming/diving student-athletes and head coach Peter Linn will be honored at today’s regular Board meeting. The team captured its third consecutive MAC championship this past week. The win also marked the third consecutive title and the ninth in the past ten years for the Eagles. Head coach **Peter Linn** picked up his seventh Coach of the Year honor. The win marked the 18th title during Peter’s tenure here as head coach.

Athletic Affairs Committee adjourned by Regent Incarnati at 1:15p.m.

Respectfully submitted,

Karen A. Hansen
Administrative Secretary
Intercollegiate Athletics

kah
Minutes, April 21, 2009.doc
RECOMMENDATION

ATHLETIC AFFAIRS COMMITTEE

ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file the fiscal year 2009-10 budget information for athletics reviewed by the Athletic Affairs Committee.

STAFF SUMMARY

Summary athletics-related expenditure information for the General Fund and Game Guarantee Designated Fund are attached.

FISCAL IMPLICATIONS

The athletics expenditures are included in the University’s proposed 2009-10 budgets recommended concurrently for Board approval (Section 21).

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date
Eastern Michigan University
Athletics

FY 2009-10 vs. FY 2008-09 Operating Budget

<table>
<thead>
<tr>
<th>Org. Description</th>
<th>FY 2009-10 Budget</th>
<th>FY 2008-09 Budget</th>
<th>Change over FY 2008-09</th>
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<td>378,582</td>
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<td><strong>Total Fringe Benefits</strong></td>
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<td><strong>1,613,756</strong></td>
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<td><strong>9,541,292</strong></td>
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Eastern Michigan University
Athletics
FY 2009-10 vs. FY 2008-09 Operating Budget
by Organization Code

<table>
<thead>
<tr>
<th>Org. Description</th>
<th>FY 2009-10 Budget</th>
<th>FY 2008-09 Budget</th>
<th>Change over FY 2008-09</th>
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<td>IA Other Events</td>
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<td><strong>9,541,292</strong></td>
<td><strong>78,241</strong></td>
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# Eastern Michigan University

## 2009-10 Athletics Game Guarantee Projections

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<th>Revenue Source</th>
<th>Revenue Amount</th>
<th>Expenditure Amount</th>
<th>Net Revenue Margin</th>
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<td>Incremental Travel Costs</td>
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<td>10% to General Program</td>
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<td>MAC Bowl Costs</td>
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<td>Idaho Contract</td>
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<td></td>
<td></td>
<td>Coaches - Comp Incr. (09-10)</td>
<td>(247,000) c/</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Guarantee to Army</td>
<td>(100,000)</td>
<td></td>
</tr>
<tr>
<td><strong>Total Football</strong></td>
<td>$1,775,000</td>
<td></td>
<td>($1,210,200)</td>
<td>$564,800</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$56,480</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$508,320</td>
</tr>
</tbody>
</table>

## Men's Basketball

<table>
<thead>
<tr>
<th>Revenue Source</th>
<th>Revenue Amount</th>
<th>Expenditure Amount</th>
<th>Net Revenue Margin</th>
<th>Allocation of Margin</th>
</tr>
</thead>
<tbody>
<tr>
<td>TBD Away Game</td>
<td>$100,000</td>
<td>TBD Home Game</td>
<td>($5,000)</td>
<td></td>
</tr>
<tr>
<td>Exhibition Games</td>
<td></td>
<td></td>
<td>(5,000)</td>
<td></td>
</tr>
<tr>
<td><strong>Total Basketball</strong></td>
<td>$100,000</td>
<td></td>
<td>($10,000)</td>
<td>$90,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$81,000</td>
</tr>
<tr>
<td><strong>Total Game Guarantee</strong></td>
<td>$1,875,000</td>
<td></td>
<td>($1,220,200)</td>
<td>$654,800</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$589,320</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>Womens Basketball – Tournament/Exhibition Games</td>
<td>$5,000</td>
</tr>
<tr>
<td>Payments on prior year projects – new soccer field, field turf for football field</td>
<td>100,000</td>
</tr>
<tr>
<td>Transfers from Game Guarantee fund to cover negative balance designated funds</td>
<td>200,000</td>
</tr>
<tr>
<td>Marketing – Transfer to President's Office (Total Marketing Budget of $400,000)</td>
<td>280,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$565,000</strong></td>
</tr>
<tr>
<td><strong>Surplus/(Shortfall)</strong></td>
<td><strong>$24,320</strong></td>
</tr>
</tbody>
</table>

---

a/ Cost for one charter flight included in base budget; one flight in 2009 (Arkansas)
b/ Total of $567,000 includes $364,500 head coach severance, $112,500 severance for assistant coaches, $50,000 new coaches relocation, and $39,400 for search firm
c/ Transfer from Game Guarantee Designated Fund to General Fund to cover annual compensation increases over 2008-09 budget levels:
   - 2009-10  $247,000 includes incremental coaches salaries ($169,500), fringe benefit costs ($64,900), and fringe costs for Director of Football Operations ($12,600)
   - 2008-09  $108,700 reflects partial year of $247,000. Actual amount of transfer a function of when new coaches are hired

Jan. 8, 2009
RECOMMENDATION

FINANCE AND AUDIT COMMITTEE

ACTION REQUESTED

It is recommended that the Board of Regents receive and place on file the minutes from the April 21, 2009 Finance and Audit Committee meeting, the Working Agenda for the June 23, 2009 meeting and the Informational Reports and Financial Updates.

STAFF SUMMARY

April 21, 2009 Meeting
Regular Agenda items discussed at the April 21, 2009 Finance and Audit Committee were Staff Separations/Retirements and Staff Appointments for period February 1 through April 1, 2009 as well as the Informational Reports and Financial Updates as of February 28, 2009. The Committee reviewed the recommendations to the Board for:

- Authorizing the Issuance and Delivery of General Revenue Bonds and General Revenue Refunding Bonds
- 2009-10 Rates for Room, Board and Apartments
- Identity Theft Prevention Program – Red Flag Rule

June 23, 2009 Meeting Agenda
Regular agenda items include Staff Separations/Retirements and Staff Appointments for period April 1, 2009 through June 4, 2009 as well as the Informational Reports and Financial Updates as of April 30, 2009. The Committee also will review recommendations to the Board for:

- 2009-10 General Operating, Auxiliary and Capital Budgets
- 2009-10 Tuition and Fees
- Authorizing the Purchase of Fletcher School Property

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 and Audit Committee
Meeting Minutes
April 21, 2009

Present: Regents J. Stepleton, P. Incarnati, F. Parker, M. Okdie, J. Lumm

CONSENT AGENDA

Section 1: Recommendation Staff Appointments

The University recommended to the Board of Regents to approve 10 staff appointments for the reporting period of February 1, 2009 through April 1, 2009.

Section 2: Recommendation Staff Separations/Retirements

The University recommended to the Board of Regents to approve 8 staff separations and retirements for the reporting period of February 1, 2009 through April 1, 2009.

INFORMATIONAL REPORTS

Section 11: Recommendation Monthly Reports – Finance and Audit Committee, Informational Reports and Informational Presentations

John Lumm noted that the Grants and Contracts report indicated that awards totaling $1.6M were received during the period of February 1 through March 31. On a YTD basis through March 31, awards for fiscal year 2008-09 totaled $11.1M, an increase of $3.1M (39%) over the same period in 2007-08. YTD proposals submitted in 2008-09 totaled $46.7M, double the dollar level of proposals one year ago. He also stated that based on the dollar value, 73% of the 2008-09 awards were federal, 23% were from foundations and state/local governments, and 4% were from business and industry.

John reported that under Strategic Initiatives Progress the pilot of Phase 2 of the University's new e-mail system (EagleMail) was completed successfully in April and University-wide roll-out of collaboration and productivity tools (shared folders, briefcase, address book, task lists and documents) began earlier this month. A second pilot for shared calendaring functionality will begin later this month. EMU’s Computer Refresh program for the year was completed in February with 550 systems ordered. Upgrades to the University’s ERP system (Banner and Oracle) are continuing and planning is underway for the next major Banner upgrade (Version 8.0) Launch of the upgrade will occur in June or July 2010.

As of February 28, 2009, EMU’s cash and investments balance was $101M equivalent to 118 days cash on hand. The cash and investment levels are consistent with budget. The University’s YTD annualized portfolio return through December 31 was 1.53%.

Student accounts receivable totaled $17.5M at February 28, up 2.2% from February 2008. Receivables in excess of 180 days past due were $5.9M at February 28, up $1.1M from February 2008. We continue to monitor the receivables closely.

The University’s unrestricted net assets at February 28, 2009 were $87.2M, consistent with budget. Total net assets at December 31 were $264.3M, also consistent with budget.

Financial Updates for Operating Budgets (Eight months through February 28, 2009)

Revenues for the first eight months of the fiscal year in both the General ($202.7M) and Auxiliary ($29.9M) funds were generally consistent with budget in total. Income is tracking below budget. YTD General Fund expenditures through February were $184.5M or 70.2% investment of the annual $262.7M budget, consistent with the same period in 2007-08. General Fund expenditures YTD are in line with budget in total and interest expense is over budget reflecting the capital market challenges. Offsetting the unfavorable interest costs has been favorable
performance to budget for fringe benefit costs and utilities. YTD Auxiliary Fund expenditures through the first eight months were $23.8M (67.1%) of the full year expenditure budget. For the Full Year Forecast the outlook is largely unchanged from February. Barring any significant unforeseen events, projections for the General Fund indicate we will finish the year at or very near budget for both revenues and expenditures. We continue to monitor expenses closely and take action as necessary.

Enrollment and Student Credit Hours – 2008-09 Forecast/Early Application Data for 2009-10

The present forecast for 2008-09 fiscal year remains at 513,100 credit hours, down 2.2% from 2007-08 and down 9.9% from the peak in 2003-04. The 2008-09 budget, including the 5,000 credit hour challenge, is 514,000. At the 513,100 level, the University will have achieved 82% (4,100 hours) of the credit hour challenge. The percent full year forecast for credit hours is slightly below budget (900 hours), tuition revenue will meet, or slightly exceed, budget as the actual mix of credit hours has been favorable to budget. Applications received through April 2nd for Fall 2009 are relatively strong compared with the same time last year. FTIAC applications are up 7% (9,179 vs. 8,590), transfer applications are up 14% (1,570 vs. 1,376), and Graduate applications are up 13% (1,870 vs. 1,658).

Section 12: Recommendation Authorizing the Issuance and Delivery of General Revenue Bonds and General Revenue Refunding Bonds

It is recommended that the Board of Regents approve the resolution authorizing the issuance of general revenue bonds and general revenue refunding bonds replacing the Dexia letter of credit with a letter of credit issued by JPMorgan Chase Bank.


It is recommended that the Board receive, approve and place on file the OMB Circular A-133 Supplementary Financial Reports for the Year Ended June 30, 2008 the independent auditors report on compliance with requirements applicable to the University's Federal Awards programs. The report states that the University complied, in all material respects, with the requirements governing its major Federal Award Programs. Plante & Moran reported in the Schedule of Findings and Questioned Costs that there were no material weaknesses, Financial Statement audit findings or Federal Program audit findings to report.

Section 14: Recommendation 2009-10 Rates for Room, Board and Apartments

It is recommended that the Board of Regents approve the 2009-10 rate of 5.9% for residence halls, meal plans, and a 3.65% average rate increase for all apartment units. With the increase cost of energy, food and supplies, labor and benefits, and an ever growing deferred maintenance expense, these rates are required to meet all financial obligations and set aside funds for future investment in auxiliary facilities.

Section 15: Recommendation Identity Theft Program – Red Flag Rule

It is recommended that the Board of Regents adopt a policy that establishes an Identity Theft Prevention Program as required by Public Law 108-159, secs. 115 and 315; 15 U.S.C. 1818c(h); 16 C.F.R. Part 681. It is further recommended that the Board of Regents, through the President, authorize the Chief Financial Officer and the Vice President of Student Affairs and Enrollment Services to oversee, develop, implement and administer the Identity Theft Prevention Program and, once presented, the initial program be reviewed and approved by the Finance and Audit Committee of the Board of Regents.

Meeting was adjourned at 3:10 PM.

Respectfully Submitted,

Tammy Morley
BOARD OF REGENTS
EASTERN MICHIGAN UNIVERSITY
201 WELCH HALL
(734) 487-2410

Tuesday, June 23, 2009

BOARD MEETING

FINANCE AND AUDIT COMMITTEE

CONSENT AGENDA

Section 1: Recommendation: Staff Appointments Report

Section 2: Recommendation: Staff Separations/Retirements Report

REGULAR AGENDA

Section: Recommendation: Informational Reports and Financial Updates
- Minutes from April 21, 2009
- June 23 Finance and Audit Committee Agenda
- Executive Summary
- Grants and Contracts
- Strategic Initiatives Progress Report
- Financial Reports

Section: Recommendation: 2009-10 General Operating, Auxiliary and Capital Budgets

Section: Recommendation: 2009-10 Tuitions and Fees

Section: Recommendation: Authorizing the Purchase of Fletcher School Property
Consent Agenda – Staff Appointments and Separations/Retirements

- 8 staff appointments and 14 staff separations/retirements for the period April 2, 2009 through June 4, 2009 are recommended for Board approval.

Grants and Contracts (April 1, 2009 through May 31, 2009)

- Grant and contract awards totaling $643K were received during the two month period.
- On a YTD basis through May 31, awards for fiscal year 2008-09 totaled $11.7M, an increase of $2.3M (24%) over the same period in 2007-08. YTD proposals submitted in 2008-09 totaled $54.8M, a 75% increase compared with the dollar level of proposals a year ago.
- Based on the dollar value, 73% of the 2008-09 YTD awards were federal, 23% were from foundations and state/local governments, and 4% were from business and industry.

Information Technology – Strategic Initiatives Progress Report

- A second pilot of Phase 2 of the University’s new e-mail system (EagleMail) was conducted in May. This month, the second set of collaboration and productivity tools (shared calendaring and mobile device synchronization) will be rolled out University wide. As with prior EagleMail rollouts, demonstration and training sessions are offered.
- EMU’s Computer Refresh program for the year was completed in February with 550 systems ordered.
- Upgrades to the University’s ERP systems (Banner and Oracle) are continuing. Planning continues for the next major Banner upgrade (Version 8.0 – August 2010). Planning for the upgrade to version 4.0 of Luminus software is also continuing.

Financial Update – Balance Sheet (as of April 30, 2009)

- EMU’s cash and investments balance on April 30 was $88.4M, equivalent to 104 days cash on hand. The cash and investment levels remain consistent with budget. The University’s YTD annualized portfolio return through April 30 was 2.08%.
- Student accounts receivable totaled $19.0M at April 30, down 4.3% from April of a year ago. Receivables in excess of 180 days past due were $6.0M at April 30, up $1.5M from April 2008. We continue to monitor the receivables closely.
- The University’s unrestricted net assets at April 30 were $73.1M, consistent with budget. Total net assets at April 30 were $250.6M, also consistent with budget.

University Financing Actions

- Refinancing of University’s $125M of variable rate debt was completed on May 12. The favorable rate impact of replacing Dexia Bank with Chase Bank was immediate.
- New borrowing ($100M fixed rate) was completed May 28. A combination of conventional tax exempt and taxable Build America Bonds were issued at an all-in average rate of 4.75%.
Financial Update – Operating Budgets. (Ten Months through April 30, 2009)

- **Revenues** for the ten months of the fiscal year in both the General ($234.4M) and Auxiliary ($33.9M) funds were generally consistent with budget. Investment income, previously mentioned as an income element underperforming budget, has improved.

- **YTD General Fund expenditures** through April were $229.1M or 87.2% of the annual $262.7M budget, consistent with the same period in 2007-08. Although General Fund expenditures YTD are generally in line with budget in total and for most cost elements, interest expense is significantly over budget reflecting the capital market challenges. Offsetting the unfavorable interest costs has been favorable performance to budget for fringe benefit costs, utilities and SS&M.

- **YTD Auxiliary Fund expenditures** through the first ten months were $31.1M, equivalent to 87.5% of the full year expenditure budget.

- **Full Year GF Forecast** – the outlook has improved since February. Barring any significant unforeseen events, we are projecting a General Fund surplus of about $2M (0.8%) for the full fiscal year.

  Revenues are forecasted to be about $1M higher than budget, primarily in tuition and fees. Although we will likely finish the year slightly below budget on student credit hours (513,000 vs. budget of 514,000), the mix of hours has been favorable to budget throughout the fiscal year. As noted above, Investment income is now tracking better than budget.

  Expenditures are forecasted to be about $1M below budget. Fringe benefits, utilities, SS&M, and equipment are all tracking below budget, more than offsetting the higher interest costs.

Student Credit Hours – 2008-09 Forecast/Current Status for Summer/Fall 2009

- The present forecast (largely actual) for the 2008-09 fiscal year remains at 513,200 credit hours, down 2.1% from 2007-08 and down 9.9% from the peak in 2003-04. The 2008-09 budget, including the 5,000 credit hour challenge, is 514,000 hours. At the 513,200 level, the University will have achieved 84% (4,200 hours) of the credit hour challenge.

- As of June 4, student credit hours for Summer 2009 are down 356 hours (1.5%) from Summer 2008 and Fall 2009 credit hours of 144,036 are down 503 (0.3%) from Fall 2008. The FY2009-10 budget recommendation presented today reflects 510,000 credit hours for the year -- down 0.6% year-to-year. A top University priority is to achieve credit hour production in FY10 higher than FY09 and a 514,000 credit hour internal target has been established and cascaded.

- To date, Residence Hall occupancy is tracking higher than a year ago with 1,859 contracts signed through May 29 compared with 1,711 at the same time last year.

June 23, 2009
## Grants and Contracts

### FY 2009 Progress Report

#### Table I: Proposals

<table>
<thead>
<tr>
<th>Activity</th>
<th>FY2009 Activity through 05/31</th>
<th>FY2008 Activity through 05/31</th>
<th>FY2007 Activity through 05/31</th>
<th>FY2009 vs. FY2008 Actual to Date Var.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. to Date</td>
<td>Dollar Value</td>
<td>No. to Date</td>
<td>Dollar Value</td>
</tr>
<tr>
<td>Proposals by Activity:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research &amp; Development</td>
<td>84</td>
<td>$31,428,301</td>
<td>93</td>
<td>$22,131,187</td>
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<tr>
<td>Service</td>
<td>61</td>
<td>$15,558,048</td>
<td>70</td>
<td>$25,239,436</td>
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<tr>
<td>Corporate/Community Training</td>
<td>13</td>
<td>$4,078,940</td>
<td>54</td>
<td>$2,277,262</td>
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<tr>
<td>Instructional Support &amp; Other</td>
<td>25</td>
<td>$2,744,643</td>
<td>17</td>
<td>$2,808,516</td>
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<tr>
<td>Total Proposals</td>
<td>183</td>
<td>$54,809,932</td>
<td>234</td>
<td>$31,406,404</td>
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</tbody>
</table>

#### Table II: Awards

<table>
<thead>
<tr>
<th>Activity</th>
<th>FY2009 Activity through 05/31</th>
<th>FY2008 Activity through 05/31</th>
<th>FY2007 Activity through 05/31</th>
<th>FY2009 vs. FY2008 Actual to Date Var.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. to Date</td>
<td>Dollar Value</td>
<td>No. to Date</td>
<td>Dollar Value</td>
</tr>
<tr>
<td>Awards by Activity:</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Research &amp; Development</td>
<td>55</td>
<td>$2,742,222</td>
<td>47</td>
<td>$4,004,189</td>
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<td>Service</td>
<td>61</td>
<td>$3,584,361</td>
<td>43</td>
<td>$2,679,209</td>
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<td>Corporate/Community Training</td>
<td>61</td>
<td>$1,519,240</td>
<td>156</td>
<td>$2,200,588</td>
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<tr>
<td>Instructional Support &amp; Other</td>
<td>12</td>
<td>$601,658</td>
<td>12</td>
<td>$249,188</td>
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<tr>
<td>Total Awards</td>
<td>184</td>
<td>$9,452,481</td>
<td>258</td>
<td>$9,133,174</td>
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</table>

#### Awards by Funding Source:

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>FY2009 Activity through 05/31</th>
<th>FY2008 Activity through 05/31</th>
<th>FY2007 Activity through 05/31</th>
<th>FY2009 vs. FY2008 Actual to Date Var.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No. to Date</td>
<td>Dollar Value</td>
<td>No. to Date</td>
<td>Dollar Value</td>
</tr>
<tr>
<td>Federal</td>
<td>51</td>
<td>$5,797,102</td>
<td>50</td>
<td>$5,716,573</td>
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<tr>
<td>State</td>
<td>13</td>
<td>$679,896</td>
<td>13</td>
<td>$542,836</td>
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<tr>
<td>Foundations*</td>
<td>13</td>
<td>$579,510</td>
<td>4</td>
<td>$42,550</td>
</tr>
<tr>
<td>Business &amp; Industry</td>
<td>145</td>
<td>$2,213,316</td>
<td>(92)</td>
<td>($1,025,823)</td>
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<tr>
<td>Local Govt. &amp; Other Non-Profits</td>
<td>46</td>
<td>$867,848</td>
<td>46</td>
<td>$617,848</td>
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<tr>
<td>Total Awards</td>
<td>104</td>
<td>$11,732,950</td>
<td>258</td>
<td>$9,133,174</td>
</tr>
</tbody>
</table>

*Grants reported jointly with the EMU Foundation:

- Michigan Women's Foundation: $3,500
- Ann Arbor Area Community Foundation: $30,000
- Fifth Third Foundation: $10,000
- Anonymous Foundation: $320,000
- Anonymous Foundation (supplement): $350,000
- American Psychoanalytic Association: $11,000
- Community Foundation of Southeast Michigan: $25,000
- Detroit Edison Foundation: $20,000
- TOTAL: $852,250
# EASTERN MICHIGAN UNIVERSITY
Summary of Grants and Contracts Received: April 1, 2009 - May 31, 2009
Report to the Board of Regents: June 23, 2009

<table>
<thead>
<tr>
<th>Project Title</th>
<th>Funding Agency</th>
<th>Project Director</th>
<th>EMU Unit</th>
<th>3rd Party In-kind</th>
<th>EMU In-kind</th>
<th>EMU Cash</th>
<th>Sponsor</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support for the 2009 Smart Coatings Conference</td>
<td>Office of Naval Research</td>
<td>Janil Baghdadi</td>
<td>School of Engineering</td>
<td>$4,000</td>
<td></td>
<td></td>
<td></td>
<td>$9,000</td>
</tr>
<tr>
<td>Performance of Fast-Start and Burst Swim Behavior at Sea Lamprey and Non-Target Fish in Shallow Water</td>
<td>Great Lakes Fisheries Commission</td>
<td>Ulrich Reinhardt-Segawa</td>
<td>Biology</td>
<td>$9,995</td>
<td></td>
<td></td>
<td></td>
<td>$9,995</td>
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<tr>
<td>Mating-Nesting for Bats at a Proposed Wind Farm in Monroe County, Michigan</td>
<td>Consumers Energy Company</td>
<td>Allen Kura</td>
<td>Biology</td>
<td>$65,804</td>
<td></td>
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<td>$65,804</td>
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<tr>
<td>The Impact of Online Professional Development (IOPD), Year 2 Amendment</td>
<td>University of Michigan</td>
<td>Mary Kubitskey</td>
<td>Physics &amp; Astronomy</td>
<td>$33,718</td>
<td></td>
<td></td>
<td></td>
<td>$33,718</td>
</tr>
<tr>
<td>Proposal to Create Digital Maps for the Lincoln and Hickory Bluffs Cemeteries Lincoln Charter Township, Michigan</td>
<td>Lincoln Charter Township, Stevensville MI</td>
<td>Yichun Xie</td>
<td>IGRE</td>
<td>$3,000</td>
<td></td>
<td></td>
<td></td>
<td>$3,000</td>
</tr>
<tr>
<td>Revision of CityGreen Software</td>
<td>American Forests, Washington, D.C.</td>
<td>Yichun Xie</td>
<td>IGRE</td>
<td>$10,388</td>
<td></td>
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<td>$10,388</td>
</tr>
<tr>
<td>Eastern Michigan University Writing Project - 2009-2010</td>
<td>National Writing Project</td>
<td>William Tucker</td>
<td>English Language &amp; Literature</td>
<td>$7,500</td>
<td>$92,756</td>
<td>$3,500</td>
<td></td>
<td>$154,256</td>
</tr>
<tr>
<td>NEE: An Individually Tailored Mammography Screening Intervention for Chinese American; “ARRA - American Recover and Reinvestment Act”</td>
<td>National Institutes of Health</td>
<td>Tsu-Yin Wu</td>
<td>School of Nursing</td>
<td>$22,680</td>
<td>$2,402</td>
<td>$229,238</td>
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<td>$254,320</td>
</tr>
<tr>
<td>Digital Inclusion</td>
<td>Washtenaw County</td>
<td>Jessica Alexander</td>
<td>Academic Service-Learning</td>
<td>$16,000</td>
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<td></td>
<td></td>
<td>$15,000</td>
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<tr>
<td>EMU Takes Electrical Safety Instruction to Local Safety Educational Programs-2009</td>
<td>Detroit Edison Foundation</td>
<td>Wendy Kivi</td>
<td>Communication &amp; Theatre Arts</td>
<td>$3,544</td>
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<td>$20,000</td>
</tr>
<tr>
<td>Cross-National Analysis of Islamic Fundamentalism, Task 1, 2009</td>
<td>Office of Naval Research</td>
<td>Mansoor Moaddel</td>
<td>Sociology, Anthropology and Criminology</td>
<td>$198,965</td>
<td></td>
<td></td>
<td></td>
<td>$193,905</td>
</tr>
</tbody>
</table>

**NUMBER OF AWARDS:** 18  
**TOTAL:** $7,500 $118,980 $5,902 $642,608 $774,990
Division of Information Technology

STRATEGIC INITIATIVES PROGRESS REPORT

May-June 2009

EagleMail Project

Update on EagleMail—Phase II:
- The second pilot was conducted during May.
- The second set of collaboration and productivity tools will be rolled out in June. These include EagleMail calendars and mobile device synchronization.
- Demonstration and ongoing training sessions will be offered in June.

Computer Refresh
- The Faculty/Staff portion of the 2008 Computer Refresh Program is complete.
- 550 systems were ordered.
  - 77% Dell and 23% Apple.
  - 57% desktops and 43% laptops.
- Planning for the 2009 Refresh Program began in April. Departments will be able to begin placing orders in July.

Enterprise Resource Planning (ERP) System

Banner and Oracle Upgrades:
- Planning continues for an upgrade of Banner to version 8.0. The project kickoff is scheduled for early June, with project completion in August 2010.
- Planning for the upgrade of Luminis software to version 4.0 continues as well. We have reviewed the proposed Scope of Work from the vendor, Sungard, and requested clarification on proposed timelines and detail of their activities.

Other system implementation and upgrades; such as, Xtender Document Management, (R25) Resource Scheduling, fsaAtlas International Student Management, and the upgrade of Appworx (a job scheduling software).
- Transition of EMU’s banking relationship from Comerica to JP Morgan Chase

Technology Infrastructure

Wireless:
- Completed, planned and future installation locations are available at:
  [http://it.emich.edu/wireless/](http://it.emich.edu/wireless/)
### Eastern Michigan University

**CASH AND INVESTMENTS**

April 30, 2009

<table>
<thead>
<tr>
<th>Cash</th>
<th>Date Celled</th>
<th>Mature/ Call Date</th>
<th>Account Balance</th>
<th>Annualized FYTD Actual Total Return</th>
<th>Prior Month Annual, FYTD Total Return</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Dollars</td>
<td>Pct. Total</td>
<td></td>
</tr>
<tr>
<td>EMU</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Comerica Bank/U.S. Bank</td>
<td>n/a</td>
<td>n/a</td>
<td>$1,261,635.24</td>
<td>1.40%</td>
<td>0.5500%</td>
</tr>
<tr>
<td>Less: Outstanding checks and reconciliation items</td>
<td></td>
<td></td>
<td>$(1,524,873.00)</td>
<td>0.00%</td>
<td></td>
</tr>
<tr>
<td>Eagle Crest</td>
<td>Citizen's Bank</td>
<td>n/a</td>
<td>n/a</td>
<td>$46,745.06</td>
<td>0.05%</td>
</tr>
<tr>
<td>Total Cash</td>
<td></td>
<td></td>
<td></td>
<td>$(216,620.20)</td>
<td>1.45%</td>
</tr>
</tbody>
</table>

### Investments

**Money Market Funds**

| Dreyfus Institutional Preferred | Daily | n/a | $12,029,619.81 | 13.37% | 2.6921% | 2.9165% |
| Vanguard Prime Money Market I | Daily | n/a | 25,078,184.41 | 27.88% | 1.2828% | 1.4866% |
| Total Money Market Funds | | | $37,107,804.22 | 41.26% | 1.7749% | 2.0032% |

**Mutual Funds**

| PIMCO Low Duration Institutional | Daily | n/a | $20,617,241.38 | 22.81% | 2.3656% | 0.3000% |
| WESTERN Asset Intermediate | Daily | n/a | $30,948,745.91 | 34.41% | 2.3810% | 0.8400% |
| Total Mutual Funds | | | $51,566,987.29 | 57.22% | 2.3748% | 0.6247% |

**Short-Term (0-1 Year) Bond Fund**

| Vanguard Short-Term Investor | Daily | n/a | $63,324.99 | 0.07% | -2.0452% | -4.9819% |
| Total Short Term Funds | | | $63,324.99 | 0.07% | -2.0452% | -4.9819% |

Total Investments | | | $88,637,116.50 | 98.55% | 2.1056% | 1.3066% |

Total Cash And Investments | | | $88,420,523.80 | 100.00% | 2.0827% | 1.3316% |
Eastern Michigan University
Student Accounts Receivable Activity
As of April 30, 2009 and 2008

April 2009
Total $19,053,276

- $3,068,159 16%
- $2,922,648 15%
- $2,079,763 11%
- $2,478,571 13%
- $8,504,135 45%

- Current
- 61-120 days
- 121-180 days
- 181-360 days
- 360+ internal

April 2008
Total $19,902,188

- 1,856,706 9%
- 2,621,644 13%
- 2,094,764 11%
- 2,575,288 13%
- 10,753,786 54%

- Current
- 61-120 days
- 121-180 days
- 181-360 days
- 360+ internal
<table>
<thead>
<tr>
<th></th>
<th>General Fund</th>
<th>Designated Fund</th>
<th>Auxiliary Activities Fund</th>
<th>Expendable Restricted Fund</th>
<th>Student Loan Fund</th>
<th>Plant Fund</th>
<th>Agency Fund</th>
<th>Consolidated Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Assets:</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and short-term investments</td>
<td>$15,188,740</td>
<td>$4,242,545</td>
<td>$4,284,069</td>
<td>($2,378,451)</td>
<td>($65,029)</td>
<td>$45,591,000</td>
<td>$1,497,285</td>
<td>$83,370,167</td>
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<tr>
<td>Student Accounts receivable, net</td>
<td>$10,900,259</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>10,900,259</td>
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<tr>
<td>Other Accounts receivable, net</td>
<td>$2,654,691</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2,654,691</td>
</tr>
<tr>
<td>Appropriation receivable</td>
<td>$1,466,840</td>
<td>$1,725,726</td>
<td>$1,725,459</td>
<td>6,286,356</td>
<td>477,071</td>
<td>49,047</td>
<td>0</td>
<td>11,699,542</td>
</tr>
<tr>
<td>Inventories</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Deposits and prepaid expenses</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Accrued interest receivable</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total current assets</td>
<td>$54,716,242</td>
<td>$5,972,570</td>
<td>$6,645,824</td>
<td>$3,877,045</td>
<td>$412,724</td>
<td>$45,043,716</td>
<td>$1,497,285</td>
<td>119,046,406</td>
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<tr>
<td><strong>Noncurrent Assets:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Student Loans receivable, net</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Long-term Investments</td>
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<td>0</td>
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</tr>
<tr>
<td>Capital Assets, net</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>Unamortized Bond Expenses, net</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total noncurrent assets</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>$54,716,242</td>
<td>$5,972,570</td>
<td>$6,645,824</td>
<td>$3,877,045</td>
<td>$412,724</td>
<td>$45,043,716</td>
<td>$1,497,285</td>
<td>119,046,406</td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Liabilities:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current portion of long-term debt</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<td>Accounts payable and accrued liabilities</td>
<td>$879,494</td>
<td>$4,750</td>
<td>$1,226,029</td>
<td>13,191</td>
<td>0</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Accrued payroll</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Payroll taxes and accrued fringe benefits</td>
<td>$13,912,218</td>
<td>$6,301</td>
<td>$873,086</td>
<td>39,310</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>16,431,251</td>
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<tr>
<td>Unearned fees and deposits</td>
<td>$412,559</td>
<td>$48,055</td>
<td>$727,475</td>
<td>20,005</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2,702,518</td>
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<tr>
<td>Insurance and other claims payable</td>
<td>$850,890</td>
<td>$315,104</td>
<td>$97,230</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>929,221</td>
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<tr>
<td>Total current liabilities</td>
<td>$23,907,379</td>
<td>$59,709</td>
<td>$3,062,696</td>
<td>71,556</td>
<td>0</td>
<td>6,037,483</td>
<td>1,497,285</td>
<td>40,536,002</td>
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<tr>
<td><strong>Noncurrent Liabilities:</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accrued Compensated Absences</td>
<td>$4,437,264</td>
<td>263</td>
<td>$297,458</td>
<td>7,675</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>4,712,650</td>
</tr>
<tr>
<td>Long-term debt</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Federal Portion of Perkins Program</td>
<td>$4,437,264</td>
<td>263</td>
<td>$297,458</td>
<td>7,675</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>4,712,650</td>
</tr>
<tr>
<td>Total noncurrent liabilities</td>
<td>$4,437,264</td>
<td>263</td>
<td>$297,458</td>
<td>7,675</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>4,712,650</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td>$54,354,823</td>
<td>$59,979</td>
<td>$3,359,045</td>
<td>$79,221</td>
<td>$10,795,242</td>
<td>$126,931,752</td>
<td>$1,497,285</td>
<td>196,055,594</td>
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<tr>
<td><strong>NET ASSETS:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Invested in capital assets, net of related debt</td>
<td>$0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>$168,308,014</td>
<td>0</td>
<td>$168,308,014</td>
</tr>
<tr>
<td>Restricted, expendable</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>3,526,181</td>
<td>9,166,249</td>
<td>9,166,249</td>
</tr>
<tr>
<td>Unrestricted</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Designated</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Undesignated</td>
<td>26,471,609</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>26,471,609</td>
</tr>
<tr>
<td>Total net assets</td>
<td>$26,471,609</td>
<td>$5,912,598</td>
<td>$3,315,876</td>
<td>$3,498,051</td>
<td>$1,793,017</td>
<td>$216,244,373</td>
<td>0</td>
<td>250,956,524</td>
</tr>
<tr>
<td><strong>Total Liabilities and net assets</strong></td>
<td>$54,716,242</td>
<td>$5,972,570</td>
<td>$6,645,824</td>
<td>$3,292,323</td>
<td>$12,589,259</td>
<td>$361,841,856</td>
<td>0</td>
<td>447,191,418</td>
</tr>
</tbody>
</table>
# Eastern Mil - AN

## University Budget Status Report FY 2009

As of April 30, 2009

<table>
<thead>
<tr>
<th></th>
<th>FY2009</th>
<th>FY2008</th>
<th>Variance</th>
<th>Percentage of Budget to Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>General Fund</td>
<td>Auxiliary</td>
<td>Total</td>
<td>General Fund</td>
</tr>
<tr>
<td>Operating Revenues</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student Tuition and Fees</td>
<td>$178,800,000</td>
<td>$178,800,000</td>
<td>$357,600,000</td>
<td>$357,600,000</td>
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<tr>
<td>Departmental Activities</td>
<td>1,971,922</td>
<td>1,971,922</td>
<td>(5,999)</td>
<td>(5,999)</td>
</tr>
<tr>
<td>Auxiliary</td>
<td>34,987,202</td>
<td>34,987,202</td>
<td>(8,499)</td>
<td>(8,499)</td>
</tr>
<tr>
<td>Grants and contracts</td>
<td>550,000</td>
<td>550,000</td>
<td>34,987,202</td>
<td>(8,499)</td>
</tr>
<tr>
<td>Indirect Cost Recovery</td>
<td>1,392,459</td>
<td>1,392,459</td>
<td>34,987,202</td>
<td>(8,499)</td>
</tr>
<tr>
<td>Other</td>
<td>1,412,207</td>
<td>1,412,207</td>
<td>34,987,202</td>
<td>(8,499)</td>
</tr>
<tr>
<td>Total Approved Funding</td>
<td>$178,800,000</td>
<td>$178,800,000</td>
<td>$357,600,000</td>
<td>$357,600,000</td>
</tr>
<tr>
<td>Total Operating Expense</td>
<td>95,107,042</td>
<td>95,107,042</td>
<td>34,987,202</td>
<td>(8,499)</td>
</tr>
<tr>
<td>Indirect Cost Recovery</td>
<td>1,392,459</td>
<td>1,392,459</td>
<td>34,987,202</td>
<td>(8,499)</td>
</tr>
<tr>
<td>Other</td>
<td>1,412,207</td>
<td>1,412,207</td>
<td>34,987,202</td>
<td>(8,499)</td>
</tr>
<tr>
<td>Total Operating Income/Loss</td>
<td>26,042,958</td>
<td>26,042,958</td>
<td>34,987,202</td>
<td>(8,499)</td>
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<tr>
<td>Nonoperating Revenues (Expenses)</td>
<td>70,571,000</td>
<td>70,571,000</td>
<td>34,987,202</td>
<td>(8,499)</td>
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<tr>
<td>Appropriations (Revised)</td>
<td>70,571,000</td>
<td>70,571,000</td>
<td>34,987,202</td>
<td>(8,499)</td>
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<td>Gifts</td>
<td>2,000,000</td>
<td>2,000,000</td>
<td>34,987,202</td>
<td>(8,499)</td>
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<tr>
<td>Investment Income</td>
<td>34,987,202</td>
<td>34,987,202</td>
<td>(8,499)</td>
<td>(8,499)</td>
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<td>Fund Balance</td>
<td>70,571,000</td>
<td>70,571,000</td>
<td>34,987,202</td>
<td>(8,499)</td>
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<tr>
<td>Net nonoperating revenues</td>
<td>26,042,958</td>
<td>26,042,958</td>
<td>34,987,202</td>
<td>(8,499)</td>
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<tr>
<td>Total Net Income</td>
<td>26,042,958</td>
<td>26,042,958</td>
<td>34,987,202</td>
<td>(8,499)</td>
</tr>
</tbody>
</table>

| Change in Net Assets | $9,217,972 | $9,217,972 | $9,217,972 | $9,217,972 | $9,217,972 | $9,217,972 |

| Summary | | | | | | |
| Total Revenues | $259,674,058 | $259,674,058 | $259,674,058 | $259,674,058 | $259,674,058 | $259,674,058 |
| Total Expenditures | $259,674,058 | $259,674,058 | $259,674,058 | $259,674,058 | $259,674,058 | $259,674,058 |
| Increase (Decrease) in Net Assets | $9,217,972 | $9,217,972 | $9,217,972 | $9,217,972 | $9,217,972 | $9,217,972 |
### Student Credit Hour Forecast and Trends

#### Student Credit Hours 2009-10 vs. 2008-09

<table>
<thead>
<tr>
<th></th>
<th>Summer</th>
<th>Fall</th>
<th>Winter</th>
<th>Spring</th>
<th>Full Year Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007-08 Actual</td>
<td>26,959</td>
<td>237,644</td>
<td>218,193</td>
<td>41,883</td>
<td>524,679</td>
</tr>
<tr>
<td>2008-09 Actual/Forecast</td>
<td>25,841</td>
<td>230,737</td>
<td>214,447</td>
<td>42,156</td>
<td>513,181</td>
</tr>
<tr>
<td>2009-10 (Budget)</td>
<td>25,680</td>
<td>229,305</td>
<td>213,120</td>
<td>41,895</td>
<td>510,000</td>
</tr>
<tr>
<td>2009-10 (Internal Target)</td>
<td>25,900</td>
<td>231,165</td>
<td>214,925</td>
<td>42,010</td>
<td>514,000</td>
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</table>

#### 2009-10 Budget B/(W) 08-09 Forecast

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>- Hours</td>
<td>(161)</td>
<td>(1,432)</td>
<td>(1,327)</td>
<td>(261)</td>
<td>(3,181)</td>
</tr>
<tr>
<td>- Percent</td>
<td>-0.6%</td>
<td>-0.6%</td>
<td>-0.6%</td>
<td>-0.6%</td>
<td>-0.6%</td>
</tr>
</tbody>
</table>

#### Credit Hour Status (as of June 4)

<p>| | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>- FY 09-10</td>
<td>23,668</td>
<td>144,036</td>
<td></td>
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<tr>
<td>- FY 08-09</td>
<td>24,024</td>
<td>144,539</td>
<td></td>
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</tr>
<tr>
<td>- 09-10 B/(W) 08-09</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Hours</td>
<td>(356)</td>
<td>(503)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Percent</td>
<td>-1.5%</td>
<td>-0.3%</td>
<td></td>
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</tr>
</tbody>
</table>

### New Student Enroll. Targets

(Assumed in 09-10 Budget Projection of 510,000)

<table>
<thead>
<tr>
<th></th>
<th>Fall 2009</th>
<th>Fall 2008</th>
<th>Pct. incr.</th>
</tr>
</thead>
<tbody>
<tr>
<td>FTIACS</td>
<td>2,400</td>
<td>2,216</td>
<td>8.3%</td>
</tr>
<tr>
<td>Transfers</td>
<td>1,750</td>
<td>1,618</td>
<td>8.2%</td>
</tr>
<tr>
<td>Grads</td>
<td>1,300</td>
<td>1,239</td>
<td>4.9%</td>
</tr>
<tr>
<td>Total</td>
<td>5,450</td>
<td>5,073</td>
<td>7.4%</td>
</tr>
</tbody>
</table>

---

Eastern Michigan University

Student Credit Hour History

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Hours</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>1996-97</td>
<td>519,110</td>
<td></td>
<td>Base</td>
</tr>
<tr>
<td>1997-98</td>
<td>522,195</td>
<td>3,085</td>
<td>0.6%</td>
</tr>
<tr>
<td>1998-99</td>
<td>521,964</td>
<td>(231)</td>
<td>0.0%</td>
</tr>
<tr>
<td>1999-00</td>
<td>536,805</td>
<td>14,841</td>
<td>2.8%</td>
</tr>
<tr>
<td>2000-01</td>
<td>541,468</td>
<td>4,663</td>
<td>0.9%</td>
</tr>
<tr>
<td>2001-02</td>
<td>558,264</td>
<td>16,796</td>
<td>3.1%</td>
</tr>
<tr>
<td>2002-03</td>
<td>567,965</td>
<td>9,731</td>
<td>1.7%</td>
</tr>
<tr>
<td>2003-04</td>
<td>569,471</td>
<td>1,476</td>
<td>0.3%</td>
</tr>
<tr>
<td>2004-05</td>
<td>550,768</td>
<td>(18,763)</td>
<td>-3.3%</td>
</tr>
<tr>
<td>2005-06</td>
<td>544,815</td>
<td>(5,815)</td>
<td>-1.1%</td>
</tr>
<tr>
<td>2006-07</td>
<td>537,718</td>
<td>(7,175)</td>
<td>-1.3%</td>
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<td>2007-08</td>
<td>524,679</td>
<td>(13,039)</td>
<td>-2.4%</td>
</tr>
<tr>
<td>2008-09 F</td>
<td>513,181</td>
<td>(11,498)</td>
<td>-2.1%</td>
</tr>
<tr>
<td>2009-10 B</td>
<td>510,000</td>
<td>(3,181)</td>
<td>-0.6%</td>
</tr>
</tbody>
</table>

June 8, 2009
ACTION REQUESTED

It is recommended that the Board of Regents approve fiscal year 2009-2010 General Operating, Auxiliary, and Capital Budgets in the amounts of $267.7 million, $38.5 million and $81.6 million respectively. Revenue and expenditure detail for these budgets is included on the two attachments.

STAFF SUMMARY

The recommended budgets are guided by the continuing objectives of maintaining the excellence of an Eastern Michigan education, keeping EMU affordable and accessible, and positioning EMU for a strong, successful future.

General Operating (Attachment 1)

The recommended $267.7 million 2009-2010 operating expenditure budget represents a $5.0 million (1.9%) increase compared with the approved 2008-09 budget. The budget is contingent upon the approval of the accompanying recommendation for 2009-2010 Tuition and Fees.

To contain costs to a 1.9% year-to-year increase and minimize the level of required tuition and fee increase for our students, several personnel-related cost savings actions are recommended including:
- pay freeze for the 100 highest compensated staff members (about 45% of the University’s Administrative and Professional personnel)
- deferral of merit increases from July 1, 2009 to January 1, 2010 for the balance of Administrative and Professional staff
- implementation of a voluntary furlough program for staff members where, subject to management approval, employees could choose a reduced work schedule and pay while retaining their benefits
- continuing existing guidelines related to filling of open, budgeted positions

For non-personnel expenditures, the budgets for discretionary elements such as equipment and Services, Supplies, and Materials (SS&M) have been maintained at their 2008-09 budget level except for small increases in selected areas. Discretionary travel has been reduced 10% and contingencies have been reduced from $1.5 million included in last year’s budget to $1.0 million recommended for 2009-10. Further, the budget reflects an Administration commitment to identify an additional $500,000 in non-personnel savings during the fiscal year.

Over the last five years, total University staffing levels have been reduced by about 8% (175 employees). To ensure the high quality of an EMU education is maintained, no further staffing reductions are recommended or assumed in the budget beyond those that might occur in the normal course of operation.
Recognizing the growing needs of our students and their families for financial support, University-sponsored financial aid will again be increased significantly. For fiscal year 2009-10, Financial Aid is increased by 8% ($1.9 million) over 2008-09; in 2008-09, Financial Aid was raised by 10%.

The budget recommendations reflect recent indications from Lansing regarding funding for higher education. It is expected that EMU’s base appropriation from the State’s General Fund will be reduced by about 3% ($2.4 million). Although restoration of a portion of the reduced state funding is likely through allocations of one-time federal stimulus funds, the restoration amounts are not certain at this point. It is not recommended that these one-time stimulus funds be assumed in balancing the ongoing operating budget. If, and when, stimulus funds are received, Administration will present to the Board recommendations regarding those funds.

Tuition and fee increases averaging 3.82% are recommended.

Auxiliary Activities (Attachment 2)

The recommended 2009-10 budget for Auxiliary Activities includes $38.5 million in revenue and $36.3 million in operating expenses. The budget reflects transferring the resulting $2.2 million operating surplus to Auxiliary capital reserves. The Auxiliary budget reflects the room, board, and apartment rates for 2009-10 approved by the Board on April 21, 2009.

The 2009-10 Auxiliary budget reflects an increase in residence hall occupancy rates. It is expected that for Fall 2009, at opening, 3,025 students will be living in residence halls compared with 2,898 students last Fall at opening. Residency in University-owned apartments is projected at 405 units leased at opening at Fall 2009 compared with 385 a year ago.

Capital Expenditures (Attachment 2)

Over the next three years, EMU’s investment in its future is significant with projected capital expenditures in excess of $175 million. About 75% of the spending is for academic facility enhancements (primarily Mark Jefferson and Pray-Harrold), but investments in housing facilities, other campus facilities, energy savings actions, and ongoing asset preservation are also planned.

The recommended capital expenditure budget of $81.6 million for the 2009-10 fiscal year includes $40.7 million for Mark Jefferson, $10.5 million for Pray-Harrold, $7.1 million in housing facility renovations, as well as necessary investments in Information Technology and other campus infrastructure. Further detail on 2009-10 capital expenditures is contained in Attachment 2.

FISCAL IMPLICATIONS

Approval of the 2009-10 budget recommendation outlined above establishes the spending authorization for general operations, auxiliary activities, and capital.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer

Date

\( L_{\text{2-3-09}} \)
<table>
<thead>
<tr>
<th></th>
<th>Approved 2008-09 Budget</th>
<th>Proposed 2009-10 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></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuition &amp; Fees -- On Campus</td>
<td>$154.2</td>
<td>$159.8</td>
<td>$5.6</td>
</tr>
<tr>
<td>Tuition &amp; Fees -- Continuing Educ.</td>
<td>$23.6</td>
<td>$25.2</td>
<td>1.6</td>
</tr>
<tr>
<td><strong>Total Tuition and Fees</strong></td>
<td>$177.8</td>
<td>$185.0</td>
<td>$7.2</td>
</tr>
<tr>
<td>State Appropriation - Base</td>
<td>78.6</td>
<td>76.2</td>
<td>(2.4)</td>
</tr>
<tr>
<td>State Appropriation - Stimulus</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>Other Revenue</td>
<td>6.3</td>
<td>6.5</td>
<td>0.2</td>
</tr>
<tr>
<td><strong>Total General Fund Revenue</strong></td>
<td>$262.7</td>
<td>$267.7</td>
<td>$5.0</td>
</tr>
<tr>
<td><strong>Expenditures</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel Costs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty &amp; Lecturer Salaries</td>
<td>$69.7</td>
<td>$71.8</td>
<td>$2.1</td>
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<tr>
<td>Staff Salaries/Misc Pers Svcs</td>
<td>53.7</td>
<td>55.1</td>
<td>1.4</td>
</tr>
<tr>
<td>Student Employment</td>
<td>6.9</td>
<td>7.0</td>
<td>0.1</td>
</tr>
<tr>
<td><strong>Total Personnel Costs</strong></td>
<td>$130.3</td>
<td>$133.9</td>
<td>$3.6</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>46.1</td>
<td>46.5</td>
<td>0.4</td>
</tr>
<tr>
<td><strong>Total Personnel Costs</strong></td>
<td>$176.4</td>
<td>$180.4</td>
<td>$4.0</td>
</tr>
<tr>
<td>Non-Personnel Costs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Services, Supplies and Materials</td>
<td>$28.4</td>
<td>$29.4</td>
<td>$1.0</td>
</tr>
<tr>
<td>Student Financial Aid</td>
<td>23.7</td>
<td>25.6</td>
<td>1.9</td>
</tr>
<tr>
<td>Utilities</td>
<td>9.0</td>
<td>7.4</td>
<td>(1.6)</td>
</tr>
<tr>
<td>Debt Service</td>
<td>8.4</td>
<td>11.6</td>
<td>3.2</td>
</tr>
<tr>
<td>Asset Preservation Transfer</td>
<td>8.5</td>
<td>5.3</td>
<td>(3.2)</td>
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<tr>
<td>Equipment and Library Acquisitions</td>
<td>4.8</td>
<td>4.8</td>
<td>0.0</td>
</tr>
<tr>
<td>Travel</td>
<td>3.4</td>
<td>3.3</td>
<td>(0.1)</td>
</tr>
<tr>
<td>Distribution to Foundation</td>
<td>1.5</td>
<td>1.5</td>
<td>0.0</td>
</tr>
<tr>
<td>Contingencies and Growth Fund</td>
<td>1.5</td>
<td>1.0</td>
<td>(0.5)</td>
</tr>
<tr>
<td>TBD Cost Savings Actions</td>
<td>(0.5)</td>
<td>(0.5)</td>
<td>0.0</td>
</tr>
<tr>
<td>Net Transfers</td>
<td>(2.4)</td>
<td>(2.1)</td>
<td>0.3</td>
</tr>
<tr>
<td><strong>Total Non-Personnel Costs</strong></td>
<td>$86.3</td>
<td>$87.3</td>
<td>$1.0</td>
</tr>
<tr>
<td><strong>Total General Fund Expenditures</strong></td>
<td>$262.7</td>
<td>$267.7</td>
<td>$5.0</td>
</tr>
<tr>
<td><strong>Total General Fund Surplus/(Shortfall)</strong></td>
<td>$0.0</td>
<td>$0.0</td>
<td>$0.0</td>
</tr>
</tbody>
</table>

Note: At $267.7M, year over year, budget to budget, expenditure increase of $5.0M (1.9%)
### Auxiliary Activities

#### Revenues
- Dining: $14.8
- Residence Halls/Apartments: 15.1
- All Other Auxiliary Activities: 8.6
- **Total Revenues**: $38.5

#### Expenditures
- Operating Direct Costs: $29.6
- Debt Service: 3.3
- Payment to GF for Services: 3.4
- **Total Operating Expenditures**: $36.3

- Operating Surplus/(Deficit): $2.2
- Transfer to Auxiliary Capital Reserve: 2.2
- Net Surplus/(Deficit): 0.0

- **2009-10 Budget Amount**

### Capital Expenditures

#### Academic Facility Enhancements
- Mark Jefferson Science Complex ($90M Project): $40.7
- Pray-Harrold ($42M Project): 10.5
- Other (Fletcher Acquisition, Halle): 2.3
- **Total Academic Facility Enhancements**: $53.5 (66%)

#### Housing Facility Enhancements
- First Year Center Windows: $3.1
- Brown-Munson Windows: 1.8
- Pittman Renovation: 1.6
- Other (Resnet Wireless): 0.6
- **Total Housing Facility Enhancements**: $7.1 (8%)

#### Other University Facility Enhancements
- Athletics-Related (Indoor Facility, Rynearson Scoreboard): $3.4
- Other (Eagle Crest, McKenny, Signage): 0.8
- **Total Other University Facility Enhancements**: $4.2 (5%)

#### Infrastructure, Asset Preservation, Energy Savings
- IT Infrastructure: $3.2
- DC-3 Complex Boiler Plant: 2.4
- Wise Hot Water System: 2.2
- Parking-Related: 0.5
- Mass Enunciation: 0.9
- Other Asset Preservation (30 Projects): 7.6
- **Total Infrastructure, Asset Preservation, Energy Savings**: $16.8 (20%)

- **Total Capital Expenditures**: $81.6 (100%)
RECOMMENDATION

2009-2010 TUITION AND FEES

ACTION REQUESTED

It is recommended that the Board of Regents approve tuition and fee increases effective the Fall 2009 semester averaging 3.82%. The recommended tuition and fee rates are detailed below and on the attachment.

<table>
<thead>
<tr>
<th>Residents</th>
<th>2009-2010</th>
<th>2008-2009</th>
<th>Increase per SCH</th>
<th>Percent Increase</th>
<th>FYES FY10</th>
<th>FYES FY09</th>
<th>Percent Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>$238.25</td>
<td>$229.50</td>
<td>$8.75</td>
<td>3.8%</td>
<td>$8,377</td>
<td>$8,069</td>
<td>3.8%</td>
</tr>
<tr>
<td>Masters</td>
<td>$416.75</td>
<td>$401.50</td>
<td>$15.25</td>
<td>3.8%</td>
<td>$11,004</td>
<td>$10,600</td>
<td>3.8%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>$479.50</td>
<td>$462.00</td>
<td>$17.50</td>
<td>3.8%</td>
<td>$8,370</td>
<td>$8,064</td>
<td>3.8%</td>
</tr>
<tr>
<td>Non-Residents</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>$701.75</td>
<td>$676.00</td>
<td>$25.75</td>
<td>3.8%</td>
<td>$22,282</td>
<td>$21,464</td>
<td>3.8%</td>
</tr>
<tr>
<td>Masters</td>
<td>$821.50</td>
<td>$791.50</td>
<td>$30.00</td>
<td>3.8%</td>
<td>$20,718</td>
<td>$19,960</td>
<td>3.8%</td>
</tr>
<tr>
<td>Doctoral</td>
<td>$926.00</td>
<td>$892.00</td>
<td>$34.00</td>
<td>3.8%</td>
<td>$15,514</td>
<td>$14,944</td>
<td>3.8%</td>
</tr>
</tbody>
</table>

*Based on 30 credit hours for undergraduate, 24 for masters, and 16 for doctoral

STAFF SUMMARY

For an Undergraduate taking 30 credits, the annual cost for tuition and mandatory fees would increase by $308 (3.82%) from $8,069 to $8,377. EMU remains an excellent educational value for students, with tuition and fees below the majority of the 15 Public State Universities in Michigan.

Including these recommendations, 2009-2010 tuition and fee revenue is budgeted at $185.0 million, a $7.2 million increase compared with the budget for 2008-09.

FISCAL IMPLICATIONS

The recommended tuition and fee increases are incorporated in the recommended 2009-2010 General Fund Revenue Budget of $267.7 million

ADMINISTRATIVE RECOMMENDATION

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

## Mandatory Fees

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fee</td>
<td>$23.50</td>
<td>$22.60</td>
<td>$0.90</td>
<td>4.0%</td>
</tr>
<tr>
<td>Technology Fee</td>
<td>11.15</td>
<td>10.75</td>
<td>0.40</td>
<td>3.7%</td>
</tr>
<tr>
<td>Student Center</td>
<td>3.35</td>
<td>3.25</td>
<td>0.10</td>
<td>3.1%</td>
</tr>
<tr>
<td>Total per credit hour</td>
<td>$38.00</td>
<td>$36.60</td>
<td>$1.40</td>
<td>3.8%</td>
</tr>
</tbody>
</table>

Registration Fee (per semester) $44.75

## Elective Fees

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Appl. Fee-On-line Grad</td>
<td>$25.00</td>
<td>$25.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Appl. Fee-On-line Ugrad</td>
<td>20.00</td>
<td>20.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Application, Peper Grad</td>
<td>35.00</td>
<td>35.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Application, Peper Ugrad</td>
<td>30.00</td>
<td>30.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Credit by Exam</td>
<td>1 SCH</td>
<td>1 SCH</td>
<td>N/A</td>
</tr>
<tr>
<td>Course Drop</td>
<td>12.00</td>
<td>12.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Graduation</td>
<td>95.00</td>
<td>95.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Installment (per semester)</td>
<td>36.00</td>
<td>36.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Payment Plan (per semester)</td>
<td>30.00</td>
<td>29.00</td>
<td>$1.00</td>
</tr>
<tr>
<td>Late Registration (per semester)</td>
<td>120.00</td>
<td>120.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Late Payment</td>
<td>38.00</td>
<td>36.00</td>
<td>$2.00</td>
</tr>
<tr>
<td>Late Add Fee</td>
<td>120.00</td>
<td>120.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Program Adj.-Drop</td>
<td>12.00</td>
<td>12.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Transcript Fee</td>
<td>5.00</td>
<td>5.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Fast Track Fee /a</td>
<td>0.00</td>
<td>20.00</td>
<td>N/A</td>
</tr>
<tr>
<td>Record Initiation /a</td>
<td>0.00</td>
<td>88.00</td>
<td>N/A</td>
</tr>
<tr>
<td>Summer Orientation /a</td>
<td>0.00</td>
<td>215.00</td>
<td>N/A</td>
</tr>
<tr>
<td>New Student Fee - Transfer /a</td>
<td>150.00</td>
<td>0.00</td>
<td>N/A</td>
</tr>
<tr>
<td>New Student Fee - Freshmen /a</td>
<td>300.00</td>
<td>0.00</td>
<td>N/A</td>
</tr>
<tr>
<td>New Student Fee - Grad/PBC/SB /a</td>
<td>100.00</td>
<td>0.00</td>
<td>N/A</td>
</tr>
<tr>
<td>Student Teaching</td>
<td>135.00</td>
<td>135.00</td>
<td>$0.00</td>
</tr>
</tbody>
</table>

## Program Fees - 300 level courses and above (per credit hour)*

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Sciences</td>
<td>$54.00-$58.25</td>
<td>$52.00-$61.00</td>
<td>$2.00-$2.25</td>
</tr>
<tr>
<td>Business</td>
<td>$54.00-$58.25</td>
<td>$52.00-$61.00</td>
<td>$2.00-$2.25</td>
</tr>
<tr>
<td>Education</td>
<td>$47.50-$63.25</td>
<td>$45.75-$61.00</td>
<td>$1.75-$2.25</td>
</tr>
<tr>
<td>Health &amp; Human Services</td>
<td>$47.50-$63.25</td>
<td>$46.75-$61.00</td>
<td>$1.75-$2.25</td>
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<td>Leadership and counselling (Doctoral)</td>
<td>$79.50</td>
<td>$76.50</td>
<td>$3.00</td>
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<tr>
<td>Nursing</td>
<td>$68.50-$81.25</td>
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<tr>
<td>Technology</td>
<td>$54.00-$65.50</td>
<td>$52.00-$64.00</td>
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<tr>
<td>Foreign Languages</td>
<td>$41.25-$54.00</td>
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<tr>
<td>Fine Arts</td>
<td>$47.50-$58.25</td>
<td>$45.75-$61.00</td>
<td>$1.75-$2.25</td>
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<tr>
<td>Military Science</td>
<td>$11.00</td>
<td>$10.75</td>
<td>$0.25</td>
</tr>
<tr>
<td>All other courses (not covered above)</td>
<td>$28.50</td>
<td>$27.50</td>
<td>$1.00</td>
</tr>
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</table>

## Program Fees - Other (per credit hour)

<p>| | | | |</p>
<table>
<thead>
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<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>General Education **</td>
<td>$14.50</td>
<td>$14.00</td>
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<tr>
<td>On-Line Course Fee</td>
<td>$44.50</td>
<td>$43.00</td>
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</table>

* Varies by Course Level (300-399, 500-599, 700+)

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

/a Effective for FY10, Fast Track Fee, Record Initiation, and Orientation will be combined into one New Student Fee for Freshmen, Transfer, and Graduate, Post Baccalaureate, and Second Bachelors students.
AUTHORIZATION TO PURCHASE FLETCHER SCHOOL AND PROPERTY

ACTION REQUESTED

It is recommended that the Board of Regents authorize the President to negotiate and purchase the Fletcher School and property from the Ypsilanti Public Schools (YPS) subject to approval of final terms by the Board’s Executive Committee.

STAFF SUMMARY

The Fletcher school property consists of 11.5 acres and a 39,200 sq. ft. one-story school building located at 1055 Cornell Street.

The University-owned Cooper building was originally envisioned as the site for EMU’s Autism Clinic. Fletcher School, however, represents a more suitable site for the Clinic and Fletcher’s larger size also enables the relocation of the Children’s Institute from Rackham as well as, potentially, housing University classes. Further, the Fletcher School property is inside the University’s present footprint and will connect the University’s East and West campuses.

If the Fletcher School and property is acquired by EMU, the Cooper building property could be sold, subject to Board approval. The Cooper site, located at 2000 Huron River Drive, consists of 2.3 acres and a 10,800 sq. ft. one-story office building. The building’s close proximity to St. Joe’s hospital could make it an attractive property.

FISCAL IMPLICATIONS

The acquisition, renovation, and operating costs for the Fletcher building and property are included in the University’s proposed 2009-10 capital and general operating budgets.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer ____________________________ Date 6/23/09
RECOMMENDATION

ACTION REQUESTED
It is recommended that the Board of Regents approve the below listed revised dates as meeting dates for the balance of 2009.

STAFF SUMMARY
Tuesday, July 28, 2009 – Special Meeting CANCELLED
Tuesday, September 22, 2009 – Regular Meeting NO CHANGE
Tuesday, October 20, 2009 – Regular Meeting STATUS CHANGE
Tuesday, November 17, 2009 – Regular Meeting CANCELLED
Thursday, December 17, 2009 – Regular Meeting NEW

FISCAL IMPLICATIONS
Not applicable.

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

___________________________________________ ________________________
University Executive Officer            Date
Resolution Awarding Regent Emeritus Status to Judge Donald A. Shelton

ACTION REQUESTED

It is recommended that the Board of Regents approved the attached resolution awarding Regent Emeritus status to Judge Donald A Shelton pursuant to Board Policy 1.9 approved by the Board of Regents on February 24, 2009. The Resolution will be awarded at Judge Shelton’s earliest convenience.

STAFF SUMMARY

See Attached Resolution

FISCAL IMPLICATIONS

N/A

ADMINISTRATIVE RECOMMENDATION

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

___________________________________________
University Executive Officer

___________________________________________
Date
DRAFT OF RESOLUTION

Whereas, the Board of Regents of Eastern Michigan University recognizes that being a public servant and educator requires extraordinary time, energy and commitment;

Whereas the Honorable Donald E. Shelton has served our community as a circuit judge in Ann Arbor for more than 19 years;

Whereas he has demonstrated his commitment and support to education through his role as an adjunct faculty member at Eastern Michigan University teaching criminal justice and political science;

Whereas he has shown his dedication to his alma mater by serving in various capacities including as a member of a presidential search committee; and by establishing the Donald E. Shelton Wrestling Scholarship;

Whereas he diligently served as a member of the Eastern Michigan University Board of Regents prior to being named a judge;

Now, therefore, be it resolved, that the Eastern Michigan University Board of Regents calls upon the University Community to join them in expressing the esteem in which we hold Judge Shelton and hereby appoint him regent emeritus at Eastern Michigan University. We offer our sincere thanks for his guidance, dedication and commitment to the University.
RECOMMENDATION

APPROVAL OF REVISED BYLAWS OF BOARD OF REGENTS

ACTION REQUESTED

It is recommended that the Board of Regents approve the attached revised Bylaws of the Board of Regents of Eastern Michigan University.

STAFF SUMMARY

The Bylaws Committee of the Board of Regents, in conjunction with Miller, Canfield, Paddock and Stone, P.L.C, has conducted a review of the existing Bylaws of the Board of Regents, and recommends the adoption of the revised Bylaws attached hereto. A summary of the principal revisions is reflected in the attached Memorandum from Miller Canfield.

FISCAL IMPLICATIONS

None.

ADMINISTRATIVE RECOMMENDATION

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

University Executive Officer                       Date

AALIB:559965.1025676-00099
BOARD OF REGENTS

EASTERN MICHIGAN UNIVERSITY

Floyd Clack  
First appointed in June 2005  
Term expires December 31, 2014

Gary D. Hawks  
First appointed in January 2007  
Term expires December 31, 2010

Philip A. Incarnati  
First appointed in February 1992  
Term expires December 31, 2010

Mohamed Okdie  
First appointed in November, 2007  
Term expires on December 31, 2016

Francine Parker  
First appointed in January, 2007  
Term expires December 31, 2014

Thomas W. Sidlik  
First appointed in January 2005  
Term expires December 31, 2012

James F. Stapleton  
First appointed in January 2007  
Term expires December 31, 2016

Roy E. Wilbanks  
First appointed in January 2005  
Term expires December 31, 2012
FORMER REGENTS

0. William Habel
   January 1964 to October 1967

J. Don Lawrence
   January 1964 to October 1967

Dr. Martin P. O'Hara
   January 1964 to October 1967

Lawrence R. Husse
   January 1964 to December 1972

Virginia R. Allan
   January 1964 to April 1974

Veda S. Anderson
   November 1967 to December 1974

Dr. Charles L Anspach
   January 1964 to June 1974

George E. Stripp
   January 1967 to December 1976

Dr. Mildred Beatty Smith
   January 1964 to June 1977

Edward J. McCormick
   January 1964 to December 1978

Dr. John F. Ullrich
   January 1975 to October 1979

Linda D. Bernard
   October 1977 to December 1980

James T. Barnes, Jr.
   October 1979 to December 1982

Carleton K. Rush
   June 1974 to December 1982

Dr. Warren L. Board
   January 1979 to December 1984

Dr. Timothy I. Dyer
   January 1973 to May 1984

Dolores A Kinzel
   January 1977 to December 1984

Beth Wharton Milford
   April 1974 to December 1986

Geraldine M. Ellington
   February 1981 to December 1988

Donald E. Shelton
   February 1987 to February 1990

William Simmons
   March 1983 to December 1990

Geneva Y. Titsworth
   March 1983 to December 1990

John H. Burton
   January 1985 to January 1992

Dr. Richard N. Robb
   December 1967 to December 1992

Thomas Guastello
   January 1985 to December 1992

Robin W. Stembergh
   January 1981 to December 1992

Frederick L. Blackmon
   January 1993 to March 1996

Anthony A. Drezinski
   January 1984 to December 1996

James Clifton
   January 1989 to December 1996

Mara L. Leticia
   January 1993 to January 1997

Gayle P. Thomas
   January 1991 to January 1999

Carl D. Pursell
   January 1993 to December 1999

Donna R. Milhouse
   April 1999 to February 2000

William J. Stephens
   June 1996 to February 2001

Robert A. DeMatta
   January 1991 to December 2002

Rosalind E. Griffin
   February 1997 to December 2004

Michael G. Morris
   February 1997 to December 2004

Steven G. Gordon
   May 2001 to March 2005

Joseph E. Antonini
   May 1997 to December 2006

Jan A. Brandon
   April 2000 to December 2006

Sharon J. Rothwell
   January 2003 to December 2006

Karen Quinlan Valvo
   March 2001 to December 2006

Ishmael Ahmed
   January 2007 to August 2007
BYLAWS

BOARD OF REGENTS EASTERN MICHIGAN UNIVERSITY

PREAMBLE

Eastern Michigan University (the “University”) is a multipurpose institution founded by the State of Michigan in 1849. Originally named Michigan State Normal School, it was the first teacher training college west of the Allegheny Mountains. Teacher preparation was the primary purpose of the institution for 100 years, but this purpose was broadly interpreted and included instruction in liberal arts, science and other areas vital to the background of a well-qualified teacher. The name was changed to Michigan State Normal College in 1899 and, in recognition of the development of regional teachers' colleges in the state, to Eastern Michigan College in 1956. With the establishment of the Colleges of Arts and Sciences and Education, as well as a graduate school, Eastern attained university status June 1, 1959. The College of Business was created in 1964, the College of Health and Human Services in 1975, and the College of Technology in 1980.

The University offers baccalaureate degrees in more than 180 undergraduate programs, and master and doctorate degrees in more than 50 graduate programs through its five colleges and Graduate School.

ARTICLE VIII, Section 6, of the Michigan Constitution, adopted by the people of the State of Michigan in 1963 to become effective January 1, 1964, granted constitutional autonomy to Eastern Michigan University.

The Board of Regents of Eastern Michigan University (the “Board” or “Board of Regents”) reaffirms its obligation to the people of the state of Michigan to provide high quality education to people from all walks of life. It pledges itself to the wisest use and distribution of resources at its disposal to meet this major objective. In keeping with this commitment, Eastern Michigan University will not discriminate against any person because of race, color, sex, marital status, age, religion, national origin or ancestry, Vietnam-era veteran status, non-relevant mental or physical disability, or any other protected status. Further, Eastern Michigan University does not discriminate against any person because of sexual orientation, or gender identity or expression. The sexual orientation and gender identity or expression provisions of this policy shall not prohibit the University from maintaining relationships with agencies of the federal government, and shall not be applied to conflict with any provisions of the Michigan Constitution. Further, except where approved by separate action of the Board of Regents, the sexual orientation and gender identity or expression provisions of this policy shall not apply to employment benefits, family housing, financial aid packages, or student residency status.

With respect to students, the Board declares its intention to provide the opportunity for each to realize his or her highest potential, to formulate and enforce reasonable rules governing student conduct, and to give due consideration to the opinions of students on matters related directly to their interest when they are expressed in a responsible manner.
With respect to the alumni, the Board invokes their loyal support of the University and invites their advice and counsel, reminding them that the esteem of the University is measured constantly by their performance as educated men and women.

With respect to the people of Michigan, the Board openly acknowledges that this University is, in the final analysis, their University. As a public institution, Eastern Michigan University is obligated to serve the best interests of the people who support it, as it can best determine those interests, and the operation of the University by the Regents is governed by the Michigan Constitution.

Finally, the Board of Regents holds as its special trust the historic mission of a University to create an intellectual climate that will challenge and encourage the vigorous development and courageous expression of the human mind and spirit. Specifically, the Board of Regents recognizes that it has a primary responsibility to assure the University of the financial and other resources necessary to the successful performance of its mission. The Board believes that the best method of assuring that support is to interpret the University faithfully and continually to its fellow citizens, to the legislature and elected state officials, and to the federal government, and thus persuade them of the essential importance of the University's mission. To those tasks of interpretation and persuasion, the Board is committed by its appointment to office, and to those tasks it pledges itself without reservation.

In order to exercise the principles here declared, to achieve the objectives of Eastern Michigan University and to ensure that the conduct of its own officers will be in accord with the highest standards of educational administration, the Board of Regents adopts its bylaws:

ARTICLE I

THE CORPORATION

1.01 Eastern Michigan University is an institution of higher education having authority to grant baccalaureate, post-baccalaureate and graduate certifications, and masters, specialist, and doctorate degrees.

1.02 Eastern Michigan University shall be governed by a board of control which shall be a body corporate and shall be known as the Board of Regents.

ARTICLE II

THE BOARD OF REGENTS

2.01 The Constitution of the State of Michigan provides that this University shall be governed by a board of control which hereinafter is referred to as the Board of Regents, which shall be a body corporate. The Board has general supervision of the institution and the control and direction of all expenditures from the institutional funds.
The Constitution of the State of Michigan further provides that the Board, as often as necessary, shall elect a president of the institution under its supervision who shall be the principal executive officer of the institution and who shall be an ex-officio member of the Board without a right to vote.

The eight-member Board of Regents is appointed by the governor of the state with the advice and consent of the Michigan Senate. Members of the Board of Regents serve without compensation and receive only actual necessary expenses incurred by them in the performance of the duties of their office.

ARTICLE III

MEETINGS OF THE BOARD

3.01 Formal Sessions
Formal sessions of the Board shall be open to the public, and reasonable and proper public notice shall be given as to the time and place.

3.01.01
A “formal session” of the Board is defined as one that is convened for the purpose of taking or memorializing final Board action that is binding on the Board.

3.01.02
A majority of the members of the Board of Regents (each member, individually, a “Regent”) shall constitute a quorum to transact business at a formal session, but a smaller number may meet and adjourn to some other time or until a quorum is obtained.

3.01.03
The business at each formal session shall be conducted under general parliamentary rules set forth in Robert's Rules of Order as modified by the rules and regulations of the Board.

3.01.04
Formal sessions may be either regular meetings (as defined in Section 3.03) or special meetings (as defined in Section 3.04).

3.02 Informal Sessions
An “informal session” of the Board is defined as one that is not convened for the purpose of taking or memorializing final Board action that is binding on the Board. Informal sessions include those meetings that are not held in formal session.

3.03 Regular Meetings
Regular meetings shall be formal sessions of the Board.

3.03.01
The Board shall hold regular meetings as it deems necessary, but not less than four (4) times per year. Such regular meetings shall be held on dates and at times as the Board may determine, and ordinarily will be held in Welch Hall at Eastern Michigan University in Ypsilanti, Michigan.
3.03.02
The Board shall consider at its regular meetings items that have been placed on the meeting agenda. The Board may consider additional items of business at its regular meeting only by a majority vote of those present.

3.03.03
The Secretary to the Board of Regents shall be responsible for the preparation of the agenda. The Secretary will be responsible for contacting the President, the Chairpersons of Board Committees and the Chairperson of the Board for items to be placed on the agenda.

3.03.04
Persons wishing to speak before the Board at a regular meeting may do so during the Communications portion of the regular meeting. The Communications portion of the meeting shall be limited to thirty (30) minutes. Persons will be asked to identify themselves as to name, address, and organization they represent, if any.

3.03.05
Persons desiring to address the Board must declare their intent on appropriate forms at least twenty-four (24) hours prior to the beginning of the Communications portion of the meeting.

3.03.06
The amount of time allotted for each individual to speak will depend on the number of persons wishing to speak. Normally no individual should speak more than 15 minutes, but if there are more than two speakers, that time shall be reduced accordingly.

3.03.07
In those instances to which more than three persons wish to present their views to the Board and all represent a single organization or unit, the presentation will be limited to one presenter of 15 minutes or three presenters for five minutes each.

3.04 Special Meetings
Special meetings shall be formal sessions of the Board.

3.04.01
Special meetings of the Board may be called by the Chairperson or upon the request of any three Regents in accordance with established rules. Each Regent shall be informed of the special meeting, by messenger or telephone, at least 24 hours before the scheduled meeting time of the special meeting, provided, that any Regent who has previously so notified the Secretary of the Board may elect to be informed of special meetings by email communication, in which case such communication also shall be effective as to such Regent. Only those matters for which the special meeting has been called shall receive consideration unless unanimous consent is granted by the total Board.

3.04.02
A Regent may participate in a special meeting by means of conference telephone or similar communications equipment so long as all persons participating in the meeting can hear each other. Participation in a special meeting pursuant to this provision shall constitute presence at the meeting, for purposes of determining a quorum, provided, however, that more than one-half of the Regents participating in a special meeting must be physically present at the meeting.
3.05 Emergency Actions
Emergency action may be taken by the Board between formal sessions if and when any matter arises that, in the opinion of the Chairperson or any three Regents, requires official action by the Board prior to the next formal session. An affirmative vote, in person or by telephone, facsimile, electronic mail, or other reliable method of communication, from five Regents, is required for action. Any action taken at an emergency meeting shall be presented to the Board for confirmation, at the next formal session of the Board.

ARTICLE IV
OFFICERS AND ORGANIZATION

4.01 Chairperson
The Board shall elect bi-annually, in odd-numbered years at its first meeting of the year, one of the Regents to serve as Chairperson. Immediately following the election, the Chairperson shall be the presiding officer. The Chairperson shall perform such duties as may be prescribed by law or by the regulations of the Board. The Chairperson shall be limited to one consecutive two-year term. As outlined in Section 4.02 of these Bylaws, the Chairperson shall appoint the Vice Chairperson in the event the position of Vice Chairperson becomes vacant.

4.02 Vice Chairperson
The Board shall elect bi-annually, in odd-numbered years at its first meeting of the year, one of the Regents to serve as Vice Chairperson. The Vice Chairperson will act as Chairperson in the absence of the Chairperson, and shall become Chairperson for the remainder of the Chairperson’s two-year term in the event the position of Chairperson becomes vacant for any reason. The Vice Chairperson shall be limited to one consecutive two-year term. In the event the position of Vice Chairperson becomes vacant for any reason during the Vice Chairperson’s term of office, the Chairperson shall appoint one of the Regents to serve as Vice-Chairperson to fill the remainder of the two-year term.

4.03 Secretary
The Board shall appoint a Secretary to the Board who shall serve at the pleasure of the Board. The Secretary shall keep a public record of all actions of the Board. The Secretary shall be the custodian of the corporate seal and shall cause it to be used at the direction of the Board of Regents. The Secretary shall sign all requisitions for transactions directed by the Board and shall receive monthly statements of the appropriate accounts.

4.03.01 The Secretary shall perform such other duties as may be required of him or her by the Board and/or the Chairperson of the Board.

4.03.02 The appointment of the Secretary shall be subject to the ineligibility provision set forth in Section 4.07 of this Article.

4.04 Treasurer
The Board shall appoint a Treasurer to the Board who shall serve at the pleasure of the Board. The Treasurer is charged with the responsibility for the collection, custody and accounting of all monies due the University. The Treasurer is authorized to sign checks for the expenditure of
funds approved by the Board of Regents and to refuse expenditures not authorized by the Board or by budgets approved by the Board.

4.04.01
The Treasurer shall sign all formal applications for grants of funds for research, extension or other University purposes as directed by the Board prior to the President's signature being placed on such documents.

4.04.02
The Treasurer shall prepare an annual financial report at the close of each fiscal year and such other interim reports as the President and Board of Regents may request.

4.04.03
The Treasurer shall perform such other duties as may be required by the President and/or the Board of Regents.

4.04.04
The Board may also appoint an Assistant Treasurer, who shall serve at the pleasure of the Board, to act in the absence of the Treasurer.

4.04.05
The appointment of the Treasurer and of any Assistant Treasurer shall be subject to the ineligibility provision set forth in Section 4.07 of this Article.

4.05 President
The Board shall, as often as necessary, elect a President of the University who shall serve at the pleasure of the Board. He or she shall be an ex-officio member of the Board without a right to vote and shall serve as the University's chief executive officer.

4.05.01
As the chief executive officer of the University, the President shall exercise such powers as are inherent in the position in promoting, supporting, or protecting the interests of the University and in managing and directing all of its affairs. The President shall be responsible for implementing the policies of the Board, and may issue directions and executive orders not in contravention of existing Board policies. The President shall be responsible for all business policies as heretofore enacted or modified or hereafter established subject to the general policies established by the Board. The President shall, in consultation with the Board, develop an annual budget (including, but not limited to, tuition and fees) for the University, that reflects the Board's policies, for approval by the Board. The President shall be responsible for hiring University employees, subject to Board approval. The hiring of members of the President's administrative team shall be subject to prior consultation and discussion with the Board’s Personnel and Compensation Committee, and interviews of candidates considered for a position in the President’s administrative team shall include Regents, as directed by the Chairperson of the Board and/or the Personnel and Compensation Committee. The President shall review and sign all requisitions for transactions that have been approved by the Board. The President shall exercise such other powers, duties and responsibilities as are delegated to or required of him or her by the Board.

4.06 Internal Auditor
The Board’s Finance and Audit Committee shall appoint an Internal Auditor who shall report to the Finance and Audit Committee, and who shall receive supervision from the Chairperson of the Finance and Audit Committee.
4.07 Ineligibility
No Regent shall be eligible to be appointed as Secretary, Treasurer, or Assistant Treasurer of the Board, as provided in MCL 390.552.

ARTICLE V
COMMITTEES

5.01 The Board may appoint committees and prescribe their duties and functions. There shall be seven standing committees of the Board:

1. Executive Committee
2. Educational Policies Committee
3. Faculty Affairs Committee
4. Finance and Audit Committee
5. Student Affairs Committee
6. Athletic Affairs Committee
7. Personnel and Compensation Committee

5.02 After the bi-annual election of the Chairperson of the Board, the Chairperson of the Board shall appoint Chairpersons and Vice-Chairpersons of the standing committees and any special committees requested by Regents (except as outlined in Sections 5.04 and 5.10.01 of this Article).

5.03 Special committees may be authorized or appointed by the Chairperson of the Board at his or her discretion.

5.04 Executive Committee
The Executive Committee shall consist of three members: the Chairperson of the Board, the Vice-Chairperson of the Board, and the Chairperson of the Finance and Audit Committee. The immediate past Chairperson of the Board shall also serve on the Executive Committee as an ex-officio member. The Executive Committee's duties shall include, but are not limited to, day-to-day communications with the President and other duties as assigned by the Board.

5.05 Educational Policies Committee
The Educational Policies Committee shall be charged with the duty of reviewing and evaluating all existing educational programs. The Committee shall also review all educational grants, requests for new programs, requests for new majors and minors, requests for new degrees and personnel appointments prior to action by the Board of Regents. Further, the Committee shall be charged with the responsibility of making final recommendations to the Board on honorary degrees. The Committee shall also perform other duties as assigned by the Board.

5.05.01 The University officer assigned to the Educational Policies Committee shall be the Provost.
5.06 Faculty Affairs Committee
The Faculty Affairs Committee shall be charged with the duty of meeting with representatives of the faculty to discuss general concerns of the faculty and the University, excluding any matters covered by the collective bargaining agreement. The Committee shall share its deliberations with the Board and make appropriate referrals to the other committees when further study on a matter is required. The Committee shall also perform other duties as assigned by the Board.

5.06.01
The University officer assigned to the Faculty Affairs Committee shall be the Provost.

5.07 Finance and Audit Committee
Pursuant to the Michigan Constitution, the Finance and Audit Committee shall work closely with the President and/or his/her executive officers to develop an annual budget for the University that directs and controls the University’s funds consistent with the Board’s goals, and that establishes annual rates for tuition and fees. The Finance and Audit Committee also shall be charged with selecting the Internal Auditor and meeting with the Internal Auditor to discuss his or her operations and to recommend the adoption or revision of such general policies relating thereto as may be found desirable. The Committee also shall be charged with recommending to the Board the selection of an external auditor, who shall be appointed by the Board. The Committee also shall be charged with the duty of reviewing the financial affairs and the property of the University and reporting its findings thereon to the Board. Further, the Committee shall review all major proposed contracts prior to the contracts being recommended to, or executed by, the Board. The Committee shall also perform other duties as assigned by the Board.

5.07.01
The University officer assigned to the Finance and Audit Committee shall be the University’s Chief Financial Officer.

5.07.02
The Charter of the Finance and Audit Committee is appended to these Bylaws as Schedule A.

5.08 Student Affairs Committee
The Student Affairs Committee shall be charged with the duty of meeting with student leaders to discuss programs, policies, and general concerns of the students. The Committee shall share its deliberations with the Board and make appropriate referrals to the other Board committees when further study on a matter is required. It shall make appropriate recommendations. The Committee shall also perform other duties as assigned by the Board.

5.08.01
The University officer assigned to the Student Affairs Committee shall be the Vice President for Student Affairs.

5.09 Athletic Affairs Committee
The Athletic Affairs Committee shall be charged with the duty of meeting regularly with the Athletic Director and representatives of the Athletic Department to review and evaluate all existing athletic programs, policies, advancement initiatives and athletic-related community relationships. The Committee shall review and make a recommendation to the Board regarding the Athletic Department’s budget prior to presentation of that Budget to the Board, to ensure a high quality academic and athletic experience for student athletes. The Committee shall report its deliberations and findings to the Board and shall make appropriate referrals to other committees.
when further study on a matter is required. The Chairperson of the Committee shall work closely with the Athletic Director to develop the agenda for Committee meetings. The Committee shall also perform other duties as assigned by the Board.

5.09.01
The University officer assigned to the Athletic Affairs Committee shall be the Athletic Director.

5.10 Personnel and Compensation Committee
The Personnel and Compensation Committee shall be charged with reviewing all policy matters regarding the establishment of goals and objectives, performance assessment and pay structures for the President of the University, the Board Secretary, and Board Treasurer, and will make recommendations to the Board of Regents regarding all such matters.

In addition, the Committee will periodically review with the President the procedures and methods used in the evaluation of the members of the President’s administrative team and will advise the President on the performance and operations of the members of the President’s administrative team. The annual performance evaluations of the members of the President’s administrative team shall be presented to the Committee for review prior to the evaluations being presented to those individuals. The Committee will review salary studies, market data and other relevant information for the members of the President’s administrative team on an annual basis. In the event of the hiring or termination of any member of the President’s administrative team, the Committee will review the relevant data and make a recommendation to the full Board of Regents prior to the Board taking formal action.

The Committee shall also have the authority to review and approve all proposed contracts (including contract renewals or extensions) for temporary or permanent individual employment and proposed contracts for employment consulting prior to submission of such contracts to the Committee or the Board for approval.

At the discretion of the Chairperson of the Board and/or the Committee, the Committee may interview candidates considered for a position in the President’s administrative team prior to the hiring of such individuals, as outlined in Section 4.05.01 of these Bylaws.

The Committee will also work with the President on succession planning and personnel development issues for the President and the members of the President’s administrative team.

The Committee shall also perform other duties as assigned by the Board.

5.10.01
The Committee shall be chaired by the Vice Chairperson of the Board. The Committee shall also include two other members: the Chairperson of the Finance and Audit Committee, and one other Regent who shall be appointed by the Chairperson of the Board.

5.10.02
The University officer assigned to the Committee shall be the Secretary of the Board of Regents.
ARTICLE VI

COLLECTIVE AUTHORITY AND ACTION

6.01
The authority of the Board of Regents is conferred upon it as a Board, and the Board can bind the body corporate and the University only by acting as a Board. No individual Regent shall bind the Board or the University to any contractual or other legal obligation without prior approval of the Board. Individual Regents otherwise may take such actions as are expected and consistent with their positions as Regents, or as a member of a Board committee.

ARTICLE VII

AMENDMENTS

7.01
These bylaws may be amended or repealed at any formal session of the Board, by an affirmative vote of a majority of the Regents, provided that copies of the proposed amendments or notices of repeal are submitted in writing to each Regent at least 24 hours in advance of such formal session.

ARTICLE VIII

INDEMNIFICATION

8.01 Duty to Indemnify Regents
Except as expressly set forth in this Article, the Board will defend, hold harmless, and indemnify (collectively hereafter, "indemnify" or "indemnification") a Regent against any threatened, pending, or completed action, suit, or proceeding of any kind or type (including arbitration and alternative dispute resolution proceedings), whether civil, criminal, administrative, or investigative, including relative to any appeal, and wherever brought, if the involvement of the Regent in such action, suit, or proceeding arises:

(a) by virtue of the fact that he or she is or was a Regent, or is or was serving pursuant to the request of the Board as a director, officer, trustee, or similar position of another entity (i.e., corporation, partnership, limited liability company, joint venture, trust, etc.), or

(b) from actions taken in the course of duties as a Regent.

This obligation extends to the payment as incurred of all expenses (including attorneys' fees, judgments, penalties, fines, and amounts paid in settlement) (hereafter, “Expenses”).

8.02 Conclusive Presumption of Coverage
Indemnification under this Article shall be conclusively presumed unless a final and nonappealable determination has been made by a court of competent jurisdiction (at the request of the Board or any party to such action, suit, or proceeding) that the Regent:
(a) had no reasonable cause to believe that his or her conduct was in the best interests of the Board or the University, or

(b) failed to satisfy the terms and conditions of this Article, or

(c) with respect to a criminal action, suit, or proceeding, had reasonable cause to believe that his or her conduct was illegal.

The termination of any action, suit, or proceeding by judgment, order, settlement (whether with or without court approval), conviction, or a plea of nolo contendere or its equivalent, shall not create a presumption or be used as evidence that the Regent did not meet the requisite standard of conduct or had any particular belief or that a court has determined that indemnification is not permitted under this Article or by applicable law.

8.03 Reimbursement of Expenses
In the event that a determination is made pursuant to Section 8.02 above that the Regent is not entitled to indemnification under this Article or that indemnification should be revoked or terminated, the Regent shall repay any and all Expenses paid by the Board to or on behalf of the Regent. If a Regent is entitled to indemnification by the Board for a portion of his or her Expenses, but not, however, for the total amount of such Expenses, the Board shall nonetheless indemnify the Regent for that portion of Expenses to which the Regent is entitled to indemnification under this Article.

8.04 Notice and Cooperation By Regent
As a condition to obtaining indemnification under this Article, the Regent must give prompt notice to the Board and the Office of the General Counsel of the pendency of any action, suit, or proceeding for which he or she may seek indemnification, and shall keep the Board and the Office of the General Counsel apprised of all significant developments in the action, suit, or proceeding. A Regent's full cooperation with assigned legal counsel is a condition of continued defense and indemnification under this Article.

8.05 Selection of Legal Counsel
Selection of legal counsel shall be made as follows:

(a) The General Counsel, after consultation with the Board, shall have authority over selection of all legal counsel to represent the individual Regents indemnified under this Section, except in the following cases:

(i) In any criminal matter, the Regent shall have sole authority over the selection of legal counsel.

(ii) In the event the named parties to any action, suit, or proceeding include a Regent and the Board or other Regents, and a named Regent has been advised by the General Counsel, or by legal counsel selected under Section 8.05(a) above, that there may be one or more legal defenses/positions available to him or her that conflict or may conflict with those available to one or more other named Regents (or the named Board), the named Regent then shall have the right to select separate legal counsel, and the Board shall then indemnify such named Regent for all Expenses incurred by such named Regent; provided, the Board will not be required to indemnify such named Regent for any
settlement of any such action, suit, or proceeding effected without the Board’s prior written consent.

(b) A Regent may, at any time at his or her own expense, retain separate legal counsel rather than avail himself or herself of this Article. In such event, the Board will not reimburse Expenses or provide any indemnification under this Article.

In matters where an individual Regent is a named party and the General Counsel has selected legal counsel for the named Regent, such legal counsel will keep the named Regent informed of the status of the action, suit, or proceeding.

8.06 Strategy and Settlement
Except in the case of a criminal matter, the Board shall have sole decision-making authority over all litigation and settlement strategies. In any criminal matter, the Regent involved shall have sole decision-making authority over all litigation and settlement strategies. Once the Board has settled an action, suit, or proceeding, the Board shall not be required to further indemnify a Regent with respect to that action, suit, or proceeding.

8.07 Non-Exclusivity
The indemnification provided in this Article shall not be exclusive of any other rights to which a Regent may be entitled under any statute, bylaw, insurance policy, agreement, or otherwise.

8.08 No Duplication of Recovery
Indemnification will be made under this Article only to the extent that the Regent is not made whole for his or her Expenses from all other sources of indemnification, including insurance maintained by the University. In no case will indemnification under this Article be in an amount which, when combined with the indemnification from all other sources of indemnification, exceeds the actual amount of Expenses incurred by the Regent.

8.09 Actions Brought By Regent
The Board shall not be required to indemnify a Regent in connection with an action, suit, or proceeding brought by such Regent unless such action, suit, or proceeding was authorized by the Board in advance and the Board expressly agrees to such indemnification.

8.10 Actions Brought By Board
The Board shall not commence, and hereby waives any right to commence, any action, suit, or proceeding, for monetary damages, against a current or former Regent, for breach of the Regent’s fiduciary duty, or relative to any act or omission of the Regent, except as follows:

i. Acts or omissions not in good faith or that involve intentional misconduct or knowing violation of law;

ii. An act or omission that is grossly negligent; or

iii. A transaction from which the Regent derived an improper personal benefit.

The Board shall not be required to indemnify a Regent in connection with an action, suit, or proceeding brought by or on behalf of the Board against the Regent.
8.11 Enforcement
If a claim for indemnification under this Article is not paid in full by the Board within ninety (90) days after a written claim has been received by the General Counsel, the Regent making the claim may at any time thereafter bring suit against the Board to recover the unpaid amount of the claim, and, if successful in whole or in part, the claimant shall be entitled to be paid also the expense of prosecuting such claim.

8.12 Modifications
The right to indemnification set forth in this Article shall be deemed to be a contract right between the Board and each Regent who serves in such capacity at any time while this Article is in effect, and any repeal or modification of this Article shall not affect any rights or obligations then existing, with respect to any state of facts then or theretofore existing, or any action, suit, or proceeding theretofore or thereafter brought or threatened based in whole or in part upon any such state of facts.

8.13 Application
This Article applies to any Regent of the University. The indemnification provided for in this Article continues as to a person who ceases to be a Regent, and the rights and benefits of this Article shall inure to the benefit of the heirs, executors, administrators, personal representatives, successors, and assigns of Regents.

8.14 Severability
Each and every section, term, and provision of this Article shall be considered severable in that, in the event a court finds any section, term, or provision to be invalid or unenforceable, the validity and enforceability, operation, or effect of the remaining sections, terms, and provisions shall not be affected, and this Article shall be construed in all respects as if the invalid or unenforceable section, term, or provision had been omitted.

8.15 Inquiries, Notices and Communications
All inquiries, notices, and communications regarding this Article or related to any action, suit, or proceeding for which indemnification is or may be sought pursuant to this Article shall be directed to the Office of the General Counsel.
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**Issue**

**SCHEDULE A TO BYLAWS OF BOARD OF REGENTS OF EASTERN MICHIGAN UNIVERSITY**

Regents of Eastern Michigan University
Committee Charter
Finance and Audit Committee

**Finance and Audit (FA) Committee Mission:**

The FA Committee provides oversight to the Board of Regents of the financial, audit and investment performance, policies and practices of Eastern Michigan University by ensuring effective management of the University’s revenues and expenses, providing uncompromising stewardship for the University’s financial and capital resources and by providing business and financial guidance to the many different constituencies at the University.

I. **Responsibilities of the FA Committee:**

   a. **Finance Responsibilities:**
      - Review and monitor the overall financial health of the University
      - Review and ensure that financial policies are current and applicable
      - Review university budgets, including strategy, forecast projections, tuition/fees and assumptions for State Appropriations
      - Review building and capital needs (including property acquisitions and disposals) and the related debt program, including structure, policy, strategy and future capacity
      - Review tax compliance and exposure management
      - Review all major contracts prior to their being recommended to the Board for action.

   b. **Investment Responsibilities:**
      - Review investment policies and ensure adherence to such policies
      - Review performance of investments compared to relevant benchmarks or indices

   c. **Audit Responsibilities:**
      - Be directly responsible for the appointment, compensation and retention of the University’s independent internal auditor, review and approve the annual internal audit plan, evaluate annually the performance of the auditor, and provide the auditor with direct access to the FA Committee.
      - Recommend to the Board the selection of an external auditor, who shall be appointed by the Board, evaluate annually the performance of the auditor, and provide the auditor with direct access to the FA Committee.
      - Review with the administration and the independent auditor the clarity and completeness of the annual audit of the university’s financial statements and supplemental information. Review and approve the annual statements and supplemental information.
      - Meet with internal and external auditors at least three times per year.
      - Review annually the travel and hosting expenses of the President and his/her family.
• Review annually the compensation plans, policies and programs (including salary, benefits and perquisite benefits) of the President and other “Key Officers” as determined by the FA Committee.

• Review annually with the independent auditors the University’s Risk Assessment and Risk Management policies and procedures. Ensure that the financial risk of lost assets, operational risk of ineffective and inefficient operations, compliance risk of violating laws, regulations and University policies and procedures and reputational risk regarding public relations matters are effectively managed.

• Establish and provide on-going review of the University’s procedures for the receipt, retention and treatment of complaints regarding accounting, internal accounting controls or auditing matters, or other matters of questionable fiduciary and stewardship actions. Ensure that confidential, anonymous reporting mechanisms are in place and that all employees, students and other University stakeholders are aware of their existence.

The aforementioned responsibilities of the FA Committee may be modified or supplemented as appropriate at any time.

II. Composition and Meetings:

The Chairperson of the Board of Regents will appoint the Chairperson of the FA Committee. The Vice President for Business and Finance will act as the staff liaison the FA Committee. All appointments will be at the pleasure of the Board Chairperson. The FA Committee may, at its discretion, hire financial expertise from outside the University, subject to approval by the Board.

The FA Committee will advise the Board on matters pertaining to its oversight areas and will present periodic reports and recommendations, but will not have the power to bind the Board on any matter. The FA Committee may meet as often as necessary, but not less than five times in a calendar year (corresponding with regularly scheduled Board meetings).

III. Resources and Authority:

The FA Committee may investigate any matter brought to its attention pertaining to its oversight areas, with full access to all books, systems, records, facilities and personnel of the University. The FA Committee may engage independent counsel and other advisors as it determines necessary to carry out its duties at University expense.

IV. Adoption of Chapter:

The Board of Regents has adopted this Charter on March 21, 2006, and amended this Chapter on June 23, 2009.
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AALIB:553891.10:025676-00099
I. Policy

It is the University's policy to defend and indemnify employees and agents of the University (hereafter, “Indemnitees”) who become parties to legal proceedings by virtue of their good faith efforts to perform their responsibilities on behalf of the University.

A. Authority for decisions about the application or revocation of this policy rests with ______________________________, in consultation with the President or other executive officers, as appropriate. Authority for the selection of appropriate legal counsel rests with the Office of the General Counsel.

B. In proceedings in which both the University and an Indemnitee are parties, the University shall have the sole discretion to determine when a conflict of interest exists between the University and the Indemnitee such that separate representation of the Indemnitee shall be provided by the University.

C. The University shall have sole authority over litigation and settlement strategies and decisions for those proceedings for which it is providing legal counsel to an Indemnitee. The Indemnitee’s full cooperation with legal counsel is a condition of continued defense and indemnification.

D. The University reserves the right to revoke its initial decision to defend and indemnify an Indemnitee based on information received subsequent to that decision, e.g., that the Indemnitee did not satisfy a condition required by this policy. In that event, the University may seek restitution from the Indemnitee of expenses, including attorney’s fees and costs, incurred prior to the revocation.

E. Indemnitees may, at their own expense, retain separate counsel rather than avail themselves of this policy. In such a situation, the University will not
indemnify the Indemnitee for any settlement, judgment, or expense incurred.

F. This policy does not apply to an Indemnitee’s involvement in internal University proceedings.

G. All inquiries about this policy and about how to seek a determination whether it applies to particular proceedings should be directed to the Office of the General Counsel.
RECOMMENDATION

INDEMNIFICATION POLICY

ACTION REQUESTED

It is recommended that the Board of Regents approve the attached Indemnification Policy that would be applicable to employees and agents of the University.

STAFF SUMMARY

Provisions for the indemnification of employees and agents of Eastern Michigan University (EMU) are currently set forth in Article VIII of the Bylaws of EMU’s Board of Regents. The Board of Regents is concurrently considering an amendment of its Bylaws that includes a revision of Article VIII. The proposed revision of Article VIII sets forth provisions for the defense and indemnification of members of the Board of Regents and does not reference employees and agents of the University. The attached proposed Indemnification Policy sets forth provisions for the defense and indemnification of employees and agents of the University who become parties to legal proceedings by virtue of their good faith efforts to perform their responsibilities on behalf of the University.

FISCAL IMPLICATIONS

The adoption of the Policy would provide for the continuation of the University’s current policies and practices in regards to the defense and indemnification of employees and agents of the University. The Policy would not expand the scope of the defense and indemnification that the University currently provides to employees and agents.

RECOMMENDATION

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

________________________                                                               ______________
University Executive Officer                                                                            Date
RECOMMENDATION

APPOINTMENT OF PROVOST AND EXECUTIVE VICE PRESIDENT

ACTION REQUESTED

It is recommended that the Board of Regents approve the appointment of Dr. Jack Kay as Provost and Executive Vice President of Eastern Michigan University effective August 1, 2009.

Based on the unanimous recommendation of the faculty in the Department of Communication, Media and Theatre Arts, it is further recommended that Dr. Kay be granted tenure in the Department at the rank of Professor effective August 1, 2009.

SUMMARY

Dr. Kay has served as Provost and Vice Chancellor for Academic Affairs at the University of Michigan-Flint from September 2005-February 2007 and August 2008-present; Interim Chancellor from January 2007-August 2008; and Acting Vice Chancellor for Institutional Advancement, August 2008-present.

Accomplishments at the University of Michigan-Flint include substantial undergraduate and graduate enrollment growth, general education reform, and establishment of the Genesee Early College High School, implementation of academic program review, campus internalization, and successful completion of a capital campaign.

Dr. Kay is a professor of communications, with expertise in rhetoric, political communication and hate crimes. He has also taught at Wayne State University and the University of Nebraska-Lincoln. Kay received his Ph.D. in communications from Wayne State University in 1979, master’s degree from Southern Illinois University-Carbondale in 1975 and an undergraduate degree from Wayne State in speech and political science in 1974.

FISCAL IMPLICATIONS

None

ADMINISTRATIVE RECOMMENDATION

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

__________________________________ __________________________
University Executive Officer Date